



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo
Mayor

Office of the Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

I reappoint, subject to City Council confirmation, Helen Sides of 35 Broad Street, Salem, to the Salem Planning Board for a five-year term to expire on June 28, 2028.

Sincerely,

A handwritten signature in black ink, appearing to read "Dominick Pangallo".

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo
Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

I am pleased to appoint, subject to City Council confirmation, Dr. Charles Heaps of 10 Williams Street #C4 and Mr. Joshua Nagle of 35 Washington Square #2 to the Bicycling Advisory Committee, to complete the remainder of two unexpired three-year terms. Dr. Heaps will take the seat previously held by Eric Papetti, with a term to expire January 14, 2025, and Mr. Nagle will take the seat previously held by Michael Jaros, to expire February 11, 2025. Please join me in thanking Mr. Papetti and Mr. Jaros for their service to our community on the Bicycling Advisory Committee.

Dr. Heaps holds a PhD from the Centre for Environmental Technology at Imperial College in London and is a casual cyclist. Since 2006 he has been a senior scientist at the Stockholm Environment Institute, including nine years as center director. A global leader in the field of low emissions development strategies (LED), Dr. Heaps has consulted for numerous international agencies and was the first recipient of the LEDS-Global Partnership Award.

Mr. Nagle is an avid cyclist and holds a Bachelor of Science degree in applied psychology from Champlain College in Vermont. He currently works for MIT as an IT support specialist and project coordinator where he supports the university's Career Management system across 19 departments. Mr. Nagle volunteers as his department's Wellness Committee chair and in 2019 he earned the OVC Infinite Mile Award for his client support work.

I recommend confirmation of both appointments and hope you will join me in thanking Dr. Heaps and Mr. Nagle for their willingness to volunteer on behalf of our city.

Sincerely,

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo

Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

The enclosed Order appropriates \$158,000 from Free Cash to the School Department's homeless student transportation account. With the increased number of homeless students in the Salem Public Schools over the past year, costs for student transportation of this population have increased. The recently signed supplemental state budget, however, provided for reimbursement to certain municipalities that have incurred increased homeless student transportation costs and, based on that legislation, the City anticipates receiving a reimbursement payment for this \$158,000 cost after the start of the new fiscal year.

I would be remiss not to use this opportunity to point out the costs incurred by taxpayers due to the lack of adequate housing. As more of our families become unable to afford to remain in stable housing here in Salem, the costs to our city – both financially, such as this, and in terms of the character of our community – will only grow. I know the Council shares this concern and hope that we are aligned in our commitment to address the housing needs of Salem residents.

I recommend adoption of the enclosed Order and invite you to contact Finance Director Anna Freedman or Assistant Superintendent Elizabeth Pauley should you have any questions regarding this request. Because this appropriation must take place before the end of the current fiscal year, on June 30th, I am requesting that this matter be taken up for a vote at your June 22nd meeting and not referred to committee.

Sincerely,

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM

In City Council,

Ordered:

June 22, 2023

That the sum of One Hundred Fifty-Eight Thousand Dollars (\$158,000.00) is hereby appropriated from the "Fund Balance Reserved for Appropriation – Free Cash" account to the School Department to fund unanticipated homeless student transportation costs in FY2023 to be reimbursed by the state in accordance with the recommendation of His Honor the Mayor.



City of Salem, Massachusetts

Finance Department
93 Washington Street
Salem, MA 01970
www.salem.com

Dominick Pangallo, Mayor

Anna Freedman, Finance Director

June 15, 2023

The Honorable Dominick Pangallo
Mayor of Salem
93 Washington Street
Salem, Massachusetts 01970

Re: Homeless Student Transportation Free Cash Transfer

Dear Mayor Pangallo:

Since the opening of the shelter at Salem State University at the end of November, 38 new students have enrolled in Salem public schools. Although not all these students are mandatory riders (per the Salem Public Schools transportation policy), the district has opted to transport them as a way of welcoming them into the Salem community. This significant gain in students experiencing homelessness has led the district to overspend its transportation budget. Fortunately, in recognition of the added costs that districts may be incurring, the state has provided funds to mitigate the costs associated with welcoming and educating students.

The Governor recently signed a supplemental budget that includes funds targeting districts whose enrollment has been impacted by new shelters opened since October 2022. This funding will reimburse Salem directly for educational costs at a rate of \$104 per student per day. The first payment will cover students enrolled from October 1, 2022, through March 1, 2023. Subsequent payments will cover students enrolled from March 2, 2023, through the end of the school year, with additional payments planned in the 2023–2024 school year.

