



# CITY OF SALEM

In City Council, September 14, 2023

**Ordered:** That a petition to the General Court, accompanied by a bill for authorization to employ automated enforcement of speed limit violations in designated school zones within the city of Salem as set forth below, be filed with an attested copy of this Order be, and hereby is, approved under Clause (1) of Section 8 of Article 2, as amended, of the Amendments to the Constitution of the Commonwealth of Massachusetts, to the end that the following legislation be adopted, except for amendments by the Senate or House of Representatives which conform to the intent of this home rule petition:

**AN ACT** authorizing the City of Salem to employ automated enforcement of speed limit violations in designated school zones within the city of Salem.

*Be it enacted by the Senate and House of Representatives in General Court Assembled, and by the authority of the same as follows:*

## AUTOMATED ENFORCEMENT OF SPEED LIMIT VIOLATIONS IN DESIGNATED SCHOOL ZONES WITHIN CITY OF SALEM

Section 1. As used in this chapter, the following words shall, unless the context clearly requires otherwise, have the following meanings:-

"Automated Road Safety Camera System" shall mean an automated motor vehicle sensor device installed which produces digital photographs and may record the speed of each motor vehicle at the time it is operated in a manner that is in violation of traffic laws and regulations where the automated road camera safety system is located.

"Camera Enforceable Violation" shall mean a violation of the traffic laws which may be enforced by an automated road safety camera system, limited to exceeding the speed limit pursuant to section 17 or section 18 of chapter 90 while travelling in a designated school zone.

"City" shall mean the City of Salem, Massachusetts.

"Designated School Zone" shall mean within 300 feet of the real property comprising a public or private accredited preschool, accredited Head Start facility, elementary, vocational or secondary school if the violation occurs between 5:00 a.m. and midnight, whether or not school is in session.

Section 2. (a) The City of Salem may employ an automated road safety camera system as a means of promoting traffic safety in a designated school zone, which may be fixed along any

(g) A notice of violation shall be sent by first class mail in accordance with subsection (f) and shall include an affidavit form approved by the police department for the purpose of complying with subsection (b). A manual or automatic record of mailing processed by or on behalf of the police department in the ordinary course of business shall be prima facie evidence thereof, and shall be admitted as evidence in any judicial or administrative proceeding, as to the facts contained therein. Unless an owner or owners pay the fine or contest responsibility within 60 days of the violation, the provisions of subsection (l) will apply.

(h) Any owner to whom a notice of violation has been issued shall not be liable for a violation under the provisions of this chapter if: the violation was necessary to allow the passage of an emergency vehicle; the violation was incurred while participating in a funeral procession; the violation was incurred during a period of time in which the motor vehicle was reported to the police department of any state, city or town as having been stolen and had not been recovered prior to the time the violation occurred; the operator of the motor vehicle was operating the motor vehicle under a rental or lease agreement and the owner of the motor vehicle is a rental or leasing company and has complied with the provisions of section 4 of this chapter; the operator of the motor vehicle was issued a citation for the underlying violation in accordance with section 2 of chapter 90C of the General Laws; or, the violation was necessary to comply with any other law or regulation governing the operation of a motor vehicle.

(i) Any motor vehicle owner to whom a notice of violation has been issued pursuant to this chapter may admit responsibility for such violation and pay the fine provided therein. Payment may be made personally or through a duly authorized agent, by appearing before the police department's designee during normal office hours, by mailing or online. Payment by mail shall be made by check, money order or credit card to the police department or city. Payment of the established fine and any applicable penalties shall operate as the final disposition of the violation. Payment by one motor vehicle owner shall operate as the final disposition of the violation as to all other motor vehicle owners of the same motor vehicle for the same violation.

(j) An owner may contest responsibility for a violation under this chapter in writing by mail or online. The owner shall provide the police department with a signed affidavit in a form approved by the police department, stating: the reason for disputing the violation; the full legal name and address of the owner of the motor vehicle; and the full legal name and address of the operator of the motor vehicle at the time the violation occurred. An owner may include signed statements from witnesses, which include the names and addresses of witnesses, supporting the owner's defense. Within 21 days of receipt, the police department or the hearing officer shall send the decision of the hearing officer, including the reasons for the outcome, by first class mail to the registered owner or owners. If the owner is found responsible for the violation, the owner shall pay the fine in the manner described in (i) within 14 days of the issuance of the decision or request further judicial review pursuant to section 14 of Chapter 30A of the General Laws.

(k) An owner may request a hearing to contest responsibility for a violation. A hearing request shall be made in writing by mail or online. Upon receipt of a hearing request, the police department shall schedule the matter before hearing officer. Said hearing officer may be an employee of the police department of the city or such other person or persons as the police department may designate. Written notice of the date, time and place of said hearing shall be sent by first class mail to each registered owner. The hearing shall be informal, the rules of evidence shall not apply, and the decision of the hearing officer shall be final subject to judicial review as

portion of any ways within a designated school zone its control, or within a designated school zone in the control of the commonwealth with written permission from the department of transportation and may impose a penalty on the owner of a motor vehicle for failure by the operator thereof to comply with traffic laws and regulations.

(b) The City may employ no more than two fixed automated road safety camera systems per designated school zone.

Section 3. (a) The maximum fine imposed for a violation issued pursuant to this chapter shall be twenty five dollars per violation. For violations issued pursuant to this chapter, except as provided in section 4, the owner or owners of a vehicle shall be liable for the fine, however, no owner of a vehicle shall be responsible for a violation issued pursuant to this chapter where the operator of the motor vehicle was issued a citation for the underlying violation in accordance with section 2 of chapter 90C of the General Laws. The city may send a written warning to the owner or owners in lieu of enforcement for the purpose of education.

(b) A certificate, or a facsimile thereof, based upon inspection of photographs and data produced by an automated road safety camera system, and sworn to or affirmed by the police department or designee authorized to issue citations for violations of traffic laws and regulations, shall be prima facie evidence of the facts contained therein.

