

# 49

Questions contact – Paul Hegan 781-725-1481

**ORDER FOR POLE AND WIRE LOCATIONS**

In the City of Salem , Massachusetts

Notice having been given and public hearing held, as provided by law,  
IT IS HEREBY ORDERED:

that NATIONAL GRID and be and it is hereby granted a location for and permission to erect and maintain poles and wires to be placed thereon, together with such sustaining and protecting fixtures as said Company may deem necessary, in the public way or ways hereinafter referred to, as requested in petition of said Company dated the 19th day of December, 2016.

All construction under this order shall be in accordance with the following conditions:

Poles shall be of sound timber, and reasonable straight, and shall be set substantially at the points indicated upon the plan marked – Bridge Street - Salem - Massachusetts.

No. 22990877 Dated: December 20, 2016. Filed with this order

There may be attached to said poles such wires, cables, and fixtures as needed in their business and all of said wires and cables shall be placed at a height of not less than twenty (20) feet from the ground.

The following are the public ways or part of ways along which the poles above referred to may be erected, and the number of poles which may be erected thereon under this order:

Bridge Street - National Grid to relocate 2 SO Poles on Bridge St beginning at a point approximately 855 ft North/Northwest of the centerline of the intersection of Boston Street and Bridge Street and continuing approximately 160 ft in a West/Northwest direction.

I hereby certify that the foregoing order was adopted at a meeting of the City Council of the City/Town of \_\_\_\_\_, Massachusetts held on the \_\_\_\_\_ day of \_\_\_\_\_ 20 .

Massachusetts

City/Town Clerk.  
20 .

Received and entered in the records of location orders of the City/Town of \_\_\_\_\_  
Book \_\_\_\_\_ Page \_\_\_\_\_

Attest:  
City/Town Clerk

I hereby certify that on  
at

20 , at o'clock, M  
a public hearing was held on the petition of

NATIONAL GRID

for permission to erect the poles, wires, and fixtures described in the order herewith recorded, and that we mailed at least seven days before said hearing a written notice of the time and place of said hearing to each of the owners of real estate (as determined by the last preceding assessment for taxation) along the ways or parts of ways upon which the Company is permitted to erect poles, wires, and fixtures under said order. And that thereupon said order was duly adopted.

City/Town Clerk.

.....  
.....  
.....  
.....

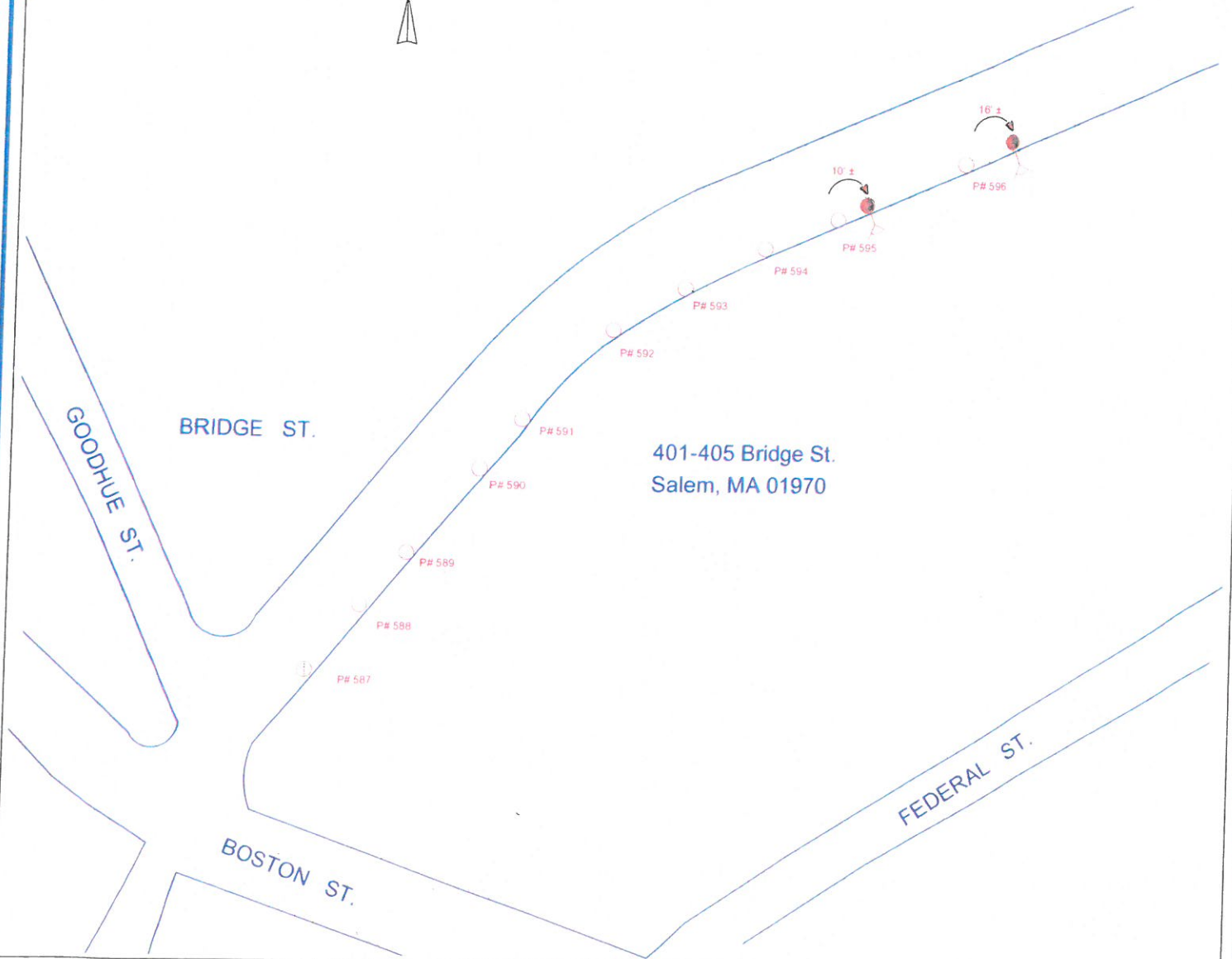
Board or Council of Town or City, Massachusetts

CERTIFICATE

I hereby certify that the foregoing is a true copy of the location order and certificate of hearing with notice adopted by the of the City of Massachusetts, on the day of 20 , and recorded with the records of location orders of the said City, Book , Page . This certified copy is made under the provisions of Chapter 166 of General Laws and any additions thereto or amendments thereof.





Exhibit A – Not to Scale

The exact location of said Facilities to be established by and upon the installation and erection of the Facilities thereof.



**ELECTRIC DISTRIBUTION CONSTRUCTION SO PETITION**

**LEGEND**

-  EXISTING JO POLE LOCATION
-  EXISTING SO POLE LOCATION
-  PROPOSED RELOCATED LOCATION OF SO POLE
-  PROPOSED ANCHOR AND GUY LOCATION

**nationalgrid**

**Owner(s):**  
High Rock Bridge St. LLC  
David C. Sweetser

**Address:**  
70 Walnut Street  
Wellsley, MA 02481

**Sketch to Accompany Petition for:**  
the Relocation of SO Pole 595 10 feet ± and SO Pole 956 16 feet ±,  
the Installation of Anchor and Guywires at both Locations and all  
Appurtenances in Bridge Street, Salem, MA 01970.  
WR# 22990877

Date: 12-19-2016 Drawn By: S. Mahabier

DRAWING NOT TO SCALE. DISTANCES ARE APPROXIMATE.

**Ilene Simons**

---

**From:** John Giardi  
**Sent:** Tuesday, January 03, 2017 1:28 PM  
**To:** Ilene Simons  
**Subject:** RE: RELOCATION OF POLES ON BRIDGE ST.

I move approval for the petition. Happy New Year Ilene John G.

**From:** Ilene Simons  
**Sent:** Tuesday, January 03, 2017 12:04 PM  
**To:** John Giardi; David Knowlton  
**Subject:** RELOCATION OF POLES ON BRIDGE ST.

This petition is asking for relocation of 2 poles on Bridge St. Since it appears, the poles are being relocated on the same property no hearing will be needed. It will be

Ilene Simons  
Assistant City Clerk  
Justice of the Peace  
93 Washington St.  
Salem, MA 01970  
(978) 745-9595 ext. 5614

Please note: the Massachusetts Secretary of State's office has determined that most emails sent and from municipal officials are public records. PWT please refer to <http://www.sos>  
Please consider the environment before printing this email.



