

COMMITTEE ON PERSONNEL
As a Committee of the Whole
WEDNESDAY, JUNE 3, 2020 AT 6:00 p.m.
CITY COUNCIL CHAMBERS
WOBURN CITY HALL

Voting Members Present: Chair Joanne Campbell, Alderman Michael Concannon, Alderman Robert Ferullo, President Michael Anderson, Alderman Lindsay Higgins, Alderman Jeffrey Dillon, Alderman Darlene Mercer-Bruen, Alderman Edward Tedesco, and Alderman Richard Gately

Also President: Elaine Pruyne, Director of Human Resources

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Interviews of the Council on Aging Director finalists: Chairman Campbell said there were originally 10 candidates who were whittled down to five semifinalists, who were interviewed last week. She said the interviews lasted a half-hour each. She said the committee forwarded the names of three finalists to the committee of the whole for interviews tonight. She said the committee came up with questions to ask each candidate. She said the intent was to ask each candidate the same questions, but the committee reserved the right to skip some questions in case one of the candidates already answered the question and there might be some redundancy. She asked for a motion to approve the previous meeting's journal. Motion made by Alderman Tedesco and seconded by Alderman Higgins to approve the minutes of the previous meeting's journal; approved, 8-0-1, with an abstention from President Anderson. Motion made by Alderman Tedesco and seconded by Alderman Higgins to allow Alderman Tedesco to reconsider his vote on the approval of the previous meeting's minutes; all in favor, 9-0. Motion made by Alderman Tedesco and seconded by Alderman Higgins to withdraw his motion to approve the minutes of the previous meeting's minutes; all in favor; 9-0. Chairman Campbell said the interviews of the finalists will be conducted in roughly the same manner as the interviews for the semifinalists. She said many of the same questions posed to the candidates tonight will be the same questions that were asked last week. **Gene Mazzella** – Chairman Campbell asked Mr. Mazzella to introduce himself to the committee of the whole, tell the members what qualifications he has and why he is interested in the position. Mr. Mazzella said he is originally from Dorchester. He said he went to the University of Southern California to specifically earn a degree in gerontology. He said after he graduated he came back to the Northeast to start his career. He said he has been active in the gerontology realm for a number of years, except for some time he took off for hospice for two of his aunts. He said he was involved in outreach programs and worked his way up to COA director. He said he worked with the Mass. Council on Aging program and has been the COA director in Avon for the past four years. He said he built the program in Avon from next-to-nothing. He said he feels very good about what he has done there. He said Covid-19 came along at a tough time. He said his time in Avon came to a very good, positive end. Chairman Campbell asked Mr. Mazzella to describe his experience with program reporting, financial reporting and grant writing. Mr. Mazzella replied one of the responsibilities that comes with the position of director is reporting and budgeting. He said he secured funding for a programs in Avon. He said he has been involved in grant writing. Chairman Campbell asked, "Specific responsibilities of the COA Director are listed in the job