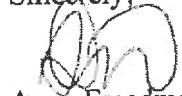
Salem is anticipating reimbursement of \$158,000 for the first payment. This reimbursement is considered General Fund revenue. Under municipal finance law, once the tax rate is set for the fiscal year, a municipality may not further appropriate from its General Fund. Thus, the school cannot currently access these funds to offset their above-budget transportation costs. To address this issue, I am requesting an appropriation from Free Cash for \$158,000 to be transferred to the School Department to offset the above-budget transportation costs. When Salem receives the reimbursement from the state into its General Fund, the funds will close out to Free Cash, replenishing the amount appropriated.

Please let me know if there are any further questions, or if I could be of any additional assistance in this matter. If there are questions specific to homeless student transportation matters, Elizabeth Pauley at the School Department would be best suited to respond.

Phone – 978.619.5625

Fax 978.741.3348

Sincerely,



Anna Freedman
Finance Director

From: Finance **Department** [Signature] **Department Head Authorizing Signature** 6/5/03 **Date**

Free Cash or To: SCHOOL Dept Desc: _____ Budget Amt: _____
 Retained Earnings (W/S) (Org/Object) Balance: _____
Raise & Appropriate
 Please circle one

Amount Requested: \$ 158,000

Reason (Be Specific) Turns to address above - budget homeless student transportation costs to be reimbursed by the state

For Finance Department and Mayor's Use Only:

☒ Budget Transfer _____ Mayor Approval _____ City Council Approval

☒ Free Cash Appropriation – City Council Approval – Gen Fund \$ 6055,589.05

Free Cash Balance

_____ R/E Appropriation – Water \$ _____ R/E Appropriation Sewer \$ _____

R/E Balance R/E Balance

_____ Receipts Reserve – City Council Approval \$ _____

R/Res Fund Balance

_____ Raise & Appropriate _____ Other _____

Recommendation: ☒ Approved _____ Denied _____

[Signature]
Finance Director

Completed: Date: _____ By: _____ CO # _____ JE#: _____ Transfer #: _____



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo
Mayor

Office of the Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

The enclosed Order appropriates \$49,000 from the trash fund's retained earnings to the FY2023 Recycling Expenses account. This request is necessary due to increasing costs for solid waste management, including those incurred by the City as a result of the November 2022 imposition of new state regulations prohibiting the disposal of mattresses and box springs. Under separate cover I am asking the Council to join me in a Resolution expressing our support for "product stewardship" legislation, which would more fairly shift the burden for such costs onto the producers and manufacturers of such products, instead of onto municipalities and, therefore, our taxpayers.

I recommend adoption of the enclosed Order and invite you to contact Acting City Engineer Deborah Duhamel should you have any questions regarding this request. Because this appropriation must take place before the end of the current fiscal year, on June 30th, I am requesting that this matter be taken up for a vote at your June 22nd meeting and not referred to committee.

Sincerely,

A handwritten signature in dark ink, appearing to read "Dominick Pangallo".

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM

In City Council,

June 22, 2023

Ordered:

That the sum of Forty-Nine Thousand Dollars (\$49,000.00) is hereby appropriated from the "Retained Earnings – Solid Waste Enterprise Fund" account (6200-3120) to the following account for unanticipated recycling and solid waste disposal expenses as listed below in accordance with the recommendation of His Honor the Mayor.

Description	Fund	Amount
Recycling Expenses (Solid Waste Fund)	620032-5780	\$ 49,000.00
		\$ 49,000.00



Dominick Pangallo
Mayor

Deborah L. Duhamel, P.E.
Acting City Engineer

CITY OF SALEM

Engineering Department

98 Washington Street, 2nd floor

Salem, MA 01970

Phone: (978) 619-5673

June 16, 2023

The Honorable Dominick Pangallo
Mayor of Salem
City Hall
93 Washington Street
Salem, MA 01970

Dear Mayor Pangallo,

I respectfully request a supplemental appropriation from the trash fund retained earnings in the amount of \$49,000.00 to "Recycling Expenses" (#620032-5780). This appropriation is necessary to fund the recycling and solid waste account for the remainder of the fiscal year.

This account has been depleted due to the increasing costs in the solid waste management industry including the state regulations prohibiting the disposal of mattresses and box springs as trash that went into effect in November 2022. I have attached an estimate for the remaining June expenses and the shortfall.

I am available if you would like to discuss in more detail.

Thank you for your consideration.

