



# City of Malden

Malden City Hall  
215 Pleasant Street  
Malden, MA 02148

## Meeting Minutes - Final Finance Committee

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Tuesday, November 17, 2020

7:05 PM

Remote Meeting

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### Roll Call

**Present:** 6 - David Camell, Paul Condon, Neal Anderson, Amanda Linehan, Barbara Murphy and Deborah DeMaria

*Also Present: Councillors Crowe, O'Malley, Sica, Spadafora and Winslow  
Charles Ranaghan, Controller  
Dan Grover, Treasurer  
Ron Hogan, Parking Director*

#### 380-20

In accordance with Governor Baker's 3/12/20 Order Suspending Certain Provisions of the Open Meeting Law, G.L.c.30A,ss18, and the Governor's 3/23/20 Revised Guidance on Order by the Governor Prohibiting Assemblage of More than Ten People, this meeting will be conducted via remote participation.

In person attendance by members of the public is prohibited, and all effort will be made to permit public attendance of this meeting, in the manner specified below, via remote access by internet, telephone, and if available via public broadcast of the meeting by Malden Access Cable Television on public access television channels.

Public access will also be provided by posting draft minutes, and/or a transcript, recording, or record of the meeting on the city of Malden website at [cityofmalden.org](http://cityofmalden.org) as soon as practicable after the meeting.

Additional information/guidelines for the public can be found here:

<https://www.cityofmalden.org/DocumentCenter/View/2487/Public-information-on-Public-Meetings-and-Hearings-during-the-Declared-State-of-Emergency-related-to-COVID19PDF>

Members of the public who wish to attend remotely can do so using the following information:

Please click the link below to join the webinar:

<https://cityofmalden.zoom.us/j/92831467478?pwd=SGNIRzZ1TkZSYmRNUjVFN2toWHkzQT09>

Passcode: 859459

Or iPhone one-tap:

US: +16465189805,,92831467478#,,,,,0#,,859459#

+19294362866,,92831467478#,,,,,0#,,859459#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1 646 518 9805

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Webinar ID: 928 3146 7478

Passcode: 859459

International numbers available:

<https://cityofmalden.zoom.us/j/92831467478?pwd=SGNIRzZ1TkZSYmRNUjVFN2toWHkzQT09>

**If you would like to request a reasonable accommodation, please contact Maria Luise, ADA Compliance Coordinator at [mluise@cityofmalden.org](mailto:mluise@cityofmalden.org) <<mailto:mluise@cityofmalden.org>> or 781-397-7000, Ext 2005.**

## Minutes to be Approved

Minutes of the September 29, 2020 meeting to be approved.

**A motion was made by Councillor Deborah DeMaria, seconded by Councillor Paul Condon, that the minutes of September 29, 2020 be approved. The motion carried by the following vote:**

**Yea:** 6 - Councillor Camell, Councillor Condon, Councillor Anderson, Councillor Linehan, Councillor Murphy and Councillor DeMaria

## Business

### 369-20

Order: That the sum of Three Million Dollars (\$3,000,000) is appropriated from available general fund free cash to pay costs of street repaving, including the payment of all costs incidental and related thereto by adding

the following language:

Any street repaving project funded by this funding source include, to the greatest extent: (1) improvements to ensure crossings meet the standards of the Americans with Disabilities Act (ADA), (2) new pavement markings consistent with Malden's Complete Streets Policy and Malden By Bike Plan, and (3) measures to preserve existing trees or replace any tree removed at a nearby location.

**Sponsors:** David Camell

*Councillor Camell calls the meeting to order at 7:07 P.M. Ron Hogan explains Paper #369-20 & Paper #370-20 and says there is a never ending amount of roadwork and this package is about going after that type of project for the City. Instead of looking to bond the whole thing we are balancing the burden by bonding half and then funding the other half the money will be replaced by what is dropping off the books. The streets become part of the package. The engineer will get the streets together to make up close to the amount with minimal sidewalk work and mill and overlay for neighborhood streets. Motion was made by Councillor Linehan and seconded by Councillor DeMaria to amended the paper to add the following language:*

*Any Street repaving project funded by this funding source include, to the greatest extent: (1) improvements to ensure crossings meet the standards of the Americans with Disabilities Act (ADA), (2) new pavement markings consistent with Malden's Complete Streets Policy and Malden By Bike Plan, and (3) measures to preserve existing trees or replace any tree removed at a nearby location.*

**A motion was made by Councillor Linehan, seconded by Councillor DeMaria, that the Order be amended. The motion carried by the following vote:**

**Yea:** 6 - Councillor Camell, Councillor Condon, Councillor Anderson, Councillor Linehan, Councillor Murphy and Councillor DeMaria