(c) A violation issued by the city shall not be made part of the operating record of the person upon whom such liability is imposed, nor shall such violation be considered a conviction of a moving violation of the motor vehicle laws for the purpose of determining a surcharge on a motor vehicle premium pursuant to section 113B of chapter 175 of the General Laws.

(d) The police department shall supervise and coordinate the administration of violations issued in conformance with this chapter. The police department shall have the authority to hire and designate such personnel as may be necessary or contract for such services to implement the provisions of this chapter.

(e) It shall be the duty of the police department or designee of a city to cause a notice of violation to the registered owner or owners of a motor vehicle identified in photographs produced by such device as evidence of a violation pursuant to this chapter. Such notice shall contain, but not be limited to, the following information: a copy of the aforementioned recorded images and other data showing the vehicle in the process of a camera enforceable violation; the registration number and state of issuance of the vehicle; the date, time and location of the violation; the specific camera enforceable violation charged; instructions for payment of the violation; instructions to contest the violation in writing; and instructions to obtain a hearing.

(f) In the case of a violation involving a motor vehicle registered under the laws of the Commonwealth, a notice of violation shall be mailed within 14 days of the violation to the address of the registered owner or owners as listed in the records of the registrar of motor vehicles. In the case of any motor vehicle registered under the laws of another state or country, such notice of violation shall be mailed within 21 days of the violation to the address of the registered owner or owners as listed in the records of the official in such state or country having charge of the registration of such motor vehicle. If said address is unavailable, it shall be sufficient for the police department or designee to mail a notice of violation to the official in such state or country having charge of the registration of such motor vehicle.

outlined by section 14 of Chapter 30A of the General Laws. Within 21 days of the hearing, the police department or the hearing officer should send the decision of the hearing officer, including the reasons for the outcome, by first class mail to the registered owner or owners. If the owner is found responsible for the violation, the owner shall pay the fine in the manner described in (i) within 14 days of the issuance of the decision or request further judicial review pursuant to section 14 of Chapter 30A of the General Laws.

(l) If an owner to whom a notice of violation has been issued either fails to pay the fine in said notice in accordance with subsection (i), or is found responsible for the violation and does not pay the fine in accordance with subsection (j) or subsection (k), the police department shall notify the registrar of motor vehicles who shall place the matter on record. Upon receipt of the registrar of five or more of such notices, the registrar shall not issue or renew such owner's motor vehicle registration until after notification from the police department that all fines owed pursuant to this chapter have been paid. It shall be the duty of the police department to notify the registrar forthwith that such case has been so disposed; provided, however, that certified receipt of full and final payment from the police department shall also serve as legal notice to the registrar that said violation has been disposed of in accordance with this chapter. The certified receipt shall be printed in such form as the registrar of motor vehicles may approve.

Section 4. (a) Notwithstanding section 3 of this chapter, if the registered owner of a motor vehicle in receipt of a notice of violation is a person or entity engaged in the business of leasing or renting motor vehicles, and such motor vehicle was operating under a rental or lease agreement at the time of a violation, then the provisions of this section shall be applicable, and the registered owner shall not be liable for any unpaid fines; provided, however, that such owner has complied with the procedures of this section.

(b) The police department shall give to the registered owner notice in writing of each violation in which a motor vehicle owned by such owner is involved, as set forth in section 3.

(c) Within 45 days of the violation, the registered owner shall furnish to such department or designee in writing the name and address of the lessee or renter of such motor vehicle at the time of the violation; the lessee's or renter's driver's license number, state of issuance of such driver's license and the lessee's or renter's date of birth.

(d) Such department or designee shall thereupon issue a notice of violation to such lessee or renter in the form prescribed by section 3 and the lessee or renter shall be liable for the violation.

(e) If such lessee or renter to whom a notice of violation has been issued either fails to pay the fine in accordance with subsection (i) of section 3, or fails to receive a favorable adjudication of said notice in accordance with subsection (j) of section 3, or subsection (k) of section 3, the police department or designee shall notify the registrar of motor vehicles who shall place the matter on record. Upon notification to the registrar of five or more of such notices under this section, it shall be the duty of the registrar to suspend and not renew the license to operate a motor vehicle of such lessee or renter or suspend the right to operate of a lessee or renter not licensed in this commonwealth until after notification from the Salem police department that all fines, taxes and penalties owed by such owner pursuant to either this chapter, have been disposed of in accordance with this chapter. It shall be the duty of the police department to notify the registrar forthwith that such case has been so disposed; provided, however, that certified receipt of full and final payment from the police department shall also serve as notice to the registrar



that said violation has been disposed of in accordance this chapter. The certified receipt shall be printed in such form as the registrar of motor vehicles may approve.

Section 5. No speed limit violation shall be issued unless the vehicle exceeds the speed limit by at least ten miles per hour.

Section 6. (a) The city shall install a sign notifying the public that an automated road safety camera system is in use at each location of said camera.

(b) The city shall make a public announcement and conduct a public awareness campaign of use of automated road safety camera systems beginning at least 30 days before the enforcement program is in use. The city may install but not activate automated road safety camera systems during said time period.

Section 7. Verification that the automated road safety camera system and any appurtenant traffic control signals are correctly calibrated shall be made by a professional engineer registered in the commonwealth.

Section 8. (a) Photographs and other recorded evidence shall only be captured when a camera enforceable violation occurs. Photographs and other recorded evidence shall be destroyed within 48 hours of the final disposition of a violation.

(b) No photographs taken in conformance with this chapter shall be discoverable in any judicial or administrative proceeding other than a proceeding held pursuant to this chapter without a court order. No photograph taken in conformance with this chapter shall be admissible in any judicial or administrative proceeding other than in a proceeding to adjudicate liability for such violation of this chapter without a court order. A court shall order a release of a photograph taken in conformance with this chapter only where the photograph tends to establish or undermine a finding of a moving violation and the violation is material as to a finding of civil or criminal liability.

(c) Photographs and other personally identifying information collected by the city pursuant to this chapter are not public record.