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

January 12, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am very pleased to appoint Col. Meaghan Leclerc, Esq. of 10 Orchard Street to the Salem Harbor Port Authority for a three-year term to expire January 12, 2020. Col. Leclerc is an officer of the Air National Guard, where she serves as Assistant to the Staff Judge Advocate for Air Combat Command, and is also the Assistant Regional Counsel for the General Services Administration. She earned her Bachelor's degree from UMass-Amherst and her law degree from the Boston College Law School.

Col. Leclerc is a recreational mariner with a boat currently moored in Salem and brings many years of personal maritime experience to this important role.

I strongly recommend confirmation of Col. Leclerc's appointments. We are fortunate that she is willing to volunteer to serve our community in this important role and lend her expertise and dedication to this new Authority and their work.

Sincerely,

A handwritten signature in cursive script that reads "Kim Driscoll".

Kimberley Driscoll  
Mayor  
City of Salem

**MEAGHAN Q. LECLERC**

10 Orchard Street  
Salem, MA 01970  
(508) 932-3296  
meaghan.leclerc@gsa.gov

**CIVILIAN EXPERIENCE**

- 2004 – Present                      **General Services Administration**                      **Boston, MA**  
**Assistant Regional Counsel**  
Provide legal advice and counsel on contract and acquisition law matters, including contract formation, administration, fiscal law, litigation and the adjudication of protests, claims and disputes before Government Accountability Office, Civilian Board of Contract Appeals, and Court of Federal Claims. Advise on all aspects of major construction projects throughout New England. Manage regional tort claim practice and advise on Freedom of Information Act, leasing, real property disposal and ethics matters.
- 1998 – 2004                      **Federal Aviation Administration**                      **Burlington, MA**  
**General Attorney**  
Implemented the FAA enforcement program for violations of FAA and DOT regulations. Analyzed and evaluated investigative reports, drafted appropriate legal notices and orders, participated in conferences with respondents, and engaged in settlement negotiations. Represented agency in DOT and NTSB administrative law hearings. Served as Designated Ethics Counselor. Represented agency in litigation before the MSPB and EEOC. Rendered legal advice and opinions on contract and real estate law, government tort liability, conflicts of interest, and the Freedom of Information Act. Member of Greater Boston Federal Executive Board Diversity Committee.

**MILITARY EXPERIENCE**

- 2015 – Present                      **Air National Guard Assistant to the Staff Judge Advocate, Air Combat Command**  
**Langley Air Force Base, VA**  
Principal advisor and liaison to the Air Combat Command Staff Judge Advocate on all Air National Guard matters. Advise and assist the Director of the Air National Guard and the Judge Advocate General of the United States Air Force on matters of programs, policy, operations and the utilization of ANG judge advocates and paralegals and the interface of the Air Force, Air Force Reserve and ANG legal programs. Executive member of the ANG Judge Advocate Council providing leadership, strategic planning and management for all ANG legal offices, including more than 440 judges advocates and paralegals at ANG legal offices throughout the United States.
- 2013 – 2015                      **Air National Guard Assistant to AF/JAR**                      **Pentagon**  
Advisor to the Judge Advocate General of the Air Force and his senior staff on Air Reserve Component matters. Advised TJAG on Reserve and ANG accessions, assignments, and attachments. Prepared and administered policies, programs, and directives affecting nearly 1,400 ARC JAGs and paralegals. Assisted ANG Assistant to TJAG and MA to TJAG in management, oversight and training of AFR and ANG attorneys and paralegals.
- 2011 – 2013                      **National Additional Duty Program Judge Advocate**  
**JFHQ Massachusetts Air National Guard**  
Course Director of ANG Contemporary Base Issues Course, national level seminar for commanders, first sergeants, supervisors, and other senior level ANG leaders. CBI instructor. Member of ANG JA task force responsible for drafting legislative proposal to address legal constraints on ANG's ability to execute and fund new and emerging ANG





**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

<sup>16</sup>  
February 9, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am very pleased to appoint Raymond Swartz of 30 Ocean Avenue to the Salem Bicycle Advisory Committee for a three-year term to expire February 9, 2020.

Mr. Swartz is an experienced and enthusiastic urban cyclist, having cycled in Boston for over 45 years. He has cycled the Salem to Boston route and is passionate about safe cycling. Mr. Swartz works at Boston University as an app developer and holds a B.S. in Physics from the Massachusetts Institute of Technology. He has already attended meetings of the Bicycle Advisory Committee and is excited to become more involved in the committee's work on behalf of our community.

I strongly recommend confirmation of Mr. Swartz's appointment. We are fortunate that he is willing to volunteer to serve our community in this important role and lend his expertise and dedication to this committee and their work.

Sincerely,

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

Kimberley Driscoll  
Mayor  
City of Salem



**Raymond E. Swartz**  
*Senior iOS Developer*

[RaySwartz@alum.mit.edu](mailto:RaySwartz@alum.mit.edu)  
[www.linkedin.com/in/rayswartz](http://www.linkedin.com/in/rayswartz)

617-291-0934

**SUMMARY**

iOS developer looking for interesting projects in the Salem/Beverly/Danvers area or remotely. Skills include iOS SDK, Swift, Objective-C, Xcode, Storyboards, Unit Tests, TDD, Git, GitHub, Apple App Store submissions, iTunes Connect, Refactoring, and Design Patterns. MIT grad with proven ability to continually learn and master leading edge technology. Native English speaker; good writing skills.

Other interests include Americana music, urban cycling, mandolin, Roman and Salem history.

**EXPERIENCE**

- |                   |   |                 |
|-------------------|---|-----------------|
| 3/2012 - 11/2016  | <b>Boston University</b><br><i>Senior iOS Developer on the Mobile Team.</i><br>Developed a new iPhone app called "BU Today News & Events". Written in Objective-C.  | Boston, MA      |
| 3/2016 - 5/2016   | <b>Pinch, Inc.</b><br><i>Senior iOS Developer</i><br>Pinch is a social media iOS app. I volunteered to lend a hand to take ownership of offshore iOS development during startup period. All work was done in Swift 2.2.                               | Boston, MA      |
| 4/2011 - 7/2011   | <b>Carbonite</b><br><i>Certified ScrumMaster</i> for two Windows and Mac client teams during the period before going public at this provider of online backup and restore services for Macs and PCs.  | Boston, MA      |
| 2/2007 - 4/2011   | <b>PHT Corporation</b><br><i>Client-side Java developer and ScrumMaster for two Java teams.</i><br>Java developer for LogPad and SitePad mobile patient diary software on devices for use in clinical trials. Eventually, also served as ScrumMaster. | Charlestown, MA |
| 9/2005 - 1/2007   | <b>X-Rite Corporation</b><br><i>Software Engineer on extreme programming team.</i><br>Developed color measurement software mostly in Java.  | Tewksbury, MA   |
| 9/2002 - 6/2005   | <b>Brookline High School</b><br><i>Full-time AP Computer Science Teacher</i><br>Courses include Advanced Placement Computer Science, Java, C++, Visual BASIC, Computer Science I, and Principles of PC Technology (the A+ Certification class).       | Brookline, MA.  |
| 1/2002 - 6/2002   | <b>Brookline High School</b><br><i>Substitute teacher</i> , mainly math and computers.  | Brookline, MA.  |
| 11/1999 - 12/2000 | <b>3DFX Interactive</b><br><i>Staff Engineer on the Macintosh 3D Driver Team</i>  | San Jose, CA    |

Ray Swartz, Senior iOS Developer

1996 - 1999	<b>ATI Research (now AMD)</b> <i>Senior Software Engineer, Macintosh 3D Drivers</i>	Marlboro, MA
1994 - 1996	<b>Intranet, Inc.</b> <i>Software Engineer, Money Transfer System</i>	Newton, MA
1985 - 1994	<b>Xenergy, Inc.</b> <i>Chief Software Engineer for Building Energy Analysis</i>	Burlington, MA
1981 - 1985	<b>R.G. Vanderweil Engineers, Inc. Boston, MA</b> <i>Computer Programmer and Energy Analyst</i>	
1978 - 1981	<b>MA Executive Office of Energy Resources</b> <i>Chief Energy Conservation Analyst and Seminar Leader</i>	Boston, MA

#### EDUCATION / CERTIFICATIONS

- Massachusetts Institute of Technology, Cambridge, Massachusetts. B.S. in Physics, 1978.
- Certified ScrumMaster 2010. Scrum Alliance.
- A+ Certification 2003. CompTia.org.
- Massachusetts Teaching License in Math Massachusetts Educator's License, 2003.