Very truly yours,

Deborah L. Duhamel, P.E.
Acting City Engineer

Estimated June Solid Waste Expenses:

Waste Management	\$300,000
Recycling	\$28,000
Dumpster	\$2,400
Totes	\$4,000
Mattresses	\$3,000
Total:	\$337,400

Remaining Solid Waste Funding: \$288,772

Estimated Shortfall: \$48,628

From: Engineering Department 6/16/23
Department Head Authorizing Signature Date

Free Cash or To: 620032-5780 Desc: Recycling Expenses Budget Amt: 21,343.00
Retained Earnings (W/S) (Org/Object) Balance: 3070
Raise & Appropriate
 Please circle one

Reason (Be Specific) Increasing costs in solid waste industry; changes in state regulations related to mineral or non-mineral waste

_____ Budget Transfer _____ Mayor Approval _____ City Council Approval

_____ Free Cash Appropriation – City Council Approval – Gen Fund \$ _____
Free Cash Balance

✓ R/E Appropriation ^{Trash} Water \$ 783,113 _____ R/E Appropriation Sewer \$ _____
R/E Balance R/E Balance

_____ Receipts Reserve – City Council Approval \$ _____
R/Res Fund Balance

_____ Raise & Appropriate _____ Other _____

Recommendation: ✓ Approved _____ Denied _____
Finance Director

Revised 2.4.15



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo
Mayor

Office of the Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

The enclosed Order appropriates \$198,900 from our Short-Term Capital fund to complete the remaining elements of the construction of the public parking lot at 20 Franklin Street adjacent to Furlong Park. The components of this work consist of Licensed Site Professional (LSP) services, the removal and disposal of contaminated soil on the site, and construction of the lot itself.

The LSP's scope of work additionally includes testing in the mudflats along the east side of Furlong Park. During the close-out process, heavy metals were found in preliminary testing in this location and we anticipate that the Massachusetts Department of Environmental Protection will require the City to remove this additional contamination in the near future. We are not seeking funding for that removal and disposal work at this time because the scope of any such required work is not currently known until the testing, which this funding will make possible, is completed.

I recommend adoption of the enclosed Order and invite you to contact City Solicitor Beth Rennard should you have any questions regarding this request.

Sincerely,

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM

In City Council,

Ordered:

June 22, 2023

That the sum of One Hundred Ninety-Eight Thousand Nine Hundred Dollars (\$198,900.00) is hereby appropriated within the "Capital Outlay" account (20002326-5846HL) for licensed site professional (LSP) services, extraction, disposal costs, and parking lot construction at Parcel A at 20 Franklin Street, in accordance with the recommendation of His Honor the Mayor.

ELIZABETH M. RENNARD

CITY SOLICITOR

93 WASHINGTON STREET

SALEM, MA 01970

TEL: 978.619.5633

EMAIL: BRENNARD@SALEM.COM



CITY OF SALEM

KIMBERLEY L. DRISCOLL, MAYOR

LEGAL DEPARTMENT

93 WASHINGTON STREET

SALEM, MASSACHUSETTS 01970

June 29, 2023

The Honorable Dominick Pangallo
City Hall
Salem, MA

Dear Mayor Pangallo:

I respectfully request, on behalf of the Engineering Department, the sum of \$198,900.00 from the Short-Term Capital Improvements Account to fund the LSP services, exaction, disposal costs and parking lot construction for what is known as Parcel A at 20 Franklin Street.

As you know, I have been working with Engineering on closing out the remediation work completed at Furlong Park as well as conducting the testing needed to plan for the cleanup and parking lot construction on the land reclaimed from Ferris Auto Salvage, known as Parcel. A. The City has already expended funds for LSP services to do the preliminary work and has appropriated \$170,000 in CIP funds for the parking lot construction. As explained in the attached proposal form TRC, additional funds are needed to complete this project.

Also, as part of TRC's proposal, they will conduct further testing in the mudflats along Furlong Park which is required because heavy metals were found during close-out testing process. At this time, we do not know the depth of contamination, but we do expect DEP will require the City to excavate and dispose of the contaminated soil. The cost of this work in the mudflats area could cost upwards of \$400,000. Funds for this portion of the work are not being requested at this time. We will keep you informed as this work develops.

Thank you for your consideration of this request.

Sincerely,

Elizabeth Rennard
City Solicitor

CITY OF SALEM
ST Capital Outlay Expenditure Request Form – FY 2023

From Department: Legal **Date:** 6/15/23

Department Head Name: Beth Pennard

Authorization Signature: [Signature]

Amount: \$ 198,900

Description:
To fund CSP services, extraction disposal costs, and
paving lot construction at Parcel A at 20 Franklin St.

For Finance Department Use Only:

☒ City Council Approval Needed (Y/N)

CIP Balance: \$ _____

Recommendation:

☒ Approved ☐ Denied

[Signature]

Finance Director

Processed: **Date:** _____ **By:** _____

CO # _____ **JE#** _____ **Trans #** _____

Org: _____ **Obj:** _____



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo

Mayor

Office of the Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

The enclosed Order authorizes the payment of a previous fiscal year's invoices with the current fiscal year's appropriations. The invoices, which total \$3,192.25, were incurred in FY2022 through the Engineering Department's Water Division for backflow prevention contracted services with Weston and Sampson.

Pursuant to MGL Chapter 44, Section 64, a two-thirds majority vote of the City Council is required to authorize this payment. I recommend adoption of the enclosed Order and invite you to contact Acting City Engineer Deborah Duhamel should you have any questions regarding this request.