**A motion was made by Councillor DeMaria, seconded by Councillor Condon, that the Order be recommended favorably as amended to the full council. The motion carried by the following vote:**

**Yea:** 6 - Councillor Camell, Councillor Condon, Councillor Anderson, Councillor Linehan, Councillor Murphy and Councillor DeMaria

### [370-20](#)

Order: That the sum of \$3,000,000 is appropriated to pay costs of street repaving, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Mayor, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor. Any premium received by the City upon the sale of any bonds or notes approved by this order, or pursuant to any other loan orders approved by the City prior to the date hereof, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote, or pursuant to any other loan orders approved by the City prior to the date hereof, as the case may be, in accordance with

Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount by adding the following language:

Any street repaving project funded by this funding source include, to the greatest extent: (1) improvements to ensure crossings meet the standards of the Americans with Disabilities Act (ADA), (2) new pavement markings consistent with Malden's Complete Streets Policy and Malden By Bike Plan, and (3) measures to preserve existing trees or replace any tree removed at a nearby location.

**Sponsors:** David Camell

*Motion was made by Councillor Linehan and seconded by Councillor DeMaria to add the following wording to the paper:*

*Any street repaving project funded by this funding source include, to the greatest extent: (1) improvements to ensure crossings meet the standards of the American with Disabilities Act (ADA), (2) new pavement markings consistent with Malden's Complete Streets Policy and Malden By Bike Plan, and (3) measures to preserve existing trees or replace any tree removed at a nearby location.*

**A motion was made by Councillor Linehan, seconded by Councillor DeMaria, that the Order be recommended favorably as amended. The motion carried by the following vote:**

**Yea:** 6 - Councillor Camell, Councillor Condon, Councillor Anderson, Councillor Linehan, Councillor Murphy and Councillor DeMaria

**A motion was made by Councillor DeMaria, seconded by Councillor Condon, that the Order be recommended favorably as amended to the Full Council. The motion carried by the following vote:**

**Yea:** 6 - Councillor Camell, Councillor Condon, Councillor Anderson, Councillor Linehan, Councillor Murphy and Councillor DeMaria

**371-20**

Order: That the FY2021 adopted general fund appropriation order (Schedule B) be hereby amended by reducing the appropriation by \$4,164,407 and the corresponding FY2021 budget contingency expense be eliminated.

**Sponsors:** David Camell

*Councillor Camell explains during our budget discussions in May and June because of the extenuating circumstances we were unsure how the state aid would be affected and a budget contingency was placed into the budget as opposed to a cut which allows flexibility because of the unknown nature of that state aid the financial department did a great job and came out pretty close to what that would be \$4.1 mill was correct and we now make that budget contingency to mirror what came in from the State. Chuck says we are reducing the original appropriation order there are no further cuts the budget contingency line in the budget we weren't sure and the Governor released his preliminary budget prior to Covid. Once Covid hit we knew there would be reductions to state aid and local receipts like meals tax we didn't know the full extent that would be we created this*

*budget contingency account which retained \$4.1 million the combination of the actual reductions in state aid and local receipts ended up being within \$2000 of that budget contingency line it was about \$1700 this request in front of the Council tonight to remove that budget contingency line from the budget so when we actually set the tax rate and submit our tax recap sheet we are not raising or appropriating the \$4 mill not needed.*

**A motion was made by Councillor Condon, seconded by Councillor Murphy, that the Order be recommended favorably to the Full Council. The motion carried by the following vote:**

**Yea:** 6 - Councillor Camell, Councillor Condon, Councillor Anderson, Councillor Linehan, Councillor Murphy and Councillor DeMaria

375-20

Order: That the sum of Forty Thousand Dollars (\$40,000) be and the same is hereby transferred from available general fund free cash to the Mayor's Office salary account in order to hire a Diversity, Equity and Inclusion Coordinator for the remainder of the fiscal year.