(d) No automated road safety camera system shall be utilized in such a manner as to take a frontal view photograph of a motor vehicle.

Section 9. City shall establish a revolving or equivalent fund for all proceeds generated from this Act and such proceeds shall be used for traffic and safety enhancements and driver safety education.

Section 10. This act shall take effect as provided by law.



## **CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo  
Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

In 2019 and 2021, the previous administration submitted a Home Rule Petition for your approval, seeking a special act that would authorize the City of Salem to install video camera speed detection systems in our school zones to curb speeding in these locations and ensure the safety of Salem children. Both years the Order was adopted, and the petition was submitted to the legislature; however, when the legislative session expired the special act died, as well. I am now resubmitting the same petition for your consideration, as this issue has not abated. If anything, it has become more problematic.

In 2019 the Salem Police Department studied vehicle speeds in two school zones – Bates Elementary School and Collins Middle School. The speed limit in a school zone is 20 MPH when school is in session and 25 MPH when school is not in session.

At the Bates School, the data collectors were deployed twice – once in April and again in June. In April they identified, during school arrival and dismissal times, an average of 439 vehicles per day traveling more than 30 MPH and in June an average of 480 vehicles per day doing so. Based on the total number of vehicles that traveled through the school zone at the Bates during those hours, 37% in April and 71% in June were traveling over 30 MPH.

At Collins, data collection took place in June only. During those dates – again, over school arrival and dismissal times – an average of 828 vehicles per day traveled more than 30 MPH, accounting for 43% of all vehicles that traversed the school zone there during the study period.

We have invested in projects like enhanced crossings at Bates, a new radar-response sign at Saltonstall, separated bike lanes at Salem High School and Horace Mann, and many other tactical measures to make our school zones safer. Much more work remains to be done, and I intend to advance several projects for your consideration in this area over the coming months. In the interim, however, the need for consistent, uniform, and automatic enforcement of speeding violations in these locations is critical.

Massachusetts municipalities lack the ability to implement speed monitoring and video enforcement technologies absent a special act; therefore, in the interest of public safety, I am requesting this petition so that such authorization may be granted. Specifics regarding fines, appeals process, privacy protections, notifications of video recording, and more are all contained within the language of the act. I am grateful for Councillor Morsillo's outreach in July requesting we refile this matter and I am happy to do so.

I recommend adoption of the Order so this act may be submitted to the legislature promptly. If you have questions, please feel free to reach out to Chief Lucas Miller or City Solicitor Beth Rennard.

Respectfully,

A handwritten signature in black ink that reads "Dominick Pangallo". The signature is written in a cursive, flowing style.

Dominick Pangallo  
Mayor  
City of Salem

CC: State Representative Manny Cruz  
State Senator Joan Lovely  
Salem School Committee members  
Salem Public Schools Superintendent Stephen Zrike



# CITY OF SALEM

In City Council, September 14, 2023

**Ordered:** The City of Salem hereby accepts the donation of \$3,225.00 from the Salem Art Gallery for the purposes of funding the purchase of two additional bicycles for the Salem Police Department and the maintenance and repair of existing Police Department bicycles.

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**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo  
Mayor

Office of the Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Dear Councillors,

The enclosed Order accepts a donation of \$3,225.00 from the Salem Art Gallery and Satanic Temple to the Salem Police Department to support the department's bicycle units. The funds will help purchase new bicycles for the Patrol Division and Community Impact Unit and carry out repairs on existing bicycles that the department has.

I recommend adoption of the enclosed Order and hope you will join me and Chief Miller in extending our thanks to the Salem Art Gallery and the Satanic Temple for their generous donation to the City.

Sincerely,

A handwritten signature in black ink that reads "Dominick Pangallo". The signature is written in a cursive style with a large, stylized 'D'.

Dominick Pangallo  
Mayor  
City of Salem



CHIEF OF POLICE  
LUCAS J. MILLER

# City of Salem, Massachusetts

## Police Department Headquarters

95 Margin Street  
Salem, Massachusetts 01970  
(978) 744-2204

17 July 2023

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

**Re: Request for Donation Approval (Bicycles donated by Salem Art Gallery)**

Dear Mayor Pangallo,

As you are aware, residents and businesses in Salem appreciate seeing our police officers patrolling on bicycles and we have found bicycles to be an efficient way to respond to calls for service, particularly in the downtown area.

The Salem Art Gallery has graciously donated \$3,225.00 as a credit to our account at Salem Cycle in Marblehead. If this donation is approved, it will enable the Department to purchase two (2) additional bicycles for use by our Patrol Division and Community Impact Unit (CIU) and/or conduct repairs as needed for our existing bicycle fleet.

I respectfully request that you present this donation to the City Council and if approved, request that the Council formally recognize the Salem Art Gallery for their generous donation and support of the Salem Police Department. I am available to discuss this request at your convenience.

Sincerely,

A handwritten signature in blue ink, appearing to read "Lucas J. Miller".

Lucas J. Miller  
Chief of Police

cc: SPD Bike Coordinator



# CITY OF SALEM

In City Council,

September 14, 2023

**Ordered:**

To accept the donation of One Thousand Five Hundred Dollars (\$1,500.00) from Artem Starovoytov. The donation is to be deposited into the Parks and Recreation Donation Fund 2406 (24061-4830) for a standard bench in accordance with the recommendation of His Honor the Mayor.



Dominick Pangallo  
MAYOR

Trish O'Brien  
SUPERINTENDENT

CITY OF SALEM, MASSACHUSETTS  
PARK, RECREATION & COMMUNITY SERVICES  
401 Bridge Street, Salem MA 01970  
(978) 744-0924  
Fax (978) 219-1665

August 17, 2023

Dear Mayor Pangallo,

I am writing to request the acceptance of a \$1,500.00 check written to the City of Salem for a bench donation of \$1,500.00 from Artem Starovoytov for a Park and Recreation Donation. The amount to be deposited into the Park and Recreation Donation account 24061-4830.

