

COMMITTEE ON PERSONNEL
As a Committee of the Whole
MONDAY, DECEMBER 12, 2022, at 6:38 p.m.
WOBURN CITY HALL
CITY COUNCIL CHAMBERS

Voting Members present: Chair Joanne Campbell, Councilor Joseph Demers, Councilor Jeffrey Dillon, President Michael Concannon, Councilor Lou DiMambro, Councilor Charles Viola, Councilor Darlene Mercer-Bruen, and Councilor Robert Ferullo. Absent: Councilor Richard Gately

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Reading of previous meeting minutes and approval: Motion made by Councilor Demers and seconded by Councilor Jeffrey Dillon to waive the reading of and to approve the minutes of the meeting of September 21, 2022; all in favor, 8-0.

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Order for Committee on Personnel to fill the vacancy on the Woburn Recreation

Commission: Chair Campbell said she has prepared a list of questions she will ask of all the applicants. She said the list of questions has been distributed to the members of the committee. She said she is assuming the committee can pick finalists to forward to the City Council or the committee can pick one candidate tonight. President Concannon said the committee may be able to consider between 1-3 finalists but he would not want to forward the nominations of more than three to the City Council. He said it is just a matter if the committee feels comfortable with one finalist. He said there may be a couple of candidates who are city employees. He said the committee may need to find out whether the money they earn working for the city is a stipend and not a salary. Motion made by Councilor Mercer-Bruen and seconded by Councilor Demers to send a communication to City Solicitor Ellen Callahan Doucette asking if the council can appoint a candidate who is already a city employee to the Recreation Commission and if so what the process would be; approved, 8-0. Councilor Demers said he knows one candidate is a high school teacher, and another candidate is a retired teacher. He said if the council selects the current school employee it would probably have to confer special municipal employee status to the appointee. President Concannon said the council is the body that grants special municipal employee status and that may be a question that is also asked of the City Solicitor. Councilor Mercer-Bruen said she hopes the committee can decide on one candidate tonight. She asked what the process is. Chair Campbell said if the matter is still in committee the council can take it up on floor. Councilor Demers said there is a difference between confirming a mayoral appointment and a City Council appointment. Chair Campbell said the process can be informal. She said the committee can interview the candidates and then talk about which ones they like the best. Councilor Mercer-Bruen said for the purposes of keeping things moving the committee should probably conduct the interviews and then vote. Chair Campbell said she is fine with that. **Jessica Wetzel** – Chair Campbell said the members of the committee have been provided with the candidates’ resumes and letters of interest. She said will ask the same four questions of each

candidate and then open the discussion to any questions or comments from members of the committee. Chair Campbell asked: "Please tell us about your experience and why it makes you a good candidate to fill the Recreation Commission vacancy." Ms. Wetzel said she has a background in the hospitality and business and transitioned to restaurant management. She said she went back to school and earned a Master's degree from UMass-Boston in vision studies and she began teaching visually impaired students. She said she thinks that type of background is something she will bring to the Recreation Commission. She said she has a lot of good ideas about how to make playgrounds more accessible. She said she works with the visually impaired. She said she has a visually impaired child. She said she would bring some new ideas to the commission and that she wants to give back to the community. She said she still volunteers at Perkins School. She said she is a mother of elementary school children and has participated and organized parent groups. She said she is trying to give back to the community. She said she has worked with the Girl Scouts. She said she has always had a focus on accessibility. Chair Campbell asked, "What do you see as your role as a commissioner with Rory Lindstrom as director?" Ms. Wetzel said she knows Director Lindstrom. She said she thinks Director Lindstrom is a wonderful person. She said she thinks Director Lindstrom is energetic. She said she would like to be a liaison between the City Council and Director Lindstrom. Chair Campbell said "What is your vision for the Recreation Commission? Are there any programs you would like to add? What are some of your favorite programs?" Ms. Wetzel responded one of her favorite programs is the Bouncy Bean program. She said it has been a great way for her to meet people in the community. She said it is important to interact and know other people in the community and bring them together. She said she has found the yoga program to be enjoyable. She said it is important to listen to the community to determine what programs might be enjoyable and fun for the residents. Chair Campbell asked, "Do you foresee any conflicts with your present employment and this position?" Ms. Wetzel said she has always been very dedicated. She said she does not see any reason why she would not be able to attend monthly meetings. Councilor Dillon said he thinks Ms. Wetzel would bring a lot of energy to the commission. He said whichever way the vote goes, he thinks Ms. Wetzel should stay involved because people like her make the community better. Councilor Mercer-Bruen said she thinks Ms. Wetzel would bring a fresh perspective to the Recreation Commission. She said Ms. Wetzel's energy is amazing. Councilor Viola said Ms. Wetzel has great energy. He asked if Ms. Wetzel has attended any of open space meetings. Ms. Wetzel said she has not attended any open space meetings but it is on her to-do list. Councilor Viola asked what Ms. Wetzel would like to accomplish with open space in the city. Ms. Wetzel said she would like to see a skate park.