description are ‘Developer and implements a variety of social, recreational, educational, advocacy, transportation, fire safety and health-related programs for the elderly.’ What are some of the projects that you have worked on or implemented for mature individuals?” Mr. Mazzella replied he developed many projects across a broad spectrum of senior services. He said he was appointed as a board member of the Old Colony Advisory Council. He said he helped develop exercise and nutrition programs. He said he expanded transportation programs. He said he got a grant to replace a van. He said he expanded recreation programs. He said he helped establish a partnership with Norfolk County to enhance a fish and game program. Chairman Campbell asked “The Senior Center is closed due to the Covid-19 pandemic. How do we move forward with reopening the Senior Center? What safety procedures might need to be implemented to keep the visitors safe? What new programs can be implemented during this time of Covid-19 so that seniors can be at home but still be able to connect socially with other people?” Mr. Mazzella said the primary concern is the safety of staff and guests. He said even if the center is closed to the public, the staff will still be required to adhere to social distancing and wear personal protective equipment. He said anyone not essential to the day-to-day operations will be asked to work from home. He said the senior center in Avon went from delivering 12 meals a day to 100 during the Covid-19 pandemic. He said staff in Avon was taking temperatures. He said there are more unknowns than knows associated with the virus. He said seniors are the most vulnerable population to Covid-19, but despite that the COA does have a responsibility to engage them. He said they can make home visits and try to contact seniors via local cable access. He said he developed his own television show with seniors. He said there are ways to connect through technology. Chairman Campbell asked Mr. Mazzella to tell the committee how he would spend his first day as director of the Woburn Senior Center. Mr. Mazzella said the first day would be devoted to getting to know the staff, board members, mayor, and City Council members on a more direct basis and getting a feel for things. He said the goal is to move forward and build on what is good and what changes are going to be expected. Chairman Campbell asked Mr. Mazzella about his plans for his first 100 days as COA director. Mr. Mazzella said he would remain active with the Council on Aging and coordinate everything in unison. He said he would get to know the staff’s strengths and weaknesses. He said he would make sure the department is on point with the budget. He said when he was in Avon, he was issued a municipal cell phone, and he put the number on his business card and gave it to every senior he met. Chairman Campbell asked, “What challenges do you see in working with the senior population? How do you handle those challenges?” Mr. Mazzella said the reason he got into the field of aging was because it was a challenging field. When he was at USC, the mantra was “What are you going to do with long-term care?” and he said that mantra is still true today. He said the COA is in the front lines of services, but the city of Woburn cannot do it alone. He said the money in the budget is never enough. He said the COA needs to reach seniors who are hidden in the community. Chairman Campbell asked, “What would your co-workers say are your greatest assets and what skills would they say you need work on?” Mr. Mazzella said he was talking to the CEO of Old Colony and when he told her he was stepping down she classified him as a fierce and fearless advocate. He said he is there for the seniors and the staff, and he is there for the city and town. He said he likes to think he approaches every task with integrity and honesty. He said there are probably 900 things he can do better, he does not have a specific answer to what his co-workers would say, but he said they would say they had a good time working for him. He said he sat in on a Woburn Council on Aging meeting on the Zoom platform and what struck him was Director Joanne Collins’ sense of humor and humility. He said it is important to be humble and

to be able to laugh at oneself. Chairman Campbell asked Mr. Mazzella if there is anything else the committee should know about him. Mr. Mazzella said (sarcastically) he is very shy and he does not like public speaking. He said he loves what he does. He said Woburn needs an advocate and someone who has experience. He said the city needs someone who will be able to do hard work with outreach. He said he knows of councilors who have never seen the director in their community. He said being overbearing is also not a good policy, however. He said he is self-motivated and a self-starter. He said he knows what the mission is. He said there is a long list of people who have confidence in him. He said in this time of great uncertainty and instability, the city needs a director who is deeply-connected to the network. Chairman Campbell asked if any other members of the committee have questions for Mr. Mazzella. Alderman Gately said Mr. Mazzella has an impressive resume, including the time he spent in California. Mr. Mazzella said USC's campus is impressive on the days you can see the mountains, but then there are also times when the city is shrouded in a marine layer. He said he could not see himself living there every day. Alderman Gately noted Mr. Mazzella has a lot of experience with grant writing and he has worked with the homeless. Mr. Mazzella said he worked at the Pine Street Inn for eight years. Alderman Gately said the Woburn Senior Center is unique. He said there are a lot of residents of Ward 2 who attend. He said elderly residents in the city ought to be allowed the respect they deserve. He said some of the services at the Woburn Senior Center include a thrift store, tax preparation, legal advice and Senior Olympics. He asked if Mr. Mazzella is a lawyer. Mr. Mazzella said he is not. Alderman Gately asked if Mr. Mazzella has any knowledge of elder law. Mr. Mazzella replied he has a fair amount of knowledge of elder law. He said he knows enough about long-term care and insurance. Alderman Gately said it is important that Mr. Mazzella knows about Medicare. He said medical insurance is something that tends to confuse seniors. Mr. Mazzella said Medicare is designed to confuse the heck out of people. He said the rules are changed every year. He said there are some loopholes he knows inside and out. Alderman Gately asked if Mr. Mazzella will move to Woburn if he is appointed. Mr. Mazzella said he lives in Wellesley, which he said is not too far away. He said he is in a long-term relationship with a Wellesley resident who has her family living with her. He said he lives 22 minutes from Woburn. Mr. Mazzella said he while he was at the Pine Street Inn, he learned a number of valuable lessons, including how to listen. He said he also learned about the negative power of saying no. He said he learned how to interact with people who are self-neglected and how to help them. Alderman Higgins said she is the liaison to the Council on Aging. She asked if Mr. Mazzella is currently working in Avon. Mr. Mazzella said he has resigned from Avon, as of Sunday. He said he is helping until the end of the fiscal year. Alderman Higgins asked Mr. Mazzella why he is seeking a change. Mr. Mazzella said he had four good years in Avon, but he felt it was time to move on. He said he is looking for a position with a reasonable commute. He said he does not want to be stressed out by a commute. Alderman Higgins asked if Mr. Mazzella left Avon of his own volition. Mr. Mazzella said he did. President Anderson said the Woburn Senior Center tends to be a welcoming place, but there are some curmudgeons there, and asked Mr. Mazzella how he would reach them. Mr. Mazzella said Director Collins has established a great model. He said the way to reach the people who tend to be difficult is by seeking their input. He said if you get enough people interested in a new program, they're going to care. He said the senior center is not a building, it is a resource. He said when he worked at the Boston Council on Aging, he spearheaded an initiative called "Seniors Count." He said they spent an entire year in the neighborhoods trying to reach people who would not come out. He said they found thousands of people. He said the city of Boston is very different in that the COA is an arm of the mayor's