Sincerely,

A handwritten signature in black ink, appearing to read "Dominick Pangallo".

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM

In City Council,

Ordered:

June 22, 2023

Per MGL Chapter 44 Section 64 which allows for a municipality to pay for prior fiscal year invoices using current fiscal year appropriations by two-thirds vote of the City Council we request the sum of Three Thousand One Hundred Ninety-Two Dollars and Twenty-Five Cents (\$3,192.25) of outstanding Fiscal Year 2022 invoices is hereby allowed to be paid from the Fiscal Year 2023 Engineering-Water Department budget as listed below in accordance with the recommendation of His Honor the Mayor.

Department	Vendor	Amount
Engineering- Water Department (610132-5321 Contracted Services- Backflow)	Weston and Sampson	\$ 3,192.25
Total		\$ 3,192.25



Dominick Pangallo
Mayor

Deborah L. Duhamel, P.E.
Acting City Engineer

CITY OF SALEM

Engineering Department

98 Washington Street, 2nd floor
Salem, MA 01970
Phone: (978) 619-5673

June 12, 2023

Mayor Dominick Pangallo
Salem City Hall
93 Washington Street
Salem, MA 01970

Re: Weston and Sampson Services, Inc Invoices # 5221787 & 6221597 (Fiscal Year 2022)

Dear Mayor Pangallo,

I would like to request the attached invoices numbered 5221787 and 6221597 in the total amount of \$3,192.25 dated May 16, 2022, and June 10, 2022, respectively, be paid out our Fiscal Year 2023 Contracted Services-BACKFLOW (610132-5321).

The Purchase Order was closed without these invoices being paid last Fiscal Year. Our office has spoken with Weston and Sampson Services, Inc directly to confirm these invoices are accurate and outstanding.

Due to the fact that this expense occurred in Fiscal Year 2022, we are requesting the amount be paid from our FY2023 Contracted Services-Backflow budget.

Sincerely,

Deborah L. Duhamel, P.E.
Acting City Engineer

Tax ID No: 04-3409412

INVOICEPLEASE MAKE CHECKS PAYABLE TO:
Weston & Sampson Services, Inc.Weston & SampsonSM
SERVICES, INC.55 Walkers Brook Drive, Suite 100, Reading, MA 01867
westonandsampson.com Tel: 978.532.1900SALEM, CITY OF
98 Washington Street, 2nd Floor
Salem, MA 01970

May 16, 2022

Project No: B2120196

Invoice No: 5221787

Project B2120196 SALEM CROSSCON SERVICES:CONTRACT 20-22-230

Professional Services through April 30, 2022

Phase	100	SALEM ADM SERVICES		
Fee				
Number of units		1.00		
Fee Each		850.00		
Total Fee		850.00		
		Total Fee		850.00
			Total this Phase	\$850.00

Phase	200	200 SALEM TESTING UNIT COST		
Fee				
Number of units		18.00		
Fee Each		38.00		
Total Fee		684.00		
		Total Fee		684.00
			Total this Phase	\$684.00

Phase	300	300 SALEM SURVEY HOURLY		
Professional Personnel				
		Hours	Rate	Amount
Gerardi, Felicia		6.50	87.50	568.75
Totals		6.50		568.75
Total Labor				568.75
			Total this Phase	\$568.75
		TOTAL THIS INVOICE		\$2,102.75

Outstanding Invoices

Number	Date	Balance
	3/14/2022	8,656.00
4221793	4/18/2022	2,777.50
Total		11,433.50

Payment is due 30 days from Invoice DatePlease note we have a new address for payment remittances

Tax ID No: 04-3409412

INVOICE

PLEASE MAKE CHECKS PAYABLE TO:
Weston & Sampson Services, Inc.

Weston & SampsonSM
SERVICES, INC.

55 Walkers Brook Drive, Suite 100, Reading, MA 01867
westonandsampson.com Tel: 978.532.1900

SALEM, CITY OF
98 Washington Street, 2nd Floor
Salem, MA 01970

May 16, 2022

Project No: B2120196

Invoice No: 5221787

Project B2120196 SALEM CROSSCON SERVICES:CONTRACT 20-22-230

Professional Services through April 30, 2022

Phase 100 SALEM ADM SERVICES

Fee

Number of units	1.00
Fee Each	850.00
Total Fee	850.00

Total Fee 850.00

Total this Phase \$850.00

Phase 200 200 SALEM TESTING UNIT COST

Fee

Number of units	18.00
Fee Each	38.00
Total Fee	684.00

Total Fee 684.00

Total this Phase \$684.00

Phase 300 300 SALEM SURVEY HOURLY

Professional Personnel

	Hours	Rate	Amount
Gerardi, Felicia	6.50	87.50	568.75
Totals	6.50		568.75

Total Labor 568.75

Total this Phase \$568.75

TOTAL THIS INVOICE \$2,102.75

Outstanding Invoices

Number	Date	Balance
	3/14/2022	8,656.00
4221793	4/18/2022	2,777.50
Total		11,433.50

Payment is due 30 days from Invoice DatePlease note we have a new address for payment remittances



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo
Mayor

Office of the Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

The enclosed Order appropriates \$18,678.53 from the Retirement Stabilization Fund for the payment of retroactive wages to ten retired members of the Salem Police Patrol and Superior Officers' Associations. As you know, the City recently settled our most recent contracts with both bargaining units. Ten employees who retired from the department during the time covered by these recent agreements are therefore entitled, contractually, to retroactive pay based on the terms of the contracts.