Steven Scalesse - Chair Campbell asked: "Please tell us about your experience and why it makes you a good candidate to fill the Recreation Commission vacancy." Mr. Scalesse said he worked for the city of Woburn for 18 years, in the Parks Dept. He said he helped take care of the fields. He said he left the city's employment four years ago for a new opportunity. He said he wants to stay involved with the community. He said his two daughters have been involved in activities sponsored by the Recreation Dept. He said he knows how to maintain the fields from his experience with the Parks Dept. He said he has been a hockey coach. He said he drives the Zamboni at the rink. Chair Campbell asked, "What do you see as your role as a commissioner with Rory Lindstrom as director?" Mr. Scalesse said Director Lindstrom does a wonderful job. He said he really wouldn't change much. He said there are some programs he would like to expand like the volleyball program and the public skating program. Chair Campbell asked "What is your vision for the Recreation Commission? Are there any programs you would like to add?"

What are some of your favorite programs?” Mr. Scalesse said he would like to expand the volleyball program into the spring. He said he would like to see programs in the schools be more inclusive. Chair Campbell asked, “Do you foresee any conflicts with your present employment and this position?” Mr. Scalesse said he will have no conflicts if he is chosen for the position. Councilor DiMambro asked Mr. Scalesse where he works now. Mr. Scalesse said he is a plumber. Councilor DiMambro asked if Mr. Scalesse has attended any open space meetings. Mr. Scalesse said he has not attended any open space meetings lately. Councilor Viola said Mr. Scalesse must have a vast knowledge of the fields in the city and asked what spaces he feels are underutilized. Mr. Scalesse said a lot of the fields are used on a daily basis, but two areas that could be utilized are the fields near the Green Street pool and the Hurld School. **William McGrath** – Chair Campbell asked, “Please tell us about your experience and why it makes you a good candidate to fill the Recreation Commission vacancy.” Mr. McGrath said he has a lot of experience coaching Woburn youth sports. He said he was involved in Woburn Little League, youth football, basketball, and the Woburn Boys & Girls Club. He said he worked for the Recreation Dept. part-time in the youth basketball program. He said he worked with a special needs program at a summer camp, which he said was a very rewarding experience. He said he thinks he has a lot to offer to the Recreation Commission. Chair Campbell asked, “What do you see as your role as a commissioner with Rory Lindstrom as director?” Mr. McGrath replied he said thinks he would be very supportive of the Recreation Director. He said he is retired and he will have time to devote to the commission. He said he has a good rapport with the Recreation Dept. from working with Woburn Little League. Chair Campbell asked “What is your vision for the Recreation Commission? Are there any programs you would like to add? What are some of your favorite programs?” Mr. McGrath said he is always open to adding new programs. He said he would like to see the Recreation Dept. add more programs for young adults, in the life sports realm like tennis, golf and swimming. He said he would be in favor of adding a casino night program. He said everything doesn’t have to be all about sports. He said he would always be in favor of adding programs for children with disabilities. Chair Campbell asked, “Do you foresee any conflicts with your present employment and this position?” Mr. McGrath said he has no conflicts. He said he works part time. He said he is a member of the Lions Club. Councilor Viola asked if Mr. McGrath has attended any open space committee meetings. Mr. McGrath said he has not. Councilor Viola asked if Mr. McGrath has any insight on what should take place on any open space areas in the city. Mr. McGrath said he is always in favor of adding more fields. He said he would be in favor of adding more activities. He said fundraisers for the Recreation Dept. would be worthwhile. **Christopher Glaser** – Chair Campbell asked, “Please tell us about your experience and why it makes you a good candidate to fill the Recreation Commission vacancy.” Mr. Glaser said he grew up in Woburn and participated in developmental sports. He said he read the Recreation Dept.’s website and didn’t realize how robust the programming is. He said he has a background in the construction industry He said he has been dealing for years with architects and accommodation for disabled citizens. He said he retired in 2020. He said he wants to contribute to a city that has been very good to him. Chair Campbell asked, “What do you see as your role as a commissioner with Rory Lindstrom as director?” Mr. McGrath said being a member of the Recreation Commission appears to be support position. He said he is willing to contribute outside of the monthly meeting format by assisting with anything that relates to the construction industry. He said he would be certainly willing to do anything the board needs to be done. Chair Campbell said “What is your vision for the Recreation Commission? Are there any programs you would like to add? What are some of your favorite programs?” Mr. Glaser said he