Thank You

Sincerely,

*Trish O'Brien*

Trish O'Brien  
Superintendent, City of Salem  
Park, Recreation and Community Services  
Jean A. Levesque Community Life Center



# CITY OF SALEM

In City Council,

September 14, 2023

**Ordered:**

To accept the donation of One Thousand Two Hundred Dollars (\$1,200.00) from Susan E. Morneau and Paul Morneau. The donation is to be deposited into the Parks and Recreation Donation Fund 2406 (24061-4830) for a standard bench in accordance with the recommendation of His Honor the Mayor.





Dominick Pangallo  
MAYOR

CITY OF SALEM, MASSACHUSETTS  
PARK, RECREATION & COMMUNITY SERVICES  
401 Bridge Street, Salem MA 01970  
(978) 744-0924  
Fax (978) 219-1665

Trish O'Brien  
SUPERINTENDENT

August 16, 2023

Dear Mayor Pangallo,

I am writing to request the acceptance of a \$1,200.00 check written to the City of Salem for a bench donation of \$1,200.00 from Susan E. Morneau and Paul Morneau for a Park and Recreation Donation. The amount to be deposited into the Park and Recreation Donation account 24061-4830.

Thank You

Sincerely,

*Trish O'Brien*

Trish O'Brien  
Superintendent, City of Salem  
Park, Recreation and Community Services  
Jean A. Levesque Community Life Center



# CITY OF SALEM

In City Council,

September 14, 2023

**Ordered:**

To accept the donation of One Thousand Two Hundred Dollars (\$1,200.00) from Katherine Blake. The donation is to be deposited into the Parks and Recreation Donation Fund 2406 (24061-4830) for a standard bench in accordance with the recommendation of His Honor the Mayor.



Dominick Pangallo  
MAYOR

Trish O'Brien  
SUPERINTENDENT

CITY OF SALEM, MASSACHUSETTS  
PARK, RECREATION & COMMUNITY SERVICES  
401 Bridge Street, Salem MA 01970  
(978) 744-0924  
Fax (978) 219-1665

August 17, 2023

Dear Mayor Pangallo,

I am writing to request the acceptance of a \$1,200.00 check written to the City of Salem for a bench donation of \$1,200.00 from Katherine Blake for a Park and Recreation Donation. The amount to be deposited into the Park and Recreation Donation account 24061-4830.

Thank You

Sincerely,

*Trish O'Brien*

Trish O'Brien  
Superintendent, City of Salem  
Park, Recreation and Community Services  
Jean A. Levesque Community Life Center



# CITY OF SALEM

**In City Council,**

September 14, 2023

**Ordered:**

To accept the donation of One Thousand Dollars (\$1,000.00) from Elaine Bonaiuto of Beverly in honor of her sister. The donation is to be deposited into the Council on Aging Donation Fund 2401 (24011-4830) to support programming for Salem seniors in accordance with the recommendation of His Honor the Mayor.



**CITY OF SALEM, MASSACHUSETTS**  
PARK, RECREATION & COMMUNITY SERVICES  
401 BRIDGE ST., SALEM, MA 01970  
(978) 744-0924

**DOMINICK PANGALLO**  
MAYOR

**PATRICIA O'BRIEN**  
SUPERINTENDENT

August 17, 2023

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

Dear Mayor Pangallo,

The Salem Council on Aging respectfully requests a donation acceptance of \$1,000 from Mrs. Elaine Bonaiuto of Beverly to be used to support programming for Salem seniors. Mrs. Bonaiuto wishes to thank the Council on Aging for the support given to her sister who was a regular participant.

Fund 2401  
Org/Obj is 24011-4830

Thank you for your consideration.

Sincerely,

*Teresa Gove Arnold*

Teresa Gove Arnold  
Director  
Salem Council on Aging





**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo  
Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Dear Councillors:

The enclosed orders accept donations from the individuals listed below to be deposited into the Parks and Recreation Donation Fund 2406 (24061-4830) and Council on Aging Donation Fund 2401 (24011-4830).

Artem Starovoytov	\$1,500.00	Parks & Recreation Donation Fund 2406 (24061-4830)
Paul and Susan E. Morneau	\$1,200.00	Parks & Recreation Donation Fund 2406 (24061-4830)
Katherine Blake	\$1,200.00	Parks & Recreation Donation Fund 2406 (24061-4830)
Elaine Bonaiuto	\$1,000.00	Council on Aging Donation Fund 2401 (24011-4830)

I recommend adoption of the enclosed Order and hope you will join me in extending our thanks to Mr. Starovoytov, Mr. and Mrs. Morneau, Ms. Blake, and Ms. Bonaiuto for their generous donations to the City.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



# CITY OF SALEM

In City Council,

September 14, 2023

**Ordered:**

That the sum of Three Hundred Sixty Thousand, Seven Hundred Twenty-Nine Dollars and Thirty-One Cents (\$360,729.31) be approved within the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) to be expended for the contractual buyback(s) listed below in accordance with the recommendation of His Honor the Mayor.

Name	Department	Amount
Robert Cunningham	Salem Police Department	\$53,996.80
John Doyle	Salem Police Department	\$71,147.68
William Riley	Salem Police Department	\$27,541.64
Joan Iannaccone	Salem School Department	\$28,272.64
Nancy Meacham	Salem School Department	\$39,169.60
Gail Titus	Salem School Department	\$38,644.00
Julie Costa	Salem School Department	\$40,130.40
Annette Vitello	Salem School Department	\$6,988.95
Amy Richardson	Salem School Department	\$18,422.40
Paige Covello	Salem School Department	\$36,415.20
		<b>\$360,729.31</b>



## CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo  
Mayor

September 14, 2022

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Dear Councillors:

Enclosed herewith is a request for an appropriation of Three Hundred Sixty Thousand, Seven Hundred Twenty-Nine Dollars and Thirty-One Cents (\$360,729.31) from the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146). This appropriation is necessary to fund the retirement buybacks of the following retired employees:

<b>Name</b>	<b>Department</b>	<b>Amount</b>
Robert Cunningham	Police Department	\$53,996.80
John Doyle	Police Department	\$71,147.68
William Riley	Police Department	\$27,541.64
Joan Iannaccone	School Department	\$28,272.64
Nancy Meacham	School Department	\$39,169.60
Gail Titus	School Department	\$38,644.00
Julie Costa	School Department	\$40,130.40
Annette Vitello	School Department	\$6,988.95
Amy Richardson	School Department	\$18,422.40
<u>Paige Covello</u>	<u>School Department</u>	<u>\$36,415.20</u>
<b>Total</b>		<b>\$360,729.31</b>

I recommend passage of the enclosed Order and invite you to contact Human Resources Director Lisa Cammarata with any questions that you may have regarding it.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM MASSACHUSETTS

HUMAN RESOURCES  
98 WASHINGTON STREET, 3<sup>RD</sup> FLOOR  
SALEM, MASSACHUSETTS 01970  
TEL. 978-619-5630

### MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: August 7, 2023  
RE: Retirement Stabilization Fund

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Attached you will find a retirement buyback for a former employee of the Salem Police Department.

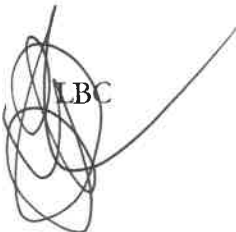
This former employee is entitled to the following amount of sick leave and vacation buyback.

#### Robert Cunningham

720 sick hours @ \$47.20 per hour	\$33,984.00
424 vacation hours @ \$47.20 per hour	\$20,012.80
<b>Total:</b>	<b>\$53,996.80</b>

In accordance with the July 2008 Policy, 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 this former employee 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-SICK DAYS/VACATION BUY-BACK**

From: Department: 210 Police Date: 7/20/2023

Authorized Signature:   
Department Head/City or Business Manager/School

NAME: Robert Cunningham

**CALCULATION**

						<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>424</u> ✓	@	<u>\$47.20</u>	=	<u>\$20,012.80</u> ✓
<b><u>SICK HOURS</u></b>	#	<u>720</u> ✓	@	<u>\$47.20</u>	=	<u>\$33,984.00</u> ✓
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$4,150.00</u>	=	<u>\$4,150.00</u>
<b><u>OTHER</u></b> HOL x 1.0	#	<u>2</u>	@	<u>\$383.34</u>	=	<u>\$766.68</u>
HOL x 1.5	#	<u>11</u>	@	<u>\$575.01</u>	=	<u>\$6,325.11</u>

Total Amount Due: \$65,238.59 ✓

Please attach corresponding PAF or other backup to this sheet.

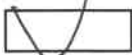
Reason: Master Detective Cunningham retired on 7/18/23.

**For Human Resources Use Only:**

- ☒ VACATION HOURS  
☒ SICK HOURS  
☐ PER ACCRUAL REPORT  
☐ OTHER

Org and Object: 83113 - 5146

Recommendation:



Approved

  
HR Director/City or Superintendent/Schools





DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM MASSACHUSETTS

HUMAN RESOURCES  
98 WASHINGTON STREET, 3<sup>RD</sup> FLOOR  
SALEM, MASSACHUSETTS 01970  
TEL. 978-619-5630

### MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: August 7, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Police Department.

This former employee is entitled to the following amount of sick leave and vacation buyback.

**John Doyle**

720 sick hours @ \$62.63 per hour	\$45,093.60
416 vacation hours @ \$62.63 per hour	\$26,054.08
<b>Total:</b>	<b>\$71,147.68</b>

In accordance with the July 2008 Policy, 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 this former employee 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-SICK DAYS/VACATION BUY-BACK**

From: Department: 210 Police Date: 7/11/2023

Authorized Signature:   
Department Head/City or Business Manager/School

NAME: John Doyle

**CALCULATION**

						<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>416</u>	@	<u>\$62.63</u>	=	<u>\$26,054.08</u> ✓
<b><u>SICK HOURS</u></b>	#	<u>720</u>	@	<u>\$62.63</u>	=	<u>\$45,093.60</u> ✓
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$5,800.00</u>	=	<u>\$5,800.00</u>
<b><u>OTHER</u></b>	HOL x 1.0	#	<u>2</u>	@	<u>\$506.83</u>	= <u>\$1,013.66</u>
	HOL x 1.5	#	<u>11</u>	@	<u>\$760.25</u>	= <u>\$8,362.75</u>

Total Amount Due: \$86,324.09 ✓

Please attach corresponding PAF or other backup to this sheet.

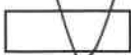
Reason: Lieutenant Doyle retired on 7/8/23.

**For Human Resources Use Only:**

- ☒ VACATION HOURS  
☒ SICK HOURS  
☐ PER ACCRUAL REPORT  
☐ OTHER

Org and Object: 83113 - 5146

Recommendation:



Approved



HR Director/City or Superintendent/Schools



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM MASSACHUSETTS

HUMAN RESOURCES  
98 WASHINGTON STREET, 3<sup>RD</sup> FLOOR  
SALEM, MASSACHUSETTS 01970  
TEL. 978-619-5630

### MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: August 7, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Police Department.

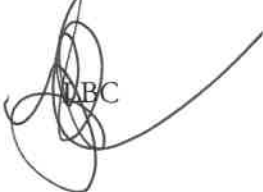
This former employee is entitled to the following amount of sick leave and vacation buyback.

**William Riley**

214 sick hours @ \$36.27 per hour	\$10,155.60
280 vacation hours @ \$36.27 per hour	\$ 7,761.78
<b>Total:</b>	<b>\$27,541.64</b>

In accordance with the July 2008 Policy, 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 this former employee 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-SICK DAYS/VACATION BUY-BACK**

From: Department: 210 Police Date: 7/20/2023

Authorized Signature:   
Department Head/City or Business Manager/School

NAME: William Riley

**CALCULATION**

						<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>280</u>	@	<u>\$36.27</u>	=	<u>\$10,155.60</u> ✓
<b><u>SICK HOURS</u></b>	#	<u>214</u>	@	<u>\$36.27</u>	=	<u>\$7,761.78</u> ✓
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$4,150.00</u>	=	<u>\$4,150.00</u>
<b><u>OTHER</u></b>	HOL x 1.0	#	<u>2</u>	@	<u>\$295.90</u>	= <u>\$591.80</u>
	HOL x 1.5	#	<u>11</u>	@	<u>\$443.86</u>	= <u>\$4,882.46</u>

**Total Amount Due:** \$27,541.64 ✓

Please attach corresponding PAF or other backup to this sheet.