I recommend adoption of the enclosed Order and invite you to contact Human Resources Director Lisa Cammarata should you have any questions regarding this request.

Sincerely,

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM

In City Council,

Ordered:

June 22, 2023

That the sum of Eighteen Thousand Six Hundred Seventy-Eight Dollars and Fifty-Three Cents (\$18,678.53) is hereby appropriated in the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) to be expended for retroactive wages to be paid out for retired employees pursuant to the respective collective bargaining agreements with the Salem Police Superiors and Patrolman Association in accordance with the recommendation of His Honor the Mayor.



DOMINICK S. PANGALLO
MAYOR

LISA B. CAMMARATA
DIRECTOR OF HUMAN RESOURCES

CITY OF SALEM MASSACHUSETTS
HUMAN RESOURCES
98 WASHINGTON STREET, 3RD FLOOR
SALEM, MASSACHUSETTS 01970
TEL. 978-619-5630

Memorandum

TO: Anna Freedman

FROM: Lisa Cammarata

RE: Retro for Retirees FY 22 & 23

The Salem Police Patrolman's and Superiors Association recently settled the unit's contract with the City of Salem, resulting in retroactive wages being paid out to not only current officers, but also to retired officers. When those officers retired, they were entitled to compensation based on certain contractual sections such as sick leave buyback and holidays. Said compensation paid out to those retirees was paid at the rate of pay prior to the contract's settlement.

Attached is a spreadsheet outlining the affected retirees and the respective amounts in the aforementioned benefits owed to them.

The total amount is \$18,678.53, as outlined in the attached spreadsheet from the Chief of Police.

I am requesting you verify the availability of the funds from the Retirement Stabilization Fund, prepare the Council Order, and continue the process in order that my staff can input the information in Munis and issue payments to these former employees upon Council approval.

Thank you for your cooperation, and if you should have any questions, please do not hesitate to contact me.

LBC

CITY OF SALEM
APPROVAL - SICKDAYS/VACATION BUY-BACK
(RETRO FOR RETIREES FY22)

Officer	Refirement Date	Vacation Hours	Retro Rate Paid (agreement signed September 2021, expired 6/30/21)	New Rate (new contract signed 12/16/22, increase effective 7/1/21)	Retro Rate Paid (agreement signed September 2021, expired 6/30/21)	New Rate (new contract signed 12/16/22, increase effective 7/1/21)	Retro Owed	Sick Hours	Retro Rate Paid (agreement signed September 2021, expired 6/30/21)	New Rate (new contract signed 12/16/22, increase effective 7/1/21)	Retro Owed	Straight Holiday Rate	New Straight Holiday Rate (with new contract increase)	Number of holidays	Retro Owed	Holiday x 1.5 Rate	New Holiday x 1.5 Rate (with new contract increase)	Hours
Jonathan Bedard	7/29/2021	424	\$42.16	\$43.19	\$42.16	\$43.19	\$436.72	720	\$42.16	\$43.19	\$436.72	\$343.05	\$351.30	2	\$16.50	\$514.58	\$526.94	1
Frederick Dubiel	7/13/2021	279	\$35.19	\$36.06	\$35.19	\$36.06	\$242.73	0	\$35.19	\$36.06	\$242.73	\$287.30	\$294.23	2	\$13.86	\$430.95	\$441.35	1
James Johnson	7/15/2021	264	\$34.35	\$35.21	\$34.35	\$35.21	\$227.04	720	\$34.35	\$35.21	\$227.04	\$280.55	\$287.42	2	\$13.74	\$420.82	\$431.13	1
Michael Levesque	7/17/2021	284	\$34.61	\$35.47	\$34.61	\$35.47	\$244.24	720	\$34.61	\$35.47	\$244.24	\$282.65	\$289.52	2	\$13.74	\$423.97	\$434.27	1
Edward Villancourt	7/17/2021	416	\$41.53	\$42.56	\$41.53	\$42.56	\$428.48	720	\$41.53	\$42.56	\$428.48	\$338.02	\$346.26	2	\$16.48	\$507.03	\$519.40	1
Totals							\$1,579.21					\$2,721.60				\$74.32		