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

February <sup>16</sup>~~9~~, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to Council confirmation, the following City employees:

<b>Name</b>	<b>Position</b>	<b>Term to Expire</b>
Sarah Stanton	Finance Director/Auditor	January 31, 2020
Whitney Haskell	Purchasing Agent	January 31, 2019

Very truly yours,

A handwritten signature in cursive script that reads "Kim Driscoll".

Kimberley Driscoll  
Mayor  
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll

Mayor

<sup>16</sup>  
February 9, 2017

To the City Council  
City Hall  
Salem, Massachusetts

Ladies and Gentlemen of the Council:

I appoint Sobeida Javier of 18 Wilmot Street Lawrence, MA 01841 to serve as a Constable in the City of Salem for a term to expire January 30, 2018.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll".

Kimberley Driscoll  
Mayor



# CITY OF SALEM

In City Council,  
February <sup>16</sup>~~9~~, 2017

Ordered:

That the sum of Fifty-One Thousand Six Hundred and Ninety Dollars (\$51,690.00) is hereby appropriated from the "Fund Balance Reserved for Appropriation – Free Cash" account (1-3245) to the "Police Medical-Active" Account (12101-5318) in accordance with the recommendation of Her Honor the Mayor.



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll

Mayor

February 9, 2017

To the City Council  
City Hall  
Salem, Massachusetts

Ladies and Gentleman of the Council:

Enclosed herewith is a request to transfer Fifty-One Thousand Six Hundred and Ninety Dollars (\$51,690.00) from the "Fund Balance Reserved for Appropriation – Free Cash" account (1-3245) to the "Police Medical-Active" account (12101-5318).

This transfer is necessary to cover the costs associated with medical bills for Police Officers.

I recommend passage of this accompanying order.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kim Driscoll".

Kimberley Driscoll  
Mayor



# City of Salem, Massachusetts Police Department Headquarters

CHIEF OF POLICE  
MARY E. BUTLER

January 31, 2017

Mayor Kimberley Driscoll  
Salem City Hall  
93 Washington Street  
Salem, MA 01970

Re: Request for Appropriation to Medical Line Item 12101-5318

Dear Mayor Driscoll:

On October 14, 2016, I requested a supplemental appropriation to cover the outstanding medical bills for the fiscal year, as the Medical Expense line item was budgeted at \$17,400. On December 8, 2016, the City Council appropriated from the "Fund Balance Reserved for Appropriation – Free Cash" and additional \$30,000 in funding. We currently stand with a balance of approximately \$258.00 in this line item. As you know, we have experienced some significant costs with multiple injuries in the line of duty. Some have since returned to duty, but others are still undergoing treatment from recovery of recent surgery and physical therapy, and we are anticipating losing another to a knee injury while on duty.

As of this date, we are awaiting costs for a knee surgery and expect continued physical therapy costs associated with surgeries on three officers going forward, one for eight weeks, two for approximately five months. We anticipate that cost to be approximately \$30,000 for the remainder of the fiscal year. Additionally, as we are undertaking the screening process to hire between fifteen and eighteen reserve officers, costs associated with a medical evaluation \$755 and a psychological evaluation \$450, we can anticipate the cost to be approximately \$21,690.

Therefore, I am respectfully requesting an additional appropriation for the Medical Expense line item 12101-5318 in the amount of \$51,690. It certainly is my intent and hope that this will carry us until the end of the fiscal year. Any required documentation or material of support can be provided and, as always, I am available at your convenience to further discuss this request.

Very truly,

Mary E. Butler  
Chief of Police

Cc: ✓ Sarah Stanton, Finance Director  
Captain Mark Losolfo  
Ms. Jayne Connors

# CITY OF SALEM - Finance Department

## Free Cash, W & S R/E, R/Res & Budget Transfer Request Form

From: 210- Police Department Department Maize Steel Department Head/Authorizing Signature January 31, 2017 Date

**Budget or R/Res**

**Transfers** To: \_\_\_\_\_ Desc: \_\_\_\_\_ Budget Amt: \_\_\_\_\_  
(Org/Object) Balance: \_\_\_\_\_

From: \_\_\_\_\_ Desc: \_\_\_\_\_ Budget Amt: \_\_\_\_\_  
(\*Note - Please include letter to Mayor for Transfers from different Personnel & Non-personnel lines) Balance: \_\_\_\_\_

Current Balance in Receipts Reserved Fund Above (if applicable) - \$ \_\_\_\_\_ Date: \_\_\_\_\_

**Free Cash or Retained Earnings (W/S)** To: 12102-5318 Desc: Medical Budget Amt: \$17,400.00  
Please circle one (Org/Object) Balance: \$ 258.24

**Amount Requested:** \$ \$51,690

**Reason (Be Specific)** Additional funds needed to pay medical bills for officers injured on duty.

*For Finance Department and Mayor's Use Only:*

Budget Transfer                       Mayor Approval                       City Council Approval


Free Cash Appropriation - City Council Approval - Gen Fund \$ 671,691.90  
Free Cash Balance W/S

R/E Appropriation - Water \$ \_\_\_\_\_ R/E Balance                       R/E Appropriation Sewer \$ \_\_\_\_\_ R/E Balance

Receipts Reserve - City Council Approval \$ \_\_\_\_\_ R/Res Fund Balance

Raise & Appropriate                       Other \_\_\_\_\_

Recommendation:  Approved     Denied

  
 Finance Director

Completed: Date: \_\_\_\_\_ By: \_\_\_\_\_ CO # \_\_\_\_\_ JE#: \_\_\_\_\_ Transfer #: \_\_\_\_\_







# CITY OF SALEM

In City Council,

February <sup>16</sup>~~9~~, 2017

Ordered:

That the sum of Forty-Three Thousand Nine Hundred and Eight Dollars and Sixty-Two Cents (\$43,908.62) is hereby appropriated in the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) to be expended for the FY 2017 contractual buyback listed below in accordance with the recommendation of Her Honor the Mayor.

Name	Department	Amount
Scott Hebert	Fire	43,908.62
		<hr/> <b>43,908.62</b> <hr/>



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll  
Mayor

February 9, 2017

To the City Council  
City Hall  
Salem, Massachusetts


Ladies and Gentlemen of the Council:

It is with great sadness that I enclosed herewith a request for an appropriation of Forty-Three Thousand Nine Hundred and Eight Dollars and Sixty-Two Cents (\$43,908.62) from the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) for unpaid leave to be paid, pursuant to the collective bargaining agreement with the Salem Fire Fighter's Association, to the family of Fire Fighter Scott Hebert who passed away suddenly at the young age of 46.

NAME	DEPARTMENT	AMOUNT
Scott Hebert	Fire	\$43,908.62

I recommend passage of the accompanying Order.

Very truly yours,

  
Kimberley Driscoll  
Mayor



CITY OF SALEM, MASSACHUSETTS

HUMAN RESOURCES  
120 WASHINGTON STREET  
TEL. (978) 745-9595 EXT. 5630  
FAX (978) 745-7298

KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

MEMORANDUM

TO: Sarah Stanton, Director of Finance  
DATE: February 2, 2017  
RE: Retirement Stabilization Fund

\*\*\*\*\*

Attached is a PAF for a deceased employee of the Salem Fire Department.

The deceased employee is contractually entitled to the following amount of sick and vacation buyback.

Scott Hebert

Vacation days (2016) 8 days @ \$348.58 per day	\$2,788.64
90 sick days @ \$381.02 per day	\$34,291.80
SMV Pro-rated Stipends 30 days @ \$13.28 per day	\$ 398.40
Vacation days (2017) 18 days @\$357.21 per day	\$6,429.78
<b>Total:</b>	<b>\$43,908.62</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.

DBC

Finance Director

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

From: Department Fire Date 2.2.17

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

NAME: Scott Hebert

**CALCULATION**

2016 <sup>DAYS</sup>  
VACATION HOURS # 8 @ \$ 348.58 = \$ 2,788.64

SICK HOURS <sup>DAYS</sup> # 90 @ \$ 381.02 = \$ 34,291.80

SMV  
PRO-RATED STIPENDS # 30 days @ \$ 1328 = \$ 398.63

2017 VACATION  
OTHER <sup>DAYS</sup> # 18 @ \$ 357.21 = \$ 6,429.78

Total Amount Due: \$ 43,908.85  
Please attach corresponding PAF or other backup to this sheet.