office. Alderman Concannon said Mr. Mazzella mentioned during last week's committee meeting he was a candidate for the director's position in Carlisle. He asked where that stands. Mr. Mazzella said he withdrew from consideration. He said he was the leading candidate for the position in March when Covid-19 arrived. He said he could not leave Avon during a pandemic. He said now that the surge has passed, he is looking for an opportunity in another community. He said Carlisle has hired someone. He said they were sad to see him go. Chairman Campbell said the committee will be discussing all three candidates tonight after interviews, and the names of one or two will be forwarded to the City Council for consideration at a meeting on Monday. Alderman Tedesco said if the committee forwards one candidate, the vote on Monday will be pro forma. Chairman Campbell told Mr. Mazzella he will be hearing from the council soon. **Lauren McDonald-Roffi** – Chairman Campbell asked Ms. McDonald-Roffi to introduce herself to the committee of the whole, tell the members what qualifications she has and why she is interested in the position. Ms. McDonald-Roffi said she has worked for her entire career in elder services. She said she was born and raised in Woburn. She said her first job was at Moore & Parker, which had an elderly clientele, and she thinks that is what made her passionate about working with seniors. Chairman Campbell asked Ms. McDonald-Roffi to describe her professional experience working with mature populations and people with various special needs related to seniors. Ms. McDonald-Roffi said she has worked for eight years at Mystic Valley Elder Services. She said she has been a clinical case worker for the past five years. She said she started a hoarding program, in the context of which she meets weekly with staff. She said she participates in hub meetings in Chelsea and Medford, where high-risk seniors are discussed. She said they take a team approach to service offerings. Chairman Campbell asked Ms. McDonald-Roffi to describe her experience with program reporting, financial reporting and grant writing. Ms. McDonald-Roffi said she is involved in collecting data through the hub meetings. She said she supports grant writing initiatives with data. Chairman Campbell asked, "Specific responsibilities of the COA Director are listed in the job description are 'Developer and implements a variety of social, recreational, educational, advocacy, transportation, fire safety and health-related programs for the elderly.' What are some of the projects that you have worked on or implemented for mature individuals?" Ms. McDonald-Roffi said her biggest project to date has been the hoarding program. She said there is a clinical hoarding specialist on the team. She said hoarding is a disorder. She said having a specialist is helpful. Chairman Campbell asked "The Senior Center is closed due to the Covid-19 pandemic. How do we move forward with reopening the Senior Center? What safety procedures might need to be implemented to keep the visitors safe? What new programs can be implemented during this time of Covid-19 so that seniors can be at home but still be able to connect socially with other people?" Ms. McDonald-Roffi said once the senior center re-opens there are going to be different rules. She said there will be an increased reliance on technology, for example Zoom and social media. She said better access will be important. She said she is a big fan of phone trees. She said in Medford, there is a grassroots check-in initiative. She said the city started collecting data and that led to a system of increased connection with seniors. She said technology can also be used to connect seniors through activities like trivia and games. She said a lot of programs can be offered on-line. Chairman Campbell asked Ms. McDonald-Roffi to tell her what her first day will be like at the senior center. Ms. McDonald-Roffi said she is assuming the senior center will be closed on her first day. She said she is going to hit the ground running. She said she will evaluate what the needs are. She said there will be change and that will be hard for people. She said she will find a balance between familiarity and the changes that needs to be imposed due to concerns about