From: Department: 210 Police

Authorized Signature: ACOP Ben
 Chief of Police, Lucas J. Miller

Date: _____

For Human Resources Use Only:

☒ VACATION HOURS

☐ SICK HOURS

☐ PER ACCRUAL REPORT

☒ OTHER

Org & Object:

Recommendation:

☒ APPROVED

HR Director/City or Superintendent/Schools

CITY OF SALEM
APPROVAL - SICKDAYS/VACATION BUY-BACK
(RETRO FOR RETIREES FY23)

Officer	Retirement Date	Vacation Hours	Retro Rate Paid (agreement signed September 2021, expired 6/30/21)	New Rate (new contract signed 12/16/22, increase effective 7/1/21)	Retro Owed	Sick Hours	Retro Rate Paid (agreement signed September 2021, expired 6/30/21)	New Rate (new contract signed 12/16/22, increase effective 7/1/21)	Retro Owed	Straight Holiday Rate	New Straight Holiday Rate (with new contract increase)	Number of holidays	Retro Owed	Holiday a 1.5 Rate	New Holiday a 1.5 Rate (with new contract increase)	Num
Victor Ruiz	7/17/2022	280	\$31.51	\$33.11	\$448.00	720	\$31.51	\$33.11	\$1,152.00	\$257.86	\$270.62	2	\$25.52	\$386.79	\$405.94	
Totals					\$448.00				\$1,152.00				\$25.52			

From: Department: 2110 Police

Authorized Signature: *Lucas J. Miller*
 Chief of Police, Lucas J. Miller

Date: 5-25-23

For Human Resources Use Only:

☒ VACATION HOURS

☐ SICK HOURS

☐ PER ACCRUAL REPORT

☐ OTHER

Org & Object:

Recommendation:

☒ APPROVED

[Signature]
 HR Director/City or Superintendent/Schools

CITY OF SALEM
APPROVAL - SICKDAYS/VACATION BUY-BACK
(RETRO FOR RETIREES FY22)

Officer	Retirement Date	Vacation Hours	Rate Paid (at time of retirement)	New Rate (with new contract signed on 4/3/23, effective 7/1/21)	Retro Owed	Sick Hours	Rate Paid (at time of retirement)	New Rate (with new contract signed on 4/3/23, effective 7/1/21)	Retro Owed	Rate Paid (at time of retirement)	New Rate (with new contract signed on 4/3/23, effective 7/1/21)	Retro Owed	Straight Holiday Rate	New Straight Holiday Rate (with new contract increase)	Number of holidays	Retro Owed	Holiday x L5 Rate	(New Holiday x L5 Rate (with new contract increase))
Stephen Bona	7/17/2021	440	\$55.50	\$56.89	\$611.60	720	\$55.50	\$56.89	\$1,000.80	\$55.50	\$56.89	\$1,000.80	\$449.78	\$460.88	2	\$22.20	\$674.67	\$691.37
Kase DeRosa (Stephens)	7/28/2021	288	\$45.48	\$46.61	\$325.44	720	\$45.48	\$46.61	\$813.60	\$45.48	\$46.61	\$813.60	\$356.93	\$365.71	2	\$17.56	\$535.40	\$548.57
Brian Gilligan	7/9/2021	436	\$58.40	\$59.85	\$632.20	720	\$58.40	\$59.85	\$1,044.00	\$58.40	\$59.85	\$1,044.00	\$473.00	\$484.56	2	\$31.12	\$709.50	\$726.84
Phillia Vernetta	7/9/2021	440	\$49.84	\$51.09	\$550.00	720	\$49.84	\$51.09	\$900.00	\$49.84	\$51.09	\$900.00	\$404.49	\$414.45	2	\$19.92	\$606.73	\$621.62
Totals					\$2,119.24				\$3,758.40			\$3,758.40				\$82.80		

From: Department: 210 Police

Authorized Signature: *ALP Ryan*
 Chief of Police, Lucas Miller

Date: 5-25-22

For Human Resources Use Only:

☒ VACATION HOURS
☒ SICK HOURS
☐ PER ACCRUAL REPORT
☐ OTHER
5-15-2022

Org & Object:

Recommendation:

☒ APPROVED

HR Director/City or Superintendent/Schools



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo

Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

The enclosed Order declares as surplus the following three Fire Department vehicles, all of which are beyond their useful life to the City: the reserve pumper, a 1995 Pierce fire engine; two 2000 Chevy Tahoes, previously utilized by Fire Inspection and since replaced by Ford Escape Hybrids. With the purchase of the new pumper replacing Engine 1, the current Engine 1 will be redesignated Engine 6 and become the new reserve pump. These changes come with the positive recommendation of the Fire Chief.