loves swimming at the pools. He said he remembers swimming at Foley Beach. He said he still swims regularly. He said he thinks the Recreation Dept. offers good programs for everyone. He said he was involved in the basketball program. He said he runs around the pond four times a week. He said he would like to enhance any and all programs. He said he would like to see any available open space used for activities that promote good health. He said sports is a good way to teach teamwork. Chair Campbell asked, "Do you foresee any conflicts with your present employment and this position?" Mr. McGrath said he works between 4:30-7 p.m. at a lifeguard at the YMCA. He said he started last year. He said it looks like Recreation Commission meetings are at night and he can certainly accommodate his schedule to attend. Councilor Viola asked if Mr. McGrath has attended any open space meetings. Mr. Glaser said he has not attended any meetings but he has read about what's going on in the paper. Councilor Viola asked Mr. McGrath has any ideas for open space. Mr. Glaser said he sees a lot of people at the Clapp School playground and wonders if the same type of thing can be done at the Tarky School site. He said it looks like the playground at the Clapp School has been well-received. Councilor Ferullo said Mr. Glaser's running history is remarkable. Mr. Glaser said fortunately he has his original set of knees. **Joseph Daly** – Chair Campbell asked, "Please tell us about your experience and why it makes you a good candidate to fill the Recreation Commission vacancy." Mr. Daly said he has been involved in youth sports for a long time. He said he has been in the construction management industry for 40 years. He said he thinks he will be an asset to the Recreation Commission. Chair Campbell asked, "What do you see as your role as a commissioner with Rory Lindstrom as director?" Mr. Daly said he sees the commission as being in a support role to the director. He said Director Lindstrom is responsible for the day-to-day operations and he would be glad to provide any support he can to help the programs function effectively. Chair Campbell asked "What is your vision for the Recreation Commission? Are there any programs you would like to add? What are some of your favorite programs?" Mr. Daly said the Recreation Commission covers the basic programs well. He said he has been involved in the challenger baseball and skating programs and he thinks those are well-run. He said he would like to see programs and participation at the Woburn Senior Center. He said the city has great facilities. "Do you foresee any conflicts with your present employment and this position?" Mr. Daly said he is self-employed and he does not foresee any conflicts. Councilor DiMambro said it seems like Mr. Daly has a lot of energy and an extraordinary amount of coaching experience. Mr. Daly said there are really no specific aspects of the Recreation Dept. that can be improved, but he would like to work to make sure the programs are more inclusive and more user-friendly. He said he might like to see a little less structure because that may make more people get involved and make them feel comfortable. Councilor Dillon said he noticed Mr. Daly has a Massachusetts Construction Supervisor's license and OSHA certification and asked how he thinks those qualifications will help him as a member of the Recreation Commission. Mr. Daly said he thinks Recreation Commission members have to keep an eye out for safety and he thinks those qualifications will help in that regard. Councilor Mercer-Bruen said there are open space parcels in the city. She asked Mr. Daly to name two places in the city that could use some assistance. Mr. Daly cited Gonsalves Park. He said he does not think it is used to its full capacity. He said the field at the Senior Center has been expanded and there could be better use of the space. Councilor Viola asked if Mr. Daly has attended any recent open space or Recreation Commission meetings. Mr. Daly said he has not. **Robert Campbell** – Chair Campbell asked, "Please tell us about your experience and why it makes you a good candidate to fill the Recreation Commission vacancy." Mr. Campbell said he has been involved with the Recreation