Reason: Deceased

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

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

Org and Object: 3113 - 5144

Recommendation: [Signature]  
 Approved  
HR Director/City or Superintendent/Schools



# CITY OF SALEM

In City Council,

February <sup>16</sup>~~9~~, 2017

Ordered:

To accept the donation(s) listed below totaling One Thousand and Fifty Dollars (\$1,050.00). These funds will be deposited into the Salem No Place for Hate Committee Fund 23691-4830 as listed in accordance with the recommendation of Her Honor the Mayor.

From:	Fund Name	Org/Obj	Amount
Notch Brewery	No Place for Hate	23691-4830	\$ 1,050.00
<b>Total</b>			<b>\$ 1,050.00</b>



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

January 26, 2017

Dear Mayor Driscoll;

I am writing to request the acceptance of a \$1050.00 donation written to the Salem No Place for Hate Committee from Notch Brewery (Notch Tap Room, LLC).

Please accept the \$1050.00 for deposit into the Salem No Place for Hate revolving account number 23691-4830. The money will be used to help sponsor community related event and social justice work done through the committee.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffrey Cohen", written over the printed name.

Jeffrey Cohen  
Chair

No Place for Hate Committee



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

February 9, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

Enclosed herewith is a request to accept the following donation from Notch Brewery in the amount of One Thousand Fifty dollars (\$1,050.00). These funds will be deposited into the No Place for Hate account 23691-4830.

In order to accept the donation approval must be given by both the Mayor and City Council. I ask that the members of the City Council join with me in accepting these funds to be used towards the No Place for Hate.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kim Driscoll", written over the typed name.

Kimberley Driscoll  
Mayor





# CITY OF SALEM

In City Council,  
February 16, 2017

Ordered:

That the sum of Forty-Two Thousand, One Hundred and Forty-Seven Dollars and Eighty-Six Cents (\$42,147.86) is hereby appropriated from the "Receipts Reserved – Golf Course" account (24361-4800) to the "Park & Rec – Golf Equipment" Account (16512-5860) in accordance with the recommendation of Her Honor the Mayor.



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll

Mayor

February 16, 2017

To the City Council  
City Hall  
Salem, Massachusetts

Ladies and Gentleman of the Council:

Enclosed herewith is a request to transfer Forty-Two Thousand, One Hundred and Forty-Seven Dollars and Eighty-Six Cents (\$42,147.86) within the "Receipts Reserved – Golf Course" account (24361-4800) to the "Park & Rec – Golf Equipment Account (16512-5860)

This transfer is necessary to cover the cost of the 3<sup>rd</sup> and final year of equipment rental lease with PNC Equipment Finance.

I recommend passage of this accompanying order.

Sincerely,

A handwritten signature in black ink that reads "Kimberley Driscoll".

Kimberley Driscoll  
Mayor



# CITY OF SALEM, MASSACHUSETTS

PARK, RECREATION & COMMUNITY SERVICE

5 Broad Street, Salem MA 01970

Tel. (978) 744-0180/(978) 744-0924

Fax (978) 744-7225

pobrien@salem.com

Kimberley Driscoll  
MAYOR

Trish O'Brien  
Superintendent

TO: The Honorable Mayor Kimberly Driscoll  
FROM: Patricia O'Brien, Superintendent Parks, Recreation, Community Services  
DATE: February 8, 2017

This letter is to request a transfer in the amount of \$42,147.86 from the golf course receipts reserve (2436) to Equipment (16512-5860)

This amount is for the 3<sup>rd</sup> and final payment for equipment lease rental from PNC Equipment Finance.

Thank you for your attention to this matter.

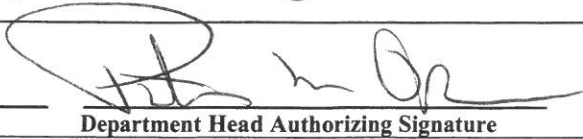
Sincerely,

Trish O'Brien  
Superintendent  
Parks, Recreation, and Community Service

# CITY OF SALEM - Finance Department

## Free Cash, W & S R/E, R/Res & Budget Transfer Request Form

From: P&R - Golf Course  
Department

  
Department Head Authorizing Signature

2-1-17  
Date

**Budget or R/Res**

Budget Amt: \$12,000.00

**Transfers** To : 16512-5860 Desc: Equipment  
(Org/Object)

Balance: 7,563.63

Budget Amt: \_\_\_\_\_

From : 2436 Desc: R/Res Golf Course

Balance: \_\_\_\_\_

(\*Note - Please include letter to Mayor for Transfers from different Personnel & Non-personnel lines)

*Current Balance in Receipts Reserved Fund Above (if applicable) - \$ 130,944.85 Date: 1.19.17*

**Free Cash or Retained Earnings (W/S)** To : \_\_\_\_\_ Desc: \_\_\_\_\_  
(Org/Object)  
 Please circle one

Budget Amt: \_\_\_\_\_

Balance: \_\_\_\_\_

**Amount Requested:**

\$ 42,147.86

**Reason (Be Specific)** To cover 3<sup>rd</sup> and final year of equipment rental lease with PNC Equipment Finance.

***For Finance Department and Mayor's Use Only:***


Budget Transfer  Mayor Approval  City Council Approval

Free Cash Appropriation - City Council Approval - Gen Fund \$ \_\_\_\_\_  
Free Cash Balance


R/E Appropriation - Water \$ \_\_\_\_\_  
R/E Balance

R/E Appropriation Sewer \$ \_\_\_\_\_  
R/E Balance

Receipts Reserve - City Council Approval

\$ 131,444.85  
R/Res Fund Balance 

Raise & Appropriate

Other \_\_\_\_\_  
  
Finance Director

**Recommendation:**  Approved  Denied

**Completed:** Date: \_\_\_\_\_ By: \_\_\_\_\_ CO # \_\_\_\_\_ JE#: \_\_\_\_\_ Transfer #: \_\_\_\_\_



# CITY OF SALEM

In City Council,  
February 16, 2017

Ordered:

That the sum of Twenty-Eight Thousand Dollars (\$28,000.00) is hereby appropriated within the "Capital Outlay Renovation and Repair" account (20003-584617) to be expended for *Splaine Park Stair repair by the Planning Department* in accordance with the recommendation of Her Honor the Mayor.



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

February 16, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

Enclosed please find Orders to appropriate \$41,500 of short-term capital funds for two upgrades to Splaine Park. As you may recall, Splaine benefited from a \$421,000 state PARC grant a few years ago and, as a result, much was done to improve the conditions and amenities at this busy open space. In November I was joined in a site visit of the park by the directors of our Public Works, Planning, and Parks and Recreation departments, as well as our Police Chief, representatives of Salem Little League, the Parks and Recreation Commission, and Salem Community Gardens, and by neighbors from both the May Street neighborhood and Salem Heights.

The enclosed request will help us complete two important access and safety upgrades at Splaine Park. The first is to fund the City's portion of the stair repairs, lighting, railing, and fence reinforcement for the pedestrian accessway that links Salem Heights to the park. A few months ago, we reached out to Preservation of Affordable Housing, Inc., the company that owns Salem Heights, to negotiate an equitable plan to carry out much needed repairs to this heavily utilized stairway. As a link between a high density population of economically disadvantaged residents and their nearest public park, this stairway is of great importance. The stairs cross the legal property line between POAH's parcel and the City's, so we have reached an agreement by which the City will fund half of the costs to carry out these repairs and POAH will fund the other half.

The remainder of the funds will be utilized to purchase and install two Sideband Systems video surveillance security cameras at the park. These will be directly linked to Salem Police headquarters and ensure a more consistent security presence for the park. As a heavily utilized public park, but one that is not directly visible to police patrol from street, the presence of cameras will greatly enhance public safety and property protection at Splaine Park. As required by Ordinance, also enclosed is a third Order authorizing the placement of these cameras.

On behalf of the neighbors and other users of Splaine Park, I request adoption of the enclosed Orders so that both the stair repairs and security camera projects may be completed before the busy spring season arrives.