Covid-19. She said the transition might be a good time to implement changes. Chairman Campbell asked Ms. McDonald-Roffi to tell her what her first 100 days at the senior center will be like. Ms. McDonald-Roffi said that will be about the time schools are open again in September. She said she hopes the senior center is open by that point because it is an important place. She said if it is not open, she will have to determine how services can be provided to the senior community. Chairman Campbell asked "How would you go about developing relationships on behalf of the Council on Aging with key departments, municipal officials and community leaders/groups? How have you done this at your present job?" Ms. McDonald-Roffi said when she started attending hub meetings, she was the representative from Mystic Valley and that helped her collaborate with people from a spectrum of social services. She said she has built meaningful relationships and she has seen how important that is. She said she feels the same model can work at the senior center. She said police are huge supporters of that model. Chairman Campbell asked, "What challenges do you see working with the senior population and how do you handle those challenges?" Ms. McDonald-Roffi replied said her co-workers say she likes working with challenging elders who have a really hard time adapting to change. She said she would use social media to show elder adults what goes on at the senior center. She said she would consider holding open house nights. She said mobility is a big deal for elder adults. She said it is fortunate Woburn has a good transportation program. Chairman Campbell asked Ms. McDonald-Roffi what her co-workers would say is are her greatest assets and what skills would they say she needs to work on? Ms. McDonald-Roffi replied her co-workers would say she loves a challenge. She said she loves creative thinking. She said they would say she is always ready to help and reach out to other agencies. She said they will tell you she does not know what 5 o'clock is. She said her co-workers would say she does not know when to let something go and let the elder figure it out on their own. Chairman Campbell asked Ms. McDonald-Roffi to summarize the knowledge, skills and abilities she has and how she feels they make her the best candidate for the job. Ms. McDonald-Roffi said she has a Bachelor's degree from UMass-Amherst. She said she has more than 1,000 hours of supervisory experience at Mystic Valley. She said she has earned a license in social work. She said her education set her up to work in this field. She said she has worked in elder services for her entire professional career. She said she has a passion for working with older adults. She said she will try to reach seniors by going out for coffee and donuts and putting her business card in the bag. She said she is not afraid to get her hands dirty. She said it's what she loves to do. Chairman Campbell asked if any other member of the committee has questions for Ms. McDonald-Roffi. Alderman Gately said Ms. McDonald's resume is impressive and she has quite a few recommendations that are commendable. Alderman Gately said the Woburn Senior Center is unique. He said working there is involved. He asked Ms. McDonald-Roffi if she has any experience working with the homeless. Ms. McDonald-Roffi said she does have experience working with the homeless. She said the problem is there are not a lot of resources. She said a lot of homeless people end up in nursing homes, or couch surfing. She said it is a really big struggle. Alderman Gately said there are programs at the senior center like the tax assistance program, Meals on Wheels and others that entail quite a bit of work. He said people like to go to the senior center because of the kindness of the staff and the programs. He said the director's job is a full-time, full-time job, not a 7-4 or a 7-5 job. Ms. McDonald-Roffi said being the director of the Woburn Senior Center would be her dream job. Alderman Dillon asked Ms. McDonald-Roffi what gives her the most satisfaction from her current job. Ms. McDonald-Roffi said interacting with seniors gives her the most satisfaction. She said the current restrictions due to Covid-19 have limited her ability to go into