Dept. as an instructor and volunteer coach with the challenger basketball program. He said he is a teacher at Woburn High and a coach during the fall and spring seasons. "What do you see as your role as a commissioner with Rory Lindstrom as director?" Mr. Campbell said he would like to work with Director Lindstrom to make the Recreation Dept.'s programs more inclusive to ensure more residents of Woburn have their best experience. "What is your vision for the Recreation Commission? Are there any programs you would like to add? What are some of your favorite programs?" Mr. Campbell said he enjoyed being involved with challenger basketball. He said he enjoys working with inclusive programs. He said he would love to expand programs like the challenger sports. "Do you foresee any conflicts with your present employment and this position?" Mr. Campbell said he feels like his experience with the Recreation Dept., and teaching and coaching at the high school will be an asset. Councilor Viola asked Mr. Campbell if he has attended any open space meetings. Mr. Campbell said he has not. Councilor Viola asked what open space areas he would like to see utilized for recreation. Mr. Campbell said he has not thought much about that issue. Councilor Viola said he likes to hear Mr. Campbell wants to expand programs that focus on inclusion. Councilor Mercer-Bruen asked Mr. Campbell to name two parks that he thinks could be utilized better. Mr. Campbell said he thinks the netting at Ferullo Field needs to be replaced and expanded so more areas can be utilized. He said it would be great to add a dog park, and the netting could be expanded to protect the people who use the dog park. He said the roller skating rink at Leland Park could be improved. He said the basketball nets could be replaced. President Concannon asked Mr. Campbell if he is still working for the Recreation Dept. in the summer. Mr. Campbell replied he teaches summer school. President Concannon asked if Mr. Campbell receives a stipend for his work with the basketball program. Mr. Campbell said he is a volunteer. He said he gets paid hourly for working the clock. He said if there were a conflict he would step down. Councilor DiMambro asked if Mr. Campbell would support the addition of low impact walking or hiking trails for adults. Mr. Campbell said he would be in favor of adding walking trails. He said there are areas at Library Park and Ferullo Field that might be good spots for trails. He said the area behind the new fire station might also be a good place for a walking trail. Councilor Ferullo said Mr. Campbell's commitment to the challenger program is commendable. Chair Campbell said there are six really good candidates. She said the committee will take a moment to discuss the candidates. Councilor Mercer-Bruen said the first candidate blew her away. She said Ms. Wetzel has a lot of energy and good communication skills. She said she likes Ms. Wetzel's experience in the handicapped community. She said of all the candidates Ms. Wetzel seemed to be the most connected to the handicapped community and she thinks that's important. She said Ms. Wetzel's experience is going to be extremely helpful to the commission. Chair Campbell said she agrees with everything Councilor Mercer-Bruen said about Ms. Wetzel. Councilor Mercer-Bruen said she thinks Mr. Campbell was very good, but she still prefers Ms. Wetzel. Councilor Ferullo said Ms. Wetzel's resume is tremendous. Councilor Dillon said he does not disagree that Ms. Wetzel was outstanding. He said all the candidates are very good. He said Mr. Daly may bring a different point of view to the commission because of his construction background. He said Mr. Daly's coaching resume speaks for itself. He said he is leaning toward voting for either Mr. Daly or Ms. Wetzel. He said he is down to those two candidates in his mind. Councilor Demers said Ms. Wetzel is an outstanding candidate. He said he has an interesting perspective because the spot on the Recreation Commission the council is filling was held by his father. He said the greatest need for the commission is people with different experiences. He said members with a background in developmental disabilities are desirable because there is an effort to make playgrounds more