Very truly yours,

A handwritten signature in black ink that reads "Kimberley Driscoll".

Kimberley Driscoll  
Mayor  
City of Salem



CITY OF SALEM, MASSACHUSETTS  
DEPARTMENT OF PLANNING AND  
COMMUNITY DEVELOPMENT

KIMBERLEY DRISCOLL  
MAYOR

TOM DANIEL, AICP  
DIRECTOR

120 WASHINGTON STREET ♦ SALEM, MASSACHUSETTS 01970  
TELE: 978-619-5685 ♦ FAX: 978-740-0404

February 8, 2017

Mayor Kimberley Driscoll  
City of Salem  
93 Washington Street  
Salem, MA 01970

Re: CIP Request for Splaine Park Stairs to Salem Heights Apartments

Dear Mayor Driscoll:

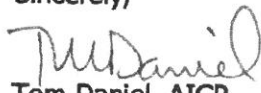
The stairs between Salem Heights Apartments and Splaine Park are heavily used but in very poor condition. With half the stairs being on Salem Heights' property, their management has obtained quotes for replace the stairs and install adequate lighting, totaling \$56,000 and noted in the table below.

Lighting	\$42,100
Stairs	\$9,568
Additional Rail	\$500
Fence Reinforcement	\$1,500
Contingency	\$2,332
Total	\$56,000

The Department of Planning & Community Development therefore is submitting this Capital Improvement Program request in the amount of \$28,000 to cover the half of the project that is on city property.

Please let me know if you would like additional information.

Sincerely,

  
Tom Daniel, AICP  
Director

**CITY OF SALEM**  
**Capital Outlay Expenditure Request Form**

To: MAYOR

From Department: Planning Date: 2/8/17

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**Expense Line To :** 20003-586017 - Equipment

Amount:

Description:

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**Expense Line To :** 20003-584617 – Renovations & Repairs

Amount:

Description:

Repair of Stairs @ Splaine Park

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**For Finance Dept and Mayor's Use Only:**

City Council Approval

**Recommendation:**

Approved  Denied

\_\_\_\_\_  
**Finance Director**

\_\_\_\_\_  
**Mayor**

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**Processed:** Date: \_\_\_\_\_ **By:** \_\_\_\_\_

**CO #** \_\_\_\_\_ **JE#** \_\_\_\_\_ **Trans #** \_\_\_\_\_





# CITY OF SALEM

In City Council,  
February 16, 2017

Ordered:

That the sum of Thirteen Thousand Dollars (\$13,514.30) is hereby appropriated within the "Capital Outlay Equipment" account (20003-586017) to be expended for *Splaine Park Surveillance Cameras by the Police Department* in accordance with the recommendation of Her Honor the Mayor.



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll

Mayor

February 16, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

Enclosed please find Orders to appropriate \$41,500 of short-term capital funds for two upgrades to Splaine Park. As you may recall, Splaine benefited from a \$421,000 state PARC grant a few years ago and, as a result, much was done to improve the conditions and amenities at this busy open space. In November I was joined in a site visit of the park by the directors of our Public Works, Planning, and Parks and Recreation departments, as well as our Police Chief, representatives of Salem Little League, the Parks and Recreation Commission, and Salem Community Gardens, and by neighbors from both the May Street neighborhood and Salem Heights.

The enclosed request will help us complete two important access and safety upgrades at Splaine Park. The first is to fund the City's portion of the stair repairs, lighting, railing, and fence reinforcement for the pedestrian accessway that links Salem Heights to the park. A few months ago, we reached out to Preservation of Affordable Housing, Inc., the company that owns Salem Heights, to negotiate an equitable plan to carry out much needed repairs to this heavily utilized stairway. As a link between a high density population of economically disadvantaged residents and their nearest public park, this stairway is of great importance. The stairs cross the legal property line between POAH's parcel and the City's, so we have reached an agreement by which the City will fund half of the costs to carry out these repairs and POAH will fund the other half.

The remainder of the funds will be utilized to purchase and install two Sideband Systems video surveillance security cameras at the park. These will be directly linked to Salem Police headquarters and ensure a more consistent security presence for the park. As a heavily utilized public park, but one that is not directly visible to police patrol from street, the presence of cameras will greatly enhance public safety and property protection at Splaine Park. As required by Ordinance, also enclosed is a third Order authorizing the placement of these cameras.

On behalf of the neighbors and other users of Splaine Park, I request adoption of the enclosed Orders so that both the stair repairs and security camera projects may be completed before the busy spring season arrives.

Very truly yours,

*Kimberley Driscoll*

Kimberley Driscoll  
Mayor  
City of Salem



# City of Salem, Massachusetts Police Department Headquarters

CHIEF OF POLICE  
MARY E. BUTLER

February 14, 2017

Mayor Kimberley Driscoll  
Salem City Hall  
93 Washington Street  
Salem, MA 01970

Re: Splaine Park Cameras

Dear Mayor Driscoll:

As you may recall, in late Fall of 2016 we conducted a site visit of Splaine Park due to numerous neighborhood complaints of vandalism, loitering, public drinking and aggressive dogs running off-leash, to name a few of the ongoing problems. It was apparent during our tour and in speaking with some of the neighbors that there has been a tremendous amount of resources that have gone to making Splaine Park a wonderful field for Little Leaguers and others, but also a great park for the neighborhood. The park is somewhat isolated and difficult to actually access by police and others, even though it has a great view from the CVS parking lot on upper Essex Street.

It was suggested that installation of cameras to protect the asset of the park and to provide some oversight for peace of mind of the neighborhood residents who wish to make use of the park was a reasonable approach; I concurred. Sideband Systems provided a review of the area, including the required line-of-sight link for the transmitter and receivers and have suggested two cameras on the one telephone pole erected in the community garden area. It is believed that these two cameras can provide the best coverage for the park with reasonable costs. I am enclosing a copy of the proposal from Sideband Systems for your review.

It is my belief that the cameras will act as a deterrent for illegal activity, while giving the police department a view of any continued problems, including public drinking, aggressive dogs and vandalism to the park equipment. It will also provide a sense of peace and security to the residents in the area. In this instance, I agree that the cost is minimal and will be beneficial for the City and for the neighborhood residents, therefore, I am requesting to submit a request for \$13,500 from the Capital Fund to make this investment at Splaine Park.

Very truly,

Mary E. Butler  
Chief of Police

Cc: Sarah Stanton, Finance Director  
Captain Frederick Ryan  
Captain Mark Losolfo

**CITY OF SALEM**  
**Capital Outlay Expenditure Request Form**

To: MAYOR

From Department: 210 - Police Department      Date: February 14, 2017

Signed by: *Mary E. Butler*

**Expense Line To :** 20003-586017 - Equipment

Amount: \$13,514.30

Description: \*For two (2) cameras to be installed at Splaine Park (see attached letter from Chief Mary E. Butler) - PTZ Cameras

**Expense Line To :** 20003-584617 - Renovations & Repairs

Amount:

Description: \_\_\_\_\_

**For Finance Dept and Mayor's Use Only:**

City Council Approval

**Recommendation:**  
 Approved       Denied

  
Finance Director

\_\_\_\_\_  
Mayor

Processed:      Date: \_\_\_\_\_      By: \_\_\_\_\_

CO # \_\_\_\_\_      JE# \_\_\_\_\_      Trans # \_\_\_\_\_



SideBand Systems

## Your Wireless Connectivity Solution

30 Rantoul Street  
Beverly, MA 01915

November 15, 2016

Quote # 00003709

Mark Losolfo  
City of Salem  
95 Margin St  
Salem, MA 01970  
(978) 744-0171 x 261

Dear Mark,

SideBand Systems Inc. is pleased to provide you with this quote for (2) cameras to be install at Splaine Park, and connectivity back to the Salem Police Dept. Camera Network. We are recommending a 180° panoramic camera for situation awareness of the Park, and a PTZ camera for incidents. For connectivity, back to the PD Camera Network we will install (2) wireless link; Splaine Park to the Collins Middle School than to the Police Dept.

At Splaine Park we will install a NEMA enclosure on Pole # 2815, tapping off the AC feed for the light on the pole.

At the Collins Middle School, we will install a new 20A AC Circuit from the 4th floor electrical closet up to the chimney on the roof where we install a NEMA enclosure. We will install an antenna wall mount to the chimney with a mast that is 2ft. over the top of the chimney to get line of sight to Splaine Park and the Police Department.