Reason: Officer Riley retired on 7/18/23.

**For Human Resources Use Only:**

- ☒ VACATION HOURS  
☒ SICK HOURS  
☐ PER ACCRUAL REPORT  
☐ OTHER

Org and Object: 83113 - 5146

**Recommendation:**

☐ Approved

\_\_\_\_\_  
HR Director/City or Superintendent/Schools



**DOMINICK S. PANGALLO**  
MAYOR

**LISA B. CAMMARATA**  
DIRECTOR OF HUMAN RESOURCES

**CITY OF SALEM MASSACHUSETTS**

**HUMAN RESOURCES**  
**98 WASHINGTON STREET, 3<sup>RD</sup> FLOOR**  
**SALEM, MASSACHUSETTS 01970**  
**TEL. 978-619-5630**

**MEMORANDUM**

**TO:** Anna Freedman, Director of Finance  
**DATE:** June 30, 2023  
**RE:** Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Public Schools.

This former employee is entitled to the following amount of sick leave and vacation buyback.

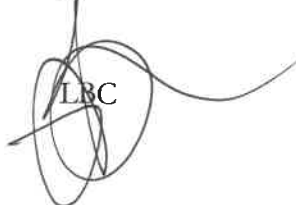
**Joan Iannaccone**

90 sick days @ \$220.88 per day	\$ 19,879.20
38 vacation days @ \$220.88 per day	\$ 8,393.44

**Total: \$ 28,272.64**

In accordance with the July 2008 Policy, 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 this former employee 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-SICK DAYS/VACATION BUY-BACK**

From: Department School Date 6/22/2023

Authorized Signature: Elyse Paulk  
Department Head/City or Business Manager/School

NAME: Joan Iannaccone

CALCULATION

VACATION DAYS # 30 @ \$ 220.88 = \$ 8,393.44  
~~\$ 7,730.80~~

SICK DAYS # 90 @ \$ 220.88 = \$ 19,879.20

PRO-RATED STIPENDS # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

OTHER # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

Total Amount Due: \$ ~~27,610.00~~ \$28,272.64  
Please attach corresponding PAF or other backup to this sheet.

Reason: retirement

**For Human Resources's Use Only:**

- ☒ VACATION DAYS  
☒ SICK DAYS  
☐ PER ACCRUAL REPORT  
☐ OTHER

Org and Object: 83113 - 5146

**Recommendation:**

☒ Approved

[Signature]  
HR Director/City or Superintendent/Schools

CRS



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

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

## MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: June 30, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Public Schools.

This former employee is entitled to the following amount of sick leave buyback.

Nancy Meacham

80 sick days @ \$489.62 per day \$ 39,169.60

Total: \$ 39,169.60

In accordance with the July 2008 Policy, 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 this former employee upon Council approval.

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

**CITY OF SALEM**  
**APPROVAL-SICK DAYS/VACATION BUY-BACK**

From: Department School Date 6/22/23

Authorized Signature: Gregory Paul  
Department Head/City or Business Manager/School

**NAME:** Nancy Meacham

**CALCULATION**

**VACATION DAYS** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**SICK DAYS** # 80 @ \$ 489.62 = \$ 39,169.60

**PRO-RATED STIPENDS** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**OTHER** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**Total Amount Due:** \$ 39,169.60  
Please attach corresponding PAF or other backup to this sheet.

**Reason:** Retirement

**For Human Resources's Use Only:**

- ☐ VACATION DAYS  
☒ SICK DAYS  
☐ PER ACCRUAL REPORT  
☐ OTHER

**Org and Object:** 83113 - 5146

**Recommendation:**

☒ Approved

[Signature]  
H R Director/City or Superintendent/Schools



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM MASSACHUSETTS

HUMAN RESOURCES  
98 WASHINGTON STREET, 3<sup>RD</sup> FLOOR  
SALEM, MASSACHUSETTS 01970  
TEL. 978-619-5630

### MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: June 30, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Public Schools.

This former employee is entitled to the following amount of sick leave buyback.

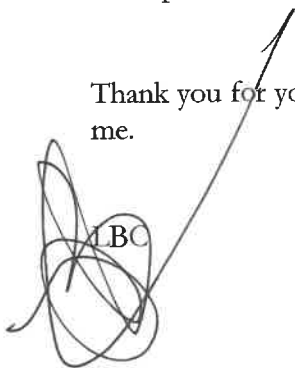
**Gail Titus**

80 sick days @ \$483.05 per day	\$ 38,644.00
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Total:	\$ 38,644.00
--------	--------------

In accordance with the July 2008 Policy, 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 this former employee 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-SICK DAYS/VACATION BUY-BACK**

From: Department School Date 6/22/23

Authorized Signature: Eleanor Paul  
Department Head/City or Business Manager/School

NAME: Gail Titus

**CALCULATION**

**VACATION DAYS** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**SICK DAYS** # 80 @ \$ 483.05 = \$ 38,644.00 —

**PRO-RATED STIPENDS** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**OTHER** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**Total Amount Due:** \$ 38,644.00  
Please attach corresponding PAF or other backup to this sheet.

Reason: Retirement

**For Human Resources's Use Only:**

- ☐ VACATION DAYS  
☒ SICK DAYS  
☐ PER ACCRUAL REPORT  
☐ OTHER

Org and Object: 83/13 - 5/46

Recommendation:

☒ Approved

[Signature]  
H R Director/City or Superintendent/Schools



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

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

## MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: June 30, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Public Schools.