the houses of her elder clients, and that is disappointing to her. She said listening to elders is important, and that she learned how to listen when she worked at Moore & Parker. She said isolation is plaguing elders as much as heart disease. She said listening to elders is a privilege and that is the best part of her day. Alderman Mercer-Bruen said she thinks Ms. McDonald-Roffi is well-qualified and her current employer would be very sorry to lose her. She said as much the community wants the senior center to resume as it was before the pandemic, everyone knows that is not going to happen. She said the entire dynamic is going to change. She asked what would be the first program Ms. McDonald-Roffi will initiate when the senior center re-opens. Ms. McDonald-Roffi said she would establish a program that allows people to connect with other elders with whatever means are available. She said the senior center might host a Zoom night or a Facebook night. She said there may be grants available to allow people to better access technology. **Marie Lingblom** - Chairman Campbell asked Ms. Lingblom to introduce herself to the committee of the whole, tell the members what qualifications she has and why she is interested in the position. Ms. Lingblom said she has worked for Mayor Scott Galvin for the past 10 years. She said when she found out Joanne Collins was retiring, she became interested. She said she has worked extensively with the Council on Aging in the mayor's office, and said she thinks she can take the best part of her experiences and adapt them to the senior center. She said she has spent the last three months talking to people. She said her role at the senior center would be a microcosm of the work she has performed in the mayor's office. She said she has helped develop and implement a lot of programs and she thinks she can take that to the senior center. She said she also knows Judy Tanner has resigned. She said she has seen how hard Ms. Collins has worked and that the position needs someone who will continue her legacy. Chairman Campbell asked Ms. Lingblom to describe her experience with program reporting, financial reporting and grant writing. Ms. Lingblom said she has 10 years of experience with the mayor's office developing budgets for an array of departments, including the senior center. She said she and the mayor are the only two in the office. She said she has been involved with a lot of financial reporting. She said she worked as a newspaper editor. She said she has been involved with grants through her work with the Cummings Foundation, which she joined in 2014 as a committee member. She said she has just collaborated with members of Council of Social Concern with a food drive, and she was involved with a food coupon program with the Woburn Redevelopment Authority. She said she has worked with the Metropolitan Area Planning Council on a transportation grant. She said she knows a ton of things through her work in the mayor's office. She said she has a great relationship with elected officials. She said she can synthesize just about anything. Chairman Campbell asked, "The Senior Center is closed due to the Covid-19 pandemic. How do we move forward with reopening the Senior Center? What safety procedures might need to be implemented to keep the visitors safe? What new programs can be implemented during this time of Covid-19 so that seniors can be at home but still be able to connect socially with other people?" Ms. Lingblom said there was a statewide meeting on Zoom of councils on aging during which there was discussion about the fear of moving too quickly to re-open. She said she expects there will be enhanced precautions, including the use of sanitizers, the implementation of protocols and wearing PPE. She said there may be some changes like moving to appointment-only tax assistance. She said one idea she has had is to start a community gardens program on the grounds. She said she knows there are plenty of gardeners among the senior community and there is plenty of room up there for it. She said she would also consider pairing younger seniors with older seniors. She said she has talked to Recreation Director Rory Lindstrom about putting in a drive-in movie theater at the senior center. She said

she would consider creating pickleball courts. She said former city employee Bonnie White contacted her about pickleball. She said a lot of people around here have great ideas. She said she would like to work with Woburn Public Media to create a show about senior issues. She said she would emphasize getting the word out to seniors who do not feel valued. She said the COA could offer photography project with the Woburn Guild of Artists. She said federal funding for senior programs has decreased every year since 2016. She said senior services are critical. She said she would be a big advocate for more funding. She said she would encourage interdepartmental programs. She said she would encourage people to get involved in snow and leaf removal assistance programs with a format like Angie's list, with a focus on Woburn. She said the mayor's office gets calls about trimming trees, but the city can't trim trees on public property. Chairman Campbell asked Ms. Lingblom to tell the committee about her first day as director of the Woburn COA. Ms. Lingblom said her first task would be to sit everyone down and listen to them. She said one of the traits the director must have is good listening skills. Chairman Campbell asked Ms. Lingblom to tell the committee about her first 100 days as COA director. Ms. Lingblom said there must be reflection about what services are being utilized. She said she would pick out the things that can be accomplished. She said she thinks the post-Covid-19 senior center is going to be a big challenge. She said she the delivery of basic services is going to be different. Chairman Campbell asked Ms. Lingblom what her co-workers would say is are her greatest assets and what skills would they say she needs to work on? Ms. Lingblom said her co-workers would say she is passionate, loyal, and loves to help people. She said she has a long track record of managing competing interests. She said learning how to say no will be her biggest challenge. She said in the mayor's office, she often ends up with a bag of stuff that's been passed all over the city. She said she tries to be the hardest working person in the room. Chairman Campbell asked Ms. Lingblom to summarize the knowledge, skills and abilities that she has and how she feels they make her the best candidate for the job. Ms. Lingblom said her role in the mayor's office for the last 10 years has morphed into chief of staff. She said she has worked diligently. She said she has proven success working in a dynamic service environment. She said you must be able to think on your feet. She said loves collaborating with other people. She said she has worked with diplomacy and professionalism. She said she worked on Beacon Hill for five years as an advocate for people with disabilities. Alderman Mercer-Bruen said she thinks Ms. Lingblom is highly-qualified. She said the senior center is going to be changing, and the most vulnerable population in the city is going to be impacted. She asked Mr. Lingblom to name one thing she would do right off the bat. Ms. Lingblom said she would establish a telephone town hall that allows seniors to ask questions or glean information. She said it would be a good way to communicate directly. Alderman Mercer-Bruen said a lot of seniors are feeling alone and having a connection would be great. Alderman Gately said he has personally witnessed the compassion Ms. Lingblom has shown toward the elderly. He said what she is doing in the mayor's office is incredible. He said she has been a tremendous asset to the city. He said she has been part of the Woburn family all these years. He said he knows she can handle the job. He said she is a great person.