At the Police Department, we will install a gravity mount on the upper roof, and run a CAT6 outdoor rated cable down to the Data Closet.

It is the responsibility of the City of Salem to;

- 1) Install the core in the roof of the Collins Middle School. This will keep the warranty on the roof valid.
- 2) Verify that Pole # 2815 in Splaine Park has constant power, not gang switched.
- 3) Supply any Police Details if they are required.

Product Description	Quantity	Unit Price	Total Price
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AXIS Q3709-PVE - Network surveillance camera - dome - outdoor - tamper-proof / weatherproof - color ( Day&Night ) - 3 x 4,000,000 pixels - 3840 x 2880 - fixed focal - 10/100/1000 - MPEG-4, MJPEG, H.264 - PoE Plus	1	\$2,399.00	\$2,399.00
AXIS T91A67 Pole Bracket - Camera pole mounting kit	2	\$99.00	\$198.00
AXIS T8133 - PoE injector - AC 100-240 V - 30 Watt	1	\$79.00	\$79.00
AXIS Q6115-E PTZ Dome Network Camera 60Hz - Network surveillance camera - PTZ - outdoor - dustproof / waterproof - color ( Day&Night ) - 1920 x 1080 - 720p - MPEG-4, MJPEG, H.264 - High PoE	1	\$2,999.00	\$2,999.00
AXIS T8134 Midspan - PoE injector - AC 100-240 V - 60 Watt	1	\$149.00	\$149.00
SXT 5HPnD is a low cost, high transmit power 5GHz outdoor wireless device, dual chains. Up to 1.25W transmit power! SXT 5HPnD can be used for point to point links or as a CPE for point to multipoint installations.	4	\$350.00	\$1,400.00
SlingShot SXT antenna bracket	4	\$7.95	\$31.80
NETGEAR ProSAFE 8-Port Gigabit Ethernet Smart Switch GS108T	1	\$123.50	\$123.50
Rohn FRM mount with blocks and roof mats.	2	\$250.00	\$500.00
Shipping	1	\$135.00	\$135.00
Labor/Install	1	\$3,250.00	\$3,250.00
Electrical work	1	\$2,250.00	\$2,250.00

<b>Grand Total:</b>	<b>\$13,514.30</b>
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Please let me know if you have any questions regarding this proposal as well as when you are available to discuss final terms of this contract.

Sincerely,  
**Rob O'Donnell**  
Manager of Engineering  
SideBand Systems  
Phone: (978) 922-4298  
Fax: (978) 922-4462  
Email: rodonnell@sidebandsys.com

**SideBand Systems, Inc. Terms & Conditions**

This Proposal, its content and any related documentation that may be provided should be considered the intellectual property of and wholly owned by SideBand Systems, Inc of Beverly Massachusetts and is provided only for use of approval of the purchase of equipment and services from SideBand Systems, Inc. This document and the specific information contained within should not be willfully disseminated to anyone outside of the intended company/entity listed above. Return of or confirmation of destruction of this document is required upon request of SideBand Systems, Inc. The willful sharing of this document with a person and/or business outside of the intended recipient listed above without prior authorization will result in legal action.

SideBand Systems, Inc. is responsible for providing equipment and/or services as described in this Statement of Work and/or Bill of Materials. Any customer site condition or level of access or network /software change which delays SideBand Systems Inc.'s time or materials required to complete the work described and/or requires revisions to the project as outlined in the Statement of Work are subject to a revision in services description and/or pricing as originally proposed.

The Terms and Conditions set forth in this agreement represent the entire agreement between buyer and seller. Seller is not obligated by any conditions of the buyer's order that is inconsistent with the terms herein.

Acceptance of this agreement may be made in writing (email or otherwise) to the Seller. This proposal is valid 60 days from issue date.

Payment terms associated with this proposal:

For projects that provide services only, payment terms are net amount due (30) days from receipt of invoice for credit approved accounts. For projects that include Seller ordering equipment and/or any hardware that is required for project completion, payment for the total cost of the equipment/hardware will be due within 10 days of receipt of notification by SideBand Systems that hardware has been received. The balance is due (30) days after installation. Total due does not include applicable Federal, State or Local taxes. A Finance Charge of 18% per annum will accrue on payments not made within Seller's (30) day payment terms, from the first day payment is due until payment is made in full to SideBand Systems, Inc.

A restocking fee of 25% will be charged on all equipment, unless defective or prohibited by law. A restocking of 50% will be charged on all special order products, unless defective or prohibited by law

SideBand Systems Inc. will not be responsible for damages relative to loss of service caused by the unavailability of the system or other reason beyond the control of SideBand Systems Inc. Notwithstanding anything contained herein or in any Schedule to the contrary, neither party will be liable for any delay or non-performance of its obligations under this Agreement as the result of acts, circumstances or events beyond its reasonable control, including acts of God, outbreak of hostilities, riot, civil disturbance, acts of terrorism, the act of any governmental authority, fire, explosion, flood, fog, or bad weather, power failure, shortage of materials, or failure to receive on a timely basis suitable parts, labor materials or transportation. In these circumstances the party affected must promptly notify the other part in writing of the reason for its delay and its likely duration. The delaying party's obligations shall be suspended during the period of delay.

Client agrees not to actively solicit to hire or otherwise engage the services of any SideBand personnel, either full or part time, during the course of the contract or for one year following the completion of the most recent contract without obtaining written consent from authorized SideBand personnel.

Permitting as required is not included in this proposal, unless specified.

No changes or additions to this agreement shall be made except by written agreement between SideBand Systems Inc. and the Buyer.

SideBand Systems Inc. requires that safe workplace conditions under Part 903 and 1926 Code of Federal Regulations are met prior to any work being performed.

This proposal and any subsequent agreement is made, governed by, and shall be construed in accordance with the laws of the Commonwealth of Massachusetts.

By accepting this proposal, customer agrees to all Terms and Conditions as specified in this document.

**Accepted By:** \_\_\_\_\_

**Company:** \_\_\_\_\_

**Date:** \_\_\_\_\_



# CITY OF SALEM

In City Council, February 16, 2017

Ordered:

The Salem Police Department is hereby authorized to install two video surveillance cameras at Splaine Park in accordance with City Ordinance Chapter 32, Section 32-121.





**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

February 16, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

Enclosed please find Orders to appropriate \$41,500 of short-term capital funds for two upgrades to Splaine Park. As you may recall, Splaine benefited from a \$421,000 state PARC grant a few years ago and, as a result, much was done to improve the conditions and amenities at this busy open space. In November I was joined in a site visit of the park by the directors of our Public Works, Planning, and Parks and Recreation departments, as well as our Police Chief, representatives of Salem Little League, the Parks and Recreation Commission, and Salem Community Gardens, and by neighbors from both the May Street neighborhood and Salem Heights.

The enclosed request will help us complete two important access and safety upgrades at Splaine Park. The first is to fund the City's portion of the stair repairs, lighting, railing, and fence reinforcement for the pedestrian accessway that links Salem Heights to the park. A few months ago, we reached out to Preservation of Affordable Housing, Inc., the company that owns Salem Heights, to negotiate an equitable plan to carry out much needed repairs to this heavily utilized stairway. As a link between a high density population of economically disadvantaged residents and their nearest public park, this stairway is of great importance. The stairs cross the legal property line between POAH's parcel and the City's, so we have reached an agreement by which the City will fund half of the costs to carry out these repairs and POAH will fund the other half.

The remainder of the funds will be utilized to purchase and install two Sideband Systems video surveillance security cameras at the park. These will be directly linked to Salem Police headquarters and ensure a more consistent security presence for the park. As a heavily utilized public park, but one that is not directly visible to police patrol from street, the presence of cameras will greatly enhance public safety and property protection at Splaine Park. As required by Ordinance, also enclosed is a third Order authorizing the placement of these cameras.

On behalf of the neighbors and other users of Splaine Park, I request adoption of the enclosed Orders so that both the stair repairs and security camera projects may be completed before the busy spring season arrives.

Very truly yours,

A handwritten signature in black ink that reads "Kimberley Driscoll".