This former employee is entitled to the following amount of sick leave buyback.

Julie Costa

80 sick days @ \$501.63 per day	\$ 40,130.40
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Total:	\$ 40,130.40
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In accordance with the July 2008 Policy, 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 this former employee 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-SICK DAYS/VACATION BUY-BACK**

From: Department School Date 6/22/23

Authorized Signature: Walter Paul  
Department Head/City or Business Manager/School

NAME: Julia Costa

**CALCULATION**

VACATION DAYS # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

SICK DAYS # 80 @ \$ 501.63 = \$ 40,130.40 ✓

PRO-RATED STIPENDS # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

OTHER # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**Total Amount Due:** \$ 40,130.40

Please attach corresponding PAF or other backup to this sheet.

**Reason:** Retirement

**For Human Resources's Use Only:**

- ☐ VACATION DAYS  
☒ SICK DAYS  
☐ PER ACCRUAL REPORT  
☐ OTHER

**Org and Object:** 83113 - 5146

**Recommendation:**

☒ Approved

[Signature]  
H R Director/City or Superintendent/Schools



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

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

## MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: June 30, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Public Schools.

This former employee is entitled to the following amount of sick leave and vacation buyback.

**Annette Vitello**

26.50 sick days @ \$207.08 per day	\$ 5,487.62
7.25 vacation days @ \$207.08 per day	\$ 1,501.33

**Total: \$ 6,988.95**

In accordance with the July 2008 Policy, 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 this former employee 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-SICK DAYS/VACATION BUY-BACK**

From: Department School Date 4/22/2023

Authorized Signature: Elizabeth Pawley  
Department Head/City or Business Manager/School

**NAME:** Annette Vitello

**CALCULATION**

**VACATION DAYS** # 7.25 @ \$ 207.08 = \$ 1,501.33

**SICK DAYS** # 26.50 @ \$ 207.08 = \$ 5,487.62

**PRO-RATED STIPENDS** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**OTHER** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**Total Amount Due:** \$ 6,988.95  
Please attach corresponding PAF or other backup to this sheet.

**Reason:** retirement

**For Human Resources's Use Only:**

- ☒ VACATION DAYS  
☒ SICK DAYS  
☐ PER ACCRUAL REPORT  
☐ OTHER

**Org and Object:** 83113 - 5146

**Recommendation:**

☒ Approved

[Signature]  
H R Director/City or Superintendent/Schools



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

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

MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: June 30, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Public Schools.

This former employee is entitled to the following amount of sick leave buyback.

Amy Richardson

40 sick days @ \$460.56 per day	\$ 18,422.40
---------------------------------	--------------

Total:	\$ 18,422.40
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In accordance with the July 2008 Policy, 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 this former employee upon Council approval.

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

**CITY OF SALEM**  
**APPROVAL-SICK DAYS/VACATION BUY-BACK**

From: Department School Date 6/22/23

Authorized Signature: [Signature]  
Department Head/City or Business Manager/School

NAME: Amy Richardson

**CALCULATION**

VACATION DAYS #        @ \$        = \$       

SICK DAYS # 40 @ \$ 460.56 = \$ 18,422.40

PRO-RATED STIPENDS #        @ \$        = \$       

OTHER #        @ \$        = \$       

Total Amount Due: \$ 18,422.40

Please attach corresponding PAF or other backup to this sheet.

Reason: retirement

**For Human Resources's Use Only:**

- ☐ VACATION DAYS  
☒ SICK DAYS  
☐ PER ACCRUAL REPORT  
☐ OTHER

Org and Object: 83113 - 5146

Recommendation:

☒ Approved

[Signature]  
H R Director/City or Superintendent/Schools



DOMINICK S. PANGALLO  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM MASSACHUSETTS

HUMAN RESOURCES  
98 WASHINGTON STREET, 3<sup>RD</sup> FLOOR  
SALEM, MASSACHUSETTS 01970  
TEL. 978-619-5630

### MEMORANDUM

TO: Anna Freedman, Director of Finance  
DATE: June 30, 2023  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buyback for a former employee of the Salem Public Schools.

This former employee is entitled to the following amount of sick leave buyback.

**Paige Covello**

80 sick days @ \$455.19 per day	\$ 36,415.20
---------------------------------	--------------

<b>Total:</b>	<b>\$ 36,415.20</b>
---------------	---------------------

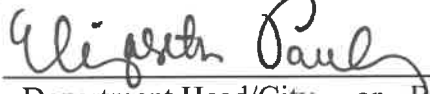
In accordance with the July 2008 Policy, I am requesting you verify the availability of the funds from the Retirement Stabilization Fund, prepare the Council Order, and continue the process in order that my staff can input the information in MUNIS and issue payments to this former employee upon Council approval.

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

IBC

**CITY OF SALEM**  
**APPROVAL-SICK DAYS/VACATION BUY-BACK**

From: Department School Date 6/22/23

Authorized Signature:   
Department Head/City or Business Manager/School

**NAME:** Paige Covello

**CALCULATION**

**VACATION DAYS** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**SICK DAYS** # 80 @ \$ 455.19 = \$ 36,415.20 —

**PRO-RATED STIPENDS** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**OTHER** # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

**Total Amount Due:** \$ 36,415.20

Please attach corresponding PAF or other backup to this sheet.

**Reason:** Retirement

**For Human Resources's Use Only:**

- ☐ VACATION DAYS
- ☒ SICK DAYS
- ☐ PER ACCRUAL REPORT
- ☐ OTHER

**Org and Object:** 83/13 - 5/46

**Recommendation:**

☒ Approved

  
HR Director/City or Superintendent/Schools



**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo

Mayor

Office of the Mayor

September 14, 2023

Salem City Council  
93 Washington Street  
Salem, MA 01970

Dear Councillors,

I am pleased to appoint Aaron Paternoster of 4 Phelps Street to serve as a representative of organized labor on the board of the Salem Housing Authority, filling the seat previously held by Ben Shallop, who is stepping down from the board. Mr. Paternoster will complete the remainder of an unexpired five-year term to conclude March 28, 2024. I am grateful to Mr. Shallop for his years of service to the Housing Authority and ask you to join me in extending our gratitude to him for his time on the board.