accessible. He said Ms. Wetzel is a great candidate. He said there were several great candidates. He said Mr. Campbell is vibrant and exciting and he answered questions with specifics. He said he thinks he is leaning toward Mr. Campbell and Ms. Wetzel and Mr. Daly as the three candidates he prefers. He said the candidates bring a wide swath of experience and volunteerism. Councilor DiMambro said Ms. Wetzel has an extraordinary amount of energy and background with disabilities. He said he appreciated Mr. Campbell's comment about how to improve the city's parks. He said Mr. Campbell made some good suggestions. He said he also liked Mr. Daly's energy and his extensive background in construction. Councilor Dillon said he also liked what Mr. Campbell had to say. Councilor Mercer-Bruen agreed having someone with a construction background on the Recreation Commission is an asset. She said when the city puts up buildings or builds a new park there will be planning committees and it will be essential to have someone with a construction background. She said she hopes the committee doesn't send three names to the council for a vote on Tuesday. She said the committee is going to have to debate it. She said she hopes the councilors have done their work before the meeting on Tuesday. Councilor Ferullo said Ms. Wetzel was awesome. He said Mr. Daly has also shown his commitment to the city. President Concannon said the council always gets good candidates. He said all six candidates would be an asset to any committee. He said he is glad they all applied. He said he knows most of these people. He said Mr. Campbell grew up with his son. He said he knows Mr. McGrath through the Lions Club. He said Mr. Scalesse cleans the ice at the rink. He said Mr. Glaser is committed to Woburn. He said Ms. Wetzel was tremendously impressive. He said she has a lot of energy and is amazing. He said he agrees with Councilor Mercer-Bruen that the committee should whittle down the field to one preferred candidate. Motion made by Councilor Mercer-Bruen and seconded by Councilor Dillon to send to the City Council the names of Ms. Wetzel and Mr. Daly as finalists. Councilor Demers said he agrees sending the names of two finalists is a good idea. President Concannon suggested reversing the process and eliminating candidates until the committee gets to one or two. Councilor Mercer-Bruen withdrew her motion; seconded by Councilor Dillon; approved, 8-0. Chair Campbell said she would like to consider no more than three candidates. Motion by Councilor Mercer-Bruen and seconded by Councilor DiMambro to nominate Ms. Wetzel, Mr. Daly, and Mr. Campbell to the Recreation Commission vacancy; approved, 8-0. Vote by roll call: Councilor Mercer-Bruen – Ms. Wetzel; Councilor Dillon – Mr. Daly; Councilor Demers – Ms. Wetzel; Councilor DiMambro – Mr. Daly; President Concannon – Mr. Campbell; Councilor Viola – Mr. Campbell; Councilor Ferullo – Mr. Daly; Chair Campbell – Ms. Wetzel. Clerk recited the vote as follows: Ms. Wetzel – 3; Mr. Daly -3; Mr. Campbell – 2. Second ballot roll call: Councilor Mercer-Bruen – Ms. Wetzel; Councilor Dillon – Mr. Daly; Councilor Demers – Ms. Wetzel; Councilor DiMambro – Mr. Daly; President Concannon – Mr. Daly; Councilor Viola – Mr. Campbell; Councilor Ferullo – Mr. Daly; Chair Campbell – Ms. Wetzel. Clerk recited the vote as follows: Ms. Wetzel – 3; Mr. Daly - 4; Mr. Campbell – 1. Third ballot roll call: Councilor Mercer-Bruen – Ms. Wetzel; Councilor Dillon – Mr. Daly; Councilor Demers – Mr. Daly; Councilor DiMambro – Mr. Daly; President Concannon – Mr. Daly; Councilor Viola – Ms. Wetzel; Councilor Ferullo – Mr. Daly; Chair Campbell – Ms. Wetzel. Clerk recited the vote as follows: Ms. Wetzel – 3; Mr. Daly -5. Motion made by Councilor Demers and seconded by Councilor Dillon to send Mr. Daly's name to the City Council; approved, 8-0.

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Motion made by Councilor Demers and seconded by Councilor Dillon to adjourn; all in favor, 8-0. Chairman Campbell adjourned the meeting at 7:50 p.m.

Attest: _____

Gordon Vincent
Clerk of Committees