Chairman Campbell said there were three really good candidates forwarded by the Personnel Committee following semifinalist interviews last week. Alderman Higgins asked if references were requested. Director Pruyne said she included references in the packets she distributed to the committee members. She said the first candidate did not provide references. Alderman Higgins said she is assuming the Personnel Committee put the questions together and thanked the members for doing that. President Anderson said working on the Personnel Committee is a

thankless task. Alderman Concannon said he has now heard from the three finalists twice. He said they were able to expand on their initial interviews tonight. He said after hearing the candidates tonight he is confident in the committee's decision to advance these three candidates. He said he believes any one of the three could do the job. He said they have different skill sets. He said he thinks they all could succeed. He said if all things are equal, then he would lean toward Woburn people. He said he was particularly interested in seeing two Woburnites advance, and Mr. Mazzella was forwarded to the committee because of his experience. He said his thought is the Council on Aging is currently working well and he is told the senior center runs very well, and he would like to see that continue. He said when he looks at all three candidates, he feels like the person who can continue to do that is Marie Lingblom. He said he thinks Mr. Mazzella can step in and run a Council on Aging, but maybe he is not the best fit for the Woburn Council on Aging. He said he has known Ms. McDonald-Roffi since she was born, and he knows what a quality person she is. He said he knows she would do a great job, and if this was maybe 5-10 years in the future, she would be the top choice. He said his recommendation is Marie Lingblom. Alderman Gately said he agrees with Alderman Concannon. He said the best candidate is Ms. Lingblom. He said she knows the city. He said she is an advocate for the elderly. He said he has known Ms. Lingblom for 30 years and he met her when she was working for the Woburn Advocate. He said he thinks she will be a great fit at the senior center. He said he likes her idea about starting a community gardens program at the senior center. He said he will absolutely be supporting Ms. Lingblom. Alderman Mercer-Bruen said the best thing the city can do for its seniors is provide them with consistency. She said Ms. McDonald-Roffi was phenomenal. She said in 10 years the city would be lucky to have her consider coming here, but her first choice right now is Ms. Lingblom. President Anderson said Mr. Mazzella has the best qualifications. He said he is concerned why Mr. Mazzella pulled his name from consideration for the job in Carlisle and why he is leaving Avon. He said Mr. Mazzella spoke well. He said Mr. Mazzella is not a Woburnite. He said he is concerned that Mr. Mazzella did not provide references. He said for him it comes down to the other two candidates. He said Ms. Lingblom is fantastic and he thinks she will do a phenomenal job. He said he thinks Ms. McDonald-Roffi will also do an excellent job. He said Ms. McDonald-Roffi has been in the trenches, working with seniors. Chairman Campbell said the screening committee did consider education. She said Mr. Mazzella has a Master's degree. She said Ms. McDonald-Roffi has a Bachelor's degree and is a licensed social worker. She said there is value in getting that license. She said she felt like she connected with Ms. McDonald-Roffi during the interview process. She said it's a different beast, working with the elderly. She said she does not want to discount the candidate who has earned a license or a Master's degree in social work. President Anderson said these are the things he was also thinking about. He said Ms. McDonald-Roffi is a licensed social worker who has graduated to case manager. He said she has the complete package. He acknowledged Ms. Lingblom also has a record of experience. He said she is more than just the mayor's secretary. He said he just wants the committee to consider Ms. McDonald-Roffi. Alderman Higgins said she would default to one of the Woburn residents. She said Ms. McDonald-Roffi is young but she has a degree. She said all three candidates were excellent. She said she is glad the screening committee put forth these three candidates. Motion made by Alderman Higgins and seconded by Alderman Mercer-Bruen to take a 5-minute recess; all in favor, 9-0. Chairman Campbell recessed the meeting at 8:05 p.m. Motion made by Alderman Tedesco and seconded by Alderman Mercer-Bruen to return to the regular order of business; all in favor, 9-0. Chairman Campbell returned the meeting to regular order at 8:10 p.m. Alderman Dillon thanked the Personnel Committee for forwarding