Mr. Paternoster is a CNC programmer and process engineer at GE Aerospace in Lynn, where he has worked since 2017. Mr. Paternoster is the Vice President Secretary of Local 149 of the International Federation of Professional and Technical Engineers and serves as the Local's delegate to the North Shore Labor Council, which has recommended him for this seat. In addition to his service with IFPTE, Mr. Paternoster volunteers with the labor working group of the Salem Alliance for the Environment. He holds a Bachelor of Science degree in mechanical engineering from Wentworth Institute of Technology.

I recommend confirmation of Mr. Paternoster's appointment and hope you will join me in thanking him for his willingness to volunteer for this important position serving our community and the many tenants of the Salem Housing Authority.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem

CC: Cathy Hoog, Executive Director, Salem Housing Authority



**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo  
Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am pleased to appoint Vincenzo DiSipio to the position of Assistant Treasurer filling the vacancy with a term to expire January 31, 2026.

Mr. DiSipio was the Senior Accountant for Heartland Dental where he prepared monthly financial statements and financial analyses, assisted with payroll reconciliation, and assembled among several other responsibilities. Prior to that Mr. DiSipio worked for over a decade in the banking sector with Eagle Bank. He earned his Bachelor's degree in Business Administration, with a concentration in accounting, from Salem State University.

I recommend confirmation of Mr. DiSipio's appointment and hope you will join me in welcoming him to his new role with the City of Salem.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo

Mayor

Office of the Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, MA 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Chris Cantone, of 10 Vista Ave, to the Sustainability, Energy, and Resiliency Committee for a term of three years to expire September 14, 2026.

I recommend confirmation of his reappointment to the committee and ask that you join me in thanking Mr. Cantone for his continued dedicated service and commitment to our community.

Sincerely,

A handwritten signature in black ink that reads "Dominick Pangallo". The signature is written in a cursive, flowing style.

Dominick Pangallo  
Mayor  
City of Salem





**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo

Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, MA 01970

Ladies and Gentlemen of the Council:

I reappoint, subject to City Council confirmation, the following members of the Scholarship and Education Committee to new three-year terms to expire September 14, 2026.

Name	Address
Andrew Boucher	2 Lillian Road
Heather Lang	43 Osgood Street

I recommend confirmation of their reappointments to the committee and ask that you join me in thanking Mr. Boucher and Ms. Lang for their continued dedicated service and commitment to our community.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo

Mayor

Office of the Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, MA 01970

Ladies and Gentlemen of the Council:

I reappoint, subject to City Council confirmation, Mr. Gregory St. Louis, of 24 Sunset Road, to the Conservation Commission for a term of three years to expire September 14, 2026.

I recommend confirmation of his reappointment to the committee and ask that you join me in thanking Mr. St. Louis for his continued dedicated service and commitment to our community.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo

Mayor

Office of the Mayor

Honorable Salem City Council  
Salem City Hall  
Salem, MA 01970

Ladies and Gentlemen of the Council:

I reappoint, subject to City Council confirmation Mr. Mark Meche, of 1 Lowell Street, to the Historical Commission for a term of three years to expire September 14, 2026.

I recommend confirmation of his reappointment to the committee and ask that you join me in thanking Mr. Meche for his continued dedicated service and commitment to our community.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



**CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo

Mayor

Office of the Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, MA 01970

Ladies and Gentlemen of the Council:

I reappoint, subject to City Council confirmation, the following members of the Bicycling and Shared Path Advisory Committee to new three-year terms to expire September 14, 2026.

Name	Address
Catherine Seiferth	18 Buffum Street
Alexandra Maranto	14 Burnside Street

I recommend confirmation of their reappointments to the committee and ask that you join me in thanking Ms. Seiferth and Ms. Maranto for their continued dedicated service and commitment to our community.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



## **CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo  
Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am pleased to appoint Alphonse Wright of 12 Hancock Street #2 to the Food Policy Council for a 3 year term to expire on September 14, 2026.

Mr. Wright is currently an independent consultant, working as an Accessibility and Inclusion Strategist since 2015. He is adept at problem solving and skilled at thoughtfully addressing challenging community issues, evident in his accomplishments from having previously worked for O' Connor Professional Group Behavioral Health Navigation, Arbour Hospitals, and East Boston Neighborhood Health Center. Mr. Wright chairs the Salem Human Rights Coalition and serves as a member of the City's Race Equity Commission.

I strongly recommend confirmation of Mr. Wright appointment to the Food Policy Council. We are fortunate that he is willing to volunteer in this important role and lend his time and dedication to this important board and its work.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem



## **CITY OF SALEM, MASSACHUSETTS**

Dominick Pangallo  
Mayor

September 14, 2023

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am pleased to appoint Jason Sydoriak of 20 Hathorne Street to the Affordable Housing Trust Fund Board. Mr. Sydoriak will complete the remainder of a two year term previously held by Ms. Becky Curran and which expires on January 25, 2024.

Mr. Sydoriak has been an economist and community planner with the United States Department of Transportation Volpe Center since 2020, with extensive experience evaluating zoning ordinances, densities, affordable housing stock and methods for increasing affordable housing. He earned his Master's degree in Public Administration from Syracuse University where he was designated as a Graduate Scholar. Mr. Sydoriak was previously enlisted as a non-commissioned officer with the United States Marine Corps and has volunteered with Rubicon Disaster Response Team. He is currently a LEAD Fellow for Hill Vets and a Fellow of the Royal Society for the Encouragement of Arts, Manufactures and Commerce.

I strongly recommend confirmation of Mr. Sydoriak appointment to the Affordable Housing Trust Fund Board. We are fortunate that he is willing to volunteer in this important role and lend his time and dedication to this important board and its work.

Sincerely,

Dominick Pangallo  
Mayor  
City of Salem