Kimberley Driscoll  
Mayor  
City of Salem



# CITY OF SALEM

In City Council, February <sup>16</sup>9, 2017

## Ordered:

The Mayor is hereby authorized to execute, on behalf of the City of Salem, a Community Benefit Agreement by and between North Shore Medical Center, a Massachusetts not for profit corporation with a principal office address of 81 Highland Avenue, Salem, MA, and the City of Salem. The Agreement provides certain benefits to the City to assist with addressing the impacts associated with the expansion of the existing health care complex



## CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll  
Mayor

February 9, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am pleased to submit to you the enclosed Community Benefits Agreement between the City of Salem and North Shore Medical Center. This agreement represents many months of discussions between City staff and NSMC officials and, I believe, reflects appropriately many of the impacts our community will bear from the larger hospital campus and facility. I was also pleased that we were able to include extensive specific mitigation to the Ward 3 neighborhood where the hospital is located.

The agreement includes the following:

- \$700,000 over seven years to help address public safety impacts;
- \$325,000 for roadway and traffic signal upgrades along the Jefferson Avenue corridor;
- \$75,000 to bolster City's parking, transit, mobility, and sustainability efforts;
- \$350,000 to fund additional supports for our students' social, emotional, and behavioral well-being in the Salem Public Schools;
- \$100,000 for utility impacts off site from the hospital campus but related to the project, including \$35,000 for storm water upgrades on Jackson Street;
- \$45,000 over three years to help fund the City's revamped bicycle sharing program; and
- \$100,000 over four years to fund implementation of the *Salem For All Ages* Action Plan.

The agreement also provides for the City's use of the NSMC parking lot at 55 Highland Avenue on evenings and weekends by members of the public attending events at Bertram Field and continues NSMC's commitment to collaborating on the development of the potential South Salem Commuter Rail stop. NSMC additionally commits to providing \$37,500 over five years towards participation in a transportation management association of the City's selection, which can help reduce traffic congestion on streets around the hospital.

In all, the agreement consists of \$1,732,500 in benefits. These benefits are in addition to NSMC's annual payment in lieu of taxes of \$125,000, which will continue going forward.

I would like to thank the NSMC leaders who participated in the dialogue around its creation. My thanks also go to the Department of Planning and Community Development staffers, our Fire and Police Chiefs, City Engineer, and the City Solicitor, all of whom were so helpful in the completion of this agreement. NSMC's campus consolidation project will bring more jobs, greater access to quality health care services, and positive indirect economic benefits. That does not mean, however, that it will not be without disruption or impact. I believe the benefits provided by this agreement will help toward mitigating and addressing those impacts, and I strongly recommend adoption of the enclosed Order authorizing me to sign it.

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Driscoll". The signature is fluid and cursive, with the first name "Kim" and last name "Driscoll" clearly distinguishable.

Kimberley Driscoll  
Mayor  
City of Salem

## COMMUNITY BENEFIT AGREEMENT

THIS AGREEMENT is entered into this 25<sup>th</sup> day of January 2017 by and between North Shore Medical Center, a Massachusetts not for profit corporation with a principal office address of 81 Highland Avenue, Salem, MA 01970 (“NSMC”) and the City of Salem, a Massachusetts municipal corporation with a principal address of 93 Washington Street, Salem, MA 01970 (“the City”).

WHEREAS, NSMC wishes to expand their existing health care complex in the City of Salem, to include a larger Emergency Room and the consolidation of services from Union Hospital into an upgraded facility on Highland Avenue and at Spaulding North; and

WHEREAS, NSMC intends to provide certain benefits to the City to assist with addressing the impacts associated with the growth of its campus; and

WHEREAS, NSMC is in the process of obtaining the necessary municipal and state approvals for the upgraded campus facilities therefore all future payments and obligations hereunder are subject to and conditioned upon receiving such approvals.

NOW THEREFORE, in consideration of the provisions of this Agreement, NSMC and the City agree as follows:

1. NSMC agrees to provide a payment to the City of \$700,000.00 payable over seven years to be used to reimburse the City for costs related to public safety associated with the larger hospital campus.
2. NSMC shall provide \$325,000 in funding to support paving and roadway improvements, including signal/intersection upgrades, in and along the Jefferson Avenue corridor.
3. NSMC shall provide \$75,000 to assist with citywide transportation, parking, mobility and sustainability projects and planning.
4. NSMC shall provide \$350,000 to assist with Salem Public Schools social, emotional and behavioral program needs payable on or before the next school calendar year (September 1, 2017).
5. NSMC shall provide up to \$100,000 for related off site water, sewer and drainage project costs, as directed by the City Engineer, including a \$35,000 contribution to the Jackson Street storm water improvements.

6. NSMC shall provide \$37,500 payable over five years toward the transportation management association working in Salem and the North Shore to assist with providing and promoting transportation solutions for commuters that reduce traffic congestion, improve air quality and increase access to economic development opportunities.
7. NSMC shall provide \$45,000.00 payable over three years in support of the city's bike sharing program.
8. NSMC shall provide \$100,000 payable over four years to assist with the implementation of the City's age friendly plan, Salem for all Ages.
9. NSMC has paid \$207,950.00 in total project Permit Fees, which receipt by the City is hereby acknowledged, it being agreed that this shall represent the total amount of permit fees to be paid by NSMC and its contractors to the City for the project.
10. NSMC shall allow attendees to sporting events at Salem's Bertram Field on Dove Avenue to utilize NSMC's parking lot at 55 Highland Avenue to the rear of Bertram Field home stand for event parking. This lot shall only be utilized by event attendees on evenings and weekends.
11. NSMC agrees to work collaboratively with the City of Salem on the design and implementation of a South Salem Commuter Rail Stop.
12. NSMC acknowledges and agrees to maintain its current support for ongoing community public health programs and activities in the City of Salem, including the current annual Payment In Lieu of Taxes ("PILOT") payment to the City of Salem of \$125,000.00, which payment is above and beyond any payments listed herein.

All payments referenced in 1-8 above shall commence upon the issuance of a certificate of occupancy for the building referenced in Paragraph 2 unless otherwise agreed to herein.

CITY OF SALEM

NORTH SHORE MEDICAL CENTER

By: \_\_\_\_\_  
Kimberley Driscoll, Mayor

By: \_\_\_\_\_  
Gregg S. Meyer, M.D., Interim CEO

Dated: January 25, 2017

# City of Salem

---

*In the year Two Thousand and Seventeen*

**An Ordinance** relative to providing city services regardless of immigration status and the formation of an Inclusionary Advisory Committee.

*Be it ordained by the City Council of the City of Salem, as follows:*

**Section 1.** Chapter 2- Administration is hereby amended by adding the following new Article:

“ARTICLE XVII. CITY SERVICES RELATED TO IMMIGRATION STATUS;  
INCLUSIONARY ADVISORY COMMITTEE

Sec. 2-2060. Purpose.

To reaffirm existing policies and provide guidance to City employees on protecting all residents’ access to police protection and public services.

Sec. 2-2061. Preamble.

WHEREAS, Salem is a welcoming City that serves and protects its residents regardless of their immigration status and country of origin;

WHEREAS, in Salem, all people, including immigrants, are valued contributors and are vital to our shared prosperity;

WHEREAS, according to the latest United States Census Data, approximately 26% of Salem residents describe themselves as Hispanic/Latino, Black/African American, Asian, American Indian/Alaskan Native or Native American or are comprised of two or more races;

WHEREAS, 15% of Salem residents have a country of origin outside the United States and are proud to call Salem their home and live peacefully as our neighbors, colleagues, and friends;

WHEREAS, Salem Public Schools currently teach students who speak 33 different languages, reflecting the approximately 1,200 students within the Salem school district for whom English is not their first language;

WHEREAS, we know there are youth living in Salem and/ or attending Salem State University that have received temporary status through the Deferred Action for Childhood Arrivals (DACA) program and they deserve an opportunity to have a bright future and to

contribute their time and talent to make Salem a prosperous City of innovation and growth;

WHEREAS, the vitality of the City of Salem, increasingly ethnically, racially and religiously diverse and has been built on the strength of its immigrant communities;

WHEREAS, The City and its public safety personnel value and recognize that the cooperation of and communication with all persons, both documented citizens and those without documentation status, is essential to achieve the City's goals of ensuring the health, safety, and welfare of all, and the protection of life and property, the prevention of crime and the resolution of problems;

WHEREAS, Salem desires to maintain and foster a culture and environment where our immigrant and refugee residents can fully participate in and be integrated into the social, civic, and economic fabric of their adopted City;

WHEREAS, the City of Salem does not believe in the unwarranted identification, detention, and deportation of residents in good standing and/or the separation of families that may result;

WHEREAS, no person living, visiting or working in Salem should ever fear calling public safety personnel for assistance; and

Now therefore, be it Ordained by the City of Salem:

Sec. 2-2062. Policy.