three excellent candidates. He said he does not want to discount education but what struck him was that both Ms. McDonald-Roffi and Ms. Lingblom were caring and kind, which he said might be more important than education. He said he is torn between Ms. McDonald-Roffi and Ms. Lingblom. Alderman Tedesco asked if the manner in which to proceed is by roll call vote. Chairman Campbell said she is also torn between Ms. Lingblom and Ms. McDonald-Roffi. She said it is clear they both love working with people and that is an important trait. She said she feels Ms. McDonald-Roffi has the edge because of her degree and her license in social work. She said it is very important to know how to talk to the elderly. She said she feels like Ms. McDonald-Roffi's degree will help the city in the long run. She said she honestly would be happy if the city hired either Ms. McDonald-Roffi or Ms. Lingblom. Alderman Concannon said since there are two vacant positions at the senior center, and there are two awesome candidates, if the committee could recommend hiring both Ms. Lingblom and Ms. McDonald-Roffi. Alderman Ferullo said it would require a couple of days to determine if that was an option. Chairman Campbell asked how such an arrangement would work salary-wise. Alderman Ferullo suggested keeping salary out of the discussion for now. Director Pruyne said the second position would come at a significantly lower salary than the director's position, which is covered by the union, and there would have to be negotiations with the Teamsters. Chairman Campbell asked if the salary for the other position is about \$40,000. Director Pruyne said she thinks the salary is around \$48,000. Chairman Campbell said she assumes both Ms. Lingblom and Ms. McDonald-Roffi are already making more money than that. She said the committee is here to recommend a candidate for the COA director's position. Alderman Mercer-Bruen said she thinks both Ms. McDonald-Roffi and Ms. Lingblom are phenomenal, and if the committee was considering a role in a clinical setting, then Ms. McDonald-Roffi would be the first choice. She said if every person in Winchester Hospital is required to have a Master's degree, they wouldn't have any help. She said the city needs someone who is passionate, who cares and who is a good listener. She said that is why she thought Ms. Lingblom would be best-suited for the role. Director Pruyne said the other vacant position at the senior center is program and volunteer coordinator. Alderman Ferullo said the salary is about \$50,000 a year. Alderman Higgins said the job description for COA Director indicates the qualifications include a Master's degree in social work, with a clinical license preferred. President Anderson said the job description is in the ordinance. Alderman Mercer-Bruen said she finds it puzzling that the screening committee would forward to the committee of the whole candidates who do not have the qualifications listed in the job description. Alderman Concannon said he presented the top three candidates to the committee of the whole as he saw fit. Alderman Mercer-Bruen asked if Ms. Lingblom is disqualified from consideration. Director Pruyne said the current COA Director does not have a Master's degree in that field, but that she is a licensed social worker. Chairman Campbell said the committee does not want to dismiss life experience. Alderman Higgins said the city needs to be clearer about job qualifications in the future. Motion by Alderman Tedesco and seconded by Alderman Gately to poll the committee by roll call; all in favor, 9-0. Alderman Gately – Ms. Lingblom; Alderman Dillon – Ms. Lingblom; President Anderson – Ms. McDonald-Roffi; Alderman Mercer-Bruen – Ms. Lingblom; Alderman Tedesco – Ms. Lingblom; Alderman Higgins – Ms. McDonald-Roffi; Alderman Concannon – Ms. Lingblom; Alderman Ferullo – Ms. McDonald-Roffi; Chairman Campbell – Ms. McDonald-Roffi. Ms. Lingblom prevailed by a 5-4 vote. Motion made by President Anderson and seconded by Alderman Tedesco to send a committee report to the City Council that Marie Lingblom be appointed Director of Council on Aging; all in favor, 9-0.

Motion made by Alderman Tedesco and seconded by Alderman Higgins to adjourn; all in favor, 9-0. Chairman Campbell adjourned the meeting at 8:20 p.m.

Attest: _____

Gordon Vincent
Clerk of Committees