**Sponsors:** David Camell and Neal Anderson

*Council Camell explains this is \$20,000 for the remainder of the fiscal year it adjusts to \$65,000 annually. The City and the government are in favor of this we have heard feedback can we raise this and is it to much for one person to handle. It is the Mayor's responsibility to come up with this and we say yes or no. We want to make sure we get the value for the money. The Committee has a discussion on this paper. Councillor Anderson is happy to see the effort by the Mayor's office to bring forth a diversity equity inclusion Coordinator. The fact we are moving forward with and equity person is a step in the right direction. He wants to make sure this position is going to accomplish something not just a process but results such as what kind of support will this position receive and how will they succeed. He has spoke to Maria Luise with this position with good planning in place about what this person would do and he feels working out of the Mayor's office is a good idea. We need a commitment from the Mayor's office, the Council and the hiring managers. He supports this if we can provide these needs going forward. Councillor Linehan also says there are limitations what we can talk about tonight but she looks at the salary level and she feels it was announced as a Director position and she feels that there is a mismatch with the salary and the title. She has a hard time supporting it now until we find what are the goals and what is the correct salary range. She feels at this salary we are sending out a mixed message as what this position would do. Councillor Camell asks Ron speak on behalf of Maria Luise and he clarifies that the request before you tonight it is unlikely to have anyone on board before January 1st so the \$40,000 supports a salary of up to \$80,000 is a good start and it gives the Mayor's office the flexibility to land it in that range. Maria looked at other cities and he feels it is a good starting point with the information she gathered. Councillor Murphy is concerned with the responsibility this person would have and would want it to include oversight of the school system. She feels there is a separation of the City and the Schools if you look at the population of the employees we have in the system the majority is the school system if you take away Police and Fire you are left with a small minority of employees we have control over. She wants to make sure this position is a citywide effort and how would this position interact with the vast majority of the employees in the city and who controls their hiring. Ron because this position is out of the Mayor's office you would have expectation of coordination with the school department but they are their own entity which is the School Committee. We are two different entities from other perspectives. She feels the reporting structure is a problem she would like to see a graph if you take away Fire, Police and School System how many employees of the overall employees of the City*

would there be control over. Ron says you don't take those departments away but the influence would have to change a little but those organizations will still need advise and guidance they would be working with them in a different way based on the restrictions. Councillor Murphy is not against this but she says the vast majority we hire on a daily basis will not fall under the control or recommendations of this person and wants to point that out for clarity. Councillor Camell says would this person be a resource if those departments were to recruit. Ron says it would be the hope that being out of the Mayor's office they would be able to influence but not control those departments. Councillor DeMaria is in support of this position. She thanks the Mayor for putting this forward. She sees this role as an HR role and the School Dept. is listed in the job description. She is concerned with why this person wouldn't be housed in the HR Dept. and using their funds. She reached out to an HR Dept. which felt this is not funded properly. She feels that what we are asking for is what we will pay for. Councillor Condon says he believes department heads chose the employees that will work for them but he feels that everyone should go through training. We may not have control over the school system but the Mayor is the head of the School Committee and would expect the School Committee will look at this as just as important as we would. He feels we are moving forward in the right direction but reiterates it is important to be trained properly. Councillor Anderson says this person would work with the managers in finding people of color to apply and be hired for these positions. This diversity Director should work with all dept. heads to put together a plan to make this successful we can make it work if everyone puts in the effort. Councillor Spadafora in the private sector the Chief Inclusion Officer is not in HR they report to the CEO. It is looked at through the inclusion of physical limitations, sexual orientations, ethnicity and there are many forms of racism and he feels it should be out of the Mayor's office because we may look down the line and see this person needs their own staff. He believes in the Mayor he means what he says and does what he means. He feels its a win, win and long overdue and feels this person will take us to a different level and empower us. Councillor Winslow is in support of this position he is happy the thinking is to allow the Mayor's office the flexibility with the salary. He feels people in this position are more effective out of the Mayor's office. He feels that this person should be able to review each department and coming up with strategy for that department and would like to hire someone who has done this and had success. He feels we should put it out at a high enough level to get some good candidates. Ron says if you authorize \$40,000 for six months you are authorizing a \$80,000 annual salary. We post jobs with ranges this may be \$65,000-80,000. Councillor O'Malley asks Ron to explain positions in the Mayor's office don't require ordinances. Ron says there used to be language that the Mayor is authorized to have staff with funding authorized by the City Council. Each Mayor has had staff and titles that have been authorized by the City Council. Councillor O'Malley says he feels a position like this should have a five year term not based on politics from the Mayor's office. If the person is doing their job it shouldn't be cut which is why he feels a coordinator position will not get the respect from Dept. Heads. He thinks that there should be a director and a coordinator. Councillor Camell says he sees this as a start they can't add to this but they can say yes to what has been asked of us. He is in favor of this but he supports more being done on this going forward. Hiring diversity is only the beginning it is to make sure our government is reflective of our community and making sure the inclusion impacts the course of our government to serve our community better.

**A motion was made by Councillor Condon, seconded by Councillor Murphy, that the Order be recommended favorably to the Full Council. The motion carried by the following vote:**

**Yea:** 6 - Councillor Camell, Councillor Condon, Councillor Anderson, Councillor Linehan, Councillor Murphy and Councillor DeMaria

## **Other Business**

### **Adjournment**

A motion was made by Councillor Barbara Murphy, seconded by Councillor Paul Condon, that the meeting be adjourned at 8:52 P.M. The motion carried unanimously.