Following the declaration of these vehicles as surplus, the City will donate all three vehicles to the international nonprofit organization US Ambulances for Ukraine. This organization collects retired public safety vehicles from across the United States and ships them to Ukraine to assist in that nation's ongoing fight for independence. The Pierce engine will be utilized by the Ukrainian fire services for emergency response and the Tahoe SUVs will be used by the Ukrainian armed forces for rapid patient extrication from the front lines.

I'm grateful to Chief Dionne for helping to arrange for this donation to US Ambulances for Ukraine and recommend adoption of the enclosed Order. If you have any questions about this request, please feel free to contact Chief Dionne.

Sincerely,

A handwritten signature in black ink, appearing to read "Dominick Pangallo".

Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM

In City Council, June 22, 2023

Ordered:

That the Fire Department equipment listed below is hereby surplused so it may be donated to US Ambulances for Ukraine to serve the remainder of their useful life in Ukraine's Military and Fire Service.

1995 Pierce Fire Pump	Value of \$3500
Vin# 4P1CT02U6SA000674	

2000 Chevy Tahoe	Value of \$500
Vin# 1GNEK13T3YJ209483	

2000 Chevy Tahoe	Value of \$500
Vin# 1 GNEK13TXYJ209478	



CITY OF SALEM, MASSACHUSETTS

FIRE DEPARTMENT

48 LAFAYETTE STREET
SALEM, MASSACHUSETTS 01970-3695
PHONE 978-744-1235 FAX 978-745-4646

ALAN E. DIONNE
CHIEF
978-744-6990
ADIONNE@SALEM.COM



FIRE PREVENTION
BUREAU
978-745-7777

June 16, 2023

Honorable Mayor Dominic Pangallo
Salem City Hall
93 Washington Street
Salem, Ma 10970

Honorable Mayor,

I am requesting authorization to declare the following Salem Fire Department vehicles as surplus property. If approved, the vehicles listed below will be donated to US Ambulances for Ukraine to serve the remainder of their useful life in Ukraine's Military and Fire Service.

1995 Pierce Fire Pump
Vin# 4P1CT02U6SA000674

2000 Chevy Tahoe
Vin# 1GNEK13T3YJ209483

2000 Chevy Tahoe
Vin# 1GNEK13TXJ209478

Given its present condition, the approximate value of the Pierce Fire Pump is less than \$3500.00.
Given their present condition, the approximate value of both Tahoe's is less than \$500.00 each.

Most sincerely,

Alan E Dionne
Chief of Department



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo

Mayor

Office of the Mayor

June 22, 2023

Salem City Council
City Hall
93 Washington Street
Salem, MA 01970

Dear Councillors,

The enclosed Resolution expresses our City's support for product stewardship legislation pending at the State House. This legislation has the endorsement of the Massachusetts Municipal Association, as well as numerous other cities and towns. Recycling and waste reduction remain a priority focus for Salem, especially as we approach the expiration of our current solid waste contract. Across the board, these program costs continue to rise, placing an increasing burden on taxpayers; product stewardship legislation is a policy mechanism that seeks to shift those costs instead onto the product producers themselves.

This Resolution specifically endorses three sets of proposals regarding paper and packaging, paint, and mattresses.

Paper and packaging

Paper and packaging make up around 46% of municipal solid waste from the residential, commercial, and institutional trash and recycling stream. Paper includes all mixed paper (documents, magazines, junk mail, tissue boxes, cereal boxes, etc.) and packaging includes plastic, metal, and glass food and beverage containers. Paper and packaging comprise nearly all of the acceptable recycling stream, and about 27% of material that is discarded and managed as trash.

Municipal governments, taxpayers, institutional and commercial generators currently bear the entire cost associated with managing these discarded materials, including its collection (transportation costs), processing for recycling (sorting materials into sellable commodities), and disposal at waste-to-energy facilities and landfills.

Yet, those who pay to manage discarded materials do not have input on the design of these products. Producers of the packaging and paper materials profit from the sale of their packaged goods, but currently, in the U.S., do not have any responsibility in managing the packaging waste. These costs are externalized from the business model of producers of packaging and paper materials.

The European Union, several Canadian provinces, Brazil, Russia, China, Japan, India, South Africa, Turkey, Great Britain, Iceland, and several other countries have enacted extended producer responsibility for packaging in effort to more equitably divide the costs of managing packaging waste. Many producers that would be impacted by this law operate internationally. Their businesses operate profitably in other countries/provinces with producer responsibility laws in place.

It's important to note that the legislation endorsed by this Resolution, S.471, builds on and improves, but does not replace, existing infrastructure, including infrastructure owned and managed by municipalities, waste haulers and material recovery facilities. If enacted, this law would provide reimbursement to municipalities from producers, but would not force changes to the collection and processing system as it currently functions.

Paint

Most Massachusetts residents have old paint in their basement or garage. Typically, it sits there for years because most people don't know what to do with it. Oil-based, flammable paint is accepted at municipally run household hazardous waste collection events. The proper disposal of oil-based paint is expensive, and costs continue to rise, adding pressure to already strapped municipal budgets.

However, most paint that residents have is latex paint. The response from many municipalities, including Salem, is for residents to dry this paint out and to put it in the trash because it is non-toxic and non-essential to be managed expensively as hazardous waste. This is an inconvenience for residents and a missed opportunity because most latex paint can be collected to be recycled.

Ten states plus the District of Columbia have passed the same paint recycling law as that supported by this Resolution – H.823, S.551, and S.542 – which holds paint manufacturers responsible for collecting and managing leftover paint, both latex and oil-based paint. The American Coatings Association, who represents paint manufacturers, supports this law. To date, the PaintCare program run by paint manufacturers has succeeded in collecting 48.7 million gallons of paint using funds collected by a small fee at the point-of-sale. In states with the program, there is a cumulative total of over 1,800 drop-off collection sites that create year-round convenience for residents to properly manage unwanted paint. These bills would establish will lower disposal costs for taxpayers, keep our waterways clean, and reduce the amount of hazardous waste going to landfills and incinerators.

Mattresses

The endorsed legislation – H.881, H.916, and S.513 - establishes a mattress recycling program funded by a fee at the point-of-sale on all new mattresses. The management of the mattress recycling program is the responsibility of mattress manufacturers through their stewardship organization, the Mattress Recycling Council, which currently operates similar programs in Connecticut, Rhode Island, and California.

Increasing mattress recycling is important in the Commonwealth. Prior to the Massachusetts Department of Environmental Protection (MassDEP) waste ban on mattresses, only 5% of the over 600,000 mattresses disposed of annually in MA got recycled. Mattresses are bulky and an expensive headache for residents, municipalities, and disposal sites to manage, and since the waste ban went into place, municipalities have been forced to create recycling programs and opportunities for residents or leave them to navigate the private mattress recycling market. Significant cost savings on waste management have been demonstrated by other states. For example, Connecticut reported an estimated \$1.6 million saved annually by increasing mattress recycling. What's more, for every 10,000 tons of mattresses recycled, 40 to 50 new jobs are created.

Mandated mattress recycling, while incredibly important for the Commonwealth and its environment, has brought with it increased costs for residents. Passing legislation to establish a sustainably funded mattress recycling program is a vital step to increasing waste diversion in Massachusetts and to respond to the mattress waste ban that has necessitated mattress recycling infrastructure without a sustainable funding mechanism.

Passage of these producer responsibility bills will alleviate unnecessary cost burdens from Salem – and other Massachusetts municipalities – and our taxpayers. I encourage adoption of the enclosed Resolution and invite you to contact our Waste Reduction Coordinator, Janelle Rolke, with any additional questions you may have regarding it.

Sincerely,



Dominick Pangallo
Mayor
City of Salem



CITY OF SALEM

Resolution in Support of Product Stewardship Legislation

WHEREAS:

- Approximately 17,195 tons of discarded materials and products were sent to disposal and recycling from our community in (CY22) (FY22), at a cost of \$3,600,000 (*total hauling and processing for trash & recycling*); and
- 45% of our discards are printed paper and packaging, and another 30% are other manufactured goods managed by solid waste authorities in the United States, based on figures reported by the U.S. Environmental Protection Agency, and
- Municipal waste management systems were established a century ago to manage wastes like ashes, food scraps, and horse manure, rather than the wide array of manufactured goods and packaging which dominate today's municipal waste, and
- Local governments such as the City of Salem have no input into the design or marketing of products, no influence over consumer behavior, make no profit from the products, and do not have the resources to adequately address the rising volume, toxicity, and complexity of discarded products, and
- Costs paid by residents, businesses, and local governments to manage products at the end of use are, in effect, subsidies to producers that enable and encourage producers to design products for disposal and without regard to end-of-life management, and
- Product Stewardship (PS) is an approach in which brand owners and importers accept responsibility for the cost and, in some cases the management, of their post-consumer products, and are incented to design products that are more durable, easier to repair and recycle, and less toxic, and
- Product Stewardship (PS) creates jobs and economic development in direct proportion to the amount of material recycled while businesses that provide take-back opportunities for their customers or participate in PS programs can create customer loyalty, and enhance the image of their brand, and
- The Massachusetts Municipal Association passed a resolution which supports statewide producer responsibility legislation in January 2019,

NOW, THEREFORE BE IT RESOLVED that the City of Salem urges the Massachusetts State Legislature to enact pending and future Product Stewardship legislation. These laws will relieve municipalities of this ever-rising cost, and incentivize producers to sell products that are less toxic and easier to reuse and recycle, by requiring such producers to bear the costs for the proper recycling and responsible disposal of their products.

Pending legislation in the 2023-2024 legislative session includes S.471 (printed paper and packaging), H.823/S.551 & S.542, (paint), and H881 & H.916/S.513 (mattresses).