(a) City employees shall serve all residents and City services shall be accessible to all residents, regardless of immigration status or identity, including ancestry, race, ethnicity, national origin, color, age, sex, sexual orientation, gender variance, marital status, physical or mental disability, or religion, unless providing such service is prohibited by State or Federal statute, regulation, or court decision.

(b) City employees shall not ask for information about immigration status in the performance of daily tasks unless required to do so by Federal or State statute, regulation or court decision. City employees, with the exception of police officers, shall continue the longstanding practice to refrain from inquiring about the immigration status of any person. Police officers shall abide by Police Department Policy #138.

(c) Salem public safety personnel, including police and fire fighters, recognize and value as their first priority, the safety, protection and security of all Salem residents, regardless of one's country of origin. No person living, visiting or working in Salem should ever fear calling public safety personnel for assistance. Further, local public safety personnel recognize that being able to have clear and open communication with any and all Salem residents is the most effective way to ensure the health, safety and welfare of the entire community.



(d) The Immigration Reform and Control Act of 1986 (IRCA) makes it illegal for the City, as an employer, to discriminate with respect to hiring, firing, or recruitment or referral for a fee, based on an individual's citizenship or immigration status. Consistent with Federal law, all persons hired by the City of Salem will be required to verify identity and eligibility to work in the United States and to complete an employment eligibility verification document form upon hire. The City affirms that employment eligibility verification will occur only after an offer to hire has been made, unless citizenship status is required of the position by law or regulation.

(e) City department heads shall use tools at their disposal, including meetings and trainings, to direct their staff to comply with the City's policies described above. A communication shall be issued by City department heads to their staff upon adoption of this Ordinance.

Sec. 2-2063. Policy Limitations; Severability.

- (a) No provision continued herein shall condition additional benefits to immigrant or refugee residents in the City of Salem.
- (b) No provision contained herein shall violate Federal or State statutes, regulations or case law nor impact Federal funding.
- (c) As provided in Sec. 1-9 of this Code, the sections, paragraphs, sentences, clauses and phrases of this Article are severable, and if any phrase, clause, sentence, paragraph or section of this Article shall be declared unconstitutional by the valid judgment or decree of any court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this Article.

Sec. 2-2064. Inclusion Advisory Committee; Creation.

- (a) The Mayor shall establish an Inclusion Advisory Committee to advise her and City department heads in their efforts to protect the civil liberties and civil rights of all Salem residents and provide supportive services and information as necessary to communities of color, people with disabilities, women, LGBTQ residents, people of low-income, persons of differing religious beliefs or practices, immigrants and refugees, particularly in light of potential changes in Federal government policy and operations.
- (b) The Committee shall provide advice on initiatives including, but not limited to, the following:
  - 1) Developing a comprehensive public awareness effort around anti-hate speech and hate crimes, and bias-based incidents;
  - 2) Collaborating with immigrant and refugee community stakeholders and community based organizations to identify priority needs and opportunities to partner within municipal activities; and

- 3) Strengthening efforts to ensure that Salem remains an inclusive and equitable City in support of immigrants and their civil rights and civil liberties.”



## CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll  
Mayor

February 9, 2017

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

Enclosed please find a proposed ordinance, *Sanctuary for Peace: A Human Rights Declaration*, that is being submitted for your review and consideration following weeks of discussions and outreach with a coalition of community leaders, many of whom have signed on to show their support for this action.

The question of how we treat our neighbors, how we treat one another, is the moral basis of our government. Are we advancing policies that keep our community safe, or will we allow the corrosion of community policing in the name of fear? Are we providing services impartially to all who walk through the doors of City Hall, or do we pick and choose who is deserving of public services? When we adopted – unanimously – our landmark non-discrimination Ordinance just a few short years ago, Salem sent a clear message that we collectively viewed Salem as a City that valued community safety, inclusivity, and equal protection under the law. “What is this life?” asked famed Salem Reverend William Bentley shortly after the American Revolution, “A storm at sea! Let us help each other.” The matter before the City Council now asks simply: will we help?

Here, in summary, are the components of this Ordinance:

1. City services are to be provided to all residents who so qualify, regardless of immigration status, unless provision of said service violates state or federal law. This, in many respects, adds immigration status to our existing non-discrimination Ordinance.

2. City employees shall not ask for immigration status from a resident in providing a service, unless they are required to do so by state or federal law.
3. Salem Police officers shall abide by existing Police Department policy that states that members of the Police Department shall not undertake immigration-related investigations, nor shall they routinely inquire of any person their specific immigration status during normal police operations unless required by law.
4. In compliance with existing federal law, the City shall not discriminate in employment matters on the basis of immigration status and all persons hired by the City shall be required to verify identity and eligibility to work in the United States.
5. Nothing in the Ordinance shall confer additional benefits to immigrant residents of Salem.
6. An Inclusion Advisory Community shall be formed to advise City officials on how best to provide services and information in a manner that protects and supports the civil rights of all residents.
7. Nothing in the Ordinance shall violate state or federal law or result in a loss of federal funding to the City.

Perhaps no other place in America has the same relationship with the tragic lessons of what can transpire when those in power reject these values. 325 years ago, Salem struggled with a crisis that saw fear used as weapons against those who were perceived to be different. We hope the lessons and the legacy from our own tragic historic episode here in Salem can serve as a cautionary example. Distrust, division, and hate will never create a more secure environment in our city. In fact, it will only undermine it.

In Salem, we continue to view local law enforcement through a community policing lens. We know that when local law enforcement is able to foster strong, collaborative relationships with the communities that they protect, everyone is safer. If local police were to play a role in enforcing federal laws related to deportation it would only serve to erode trust in local law enforcement among many of our immigrant families. We do not want our immigrant friends and neighbors to fear calling police or be less likely to report crimes or cooperate with local law enforcement. Moreover, we don't expect Salem Police to enforce any other federal laws, including federal tax laws, federal labor laws, federal workplace safety rules or, by and large, any other violation of federal law.

To be clear, nothing in this proposal prevents federal authorities from enforcing federal laws and policies in Salem. Nothing in this proposal prohibits Salem Police from sharing information with federal officials. It is entirely possible, indeed desirable, for local police to communicate with and collaborate with federal law enforcement authorities. However, it is not the role of our local police department to be enforcing federal law. In fact, the 10<sup>th</sup> Amendment to our Constitution ensures that no federal statute or executive order can compel or commandeer a local police force to carry out a federal policy. This separation of powers was so important to our Founders that it was incorporated in the Bill of Rights itself.

Further, this Ordinance does not violate federal law or executive order. This proposed ordinance will not disqualify the City from any federal funding. It does not protect any criminal – whether or not they are an undocumented resident – from deportation. And it does not shield undocumented residents who are found guilty of a criminal act from deportation pursuant to federal statute.

Beyond the public safety arguments, it has also been proven that cities that welcome and include immigrants are more prosperous than those that do not, with higher median incomes, lower poverty levels, and slightly lower unemployment rates. There is a reason why our most diverse cities in America are also our most prosperous, our hubs of innovation and growth, and the lifeblood of our national economy and the social service programs that millions of Americans, in red states and blue states alike, rely upon to survive. When communities protect all of their residents, all of their residents see economic benefits. When communities enact policies that keep families intact, the household's economic integrity is enhanced, contributing to the enhancement of the community's economic integrity.

While Salem is known for its rich and diverse history, we also benefit from a rich and diverse immigrant population over our nearly 400-year history. Salem was founded by immigrants and built by immigrants. Our shores have welcomed waves of newcomers from all manner of nations and continents, all of whom helped to shape our community's economic and social fabric and all of whom continue, to this day, to bring cultural and linguistic diversity to our streets, our neighborhoods, and our schools.

As the Council continues this public conversation about how our community will treat those who live among us who were not fortunate enough to have been born here, we hope we will do so with respect and an awareness that our incredible city has a nearly four century legacy of being a safe and welcoming home to immigrants seeking a place in America to make a better life for themselves and their families. We won't turn our backs on that legacy. And we won't turn our backs on them.

We believe that rhetoric that targets a segment of our population because of their immigration status, or their race, or their faith – because of *who* they are – is directly contrary to the values of our community and of our country.

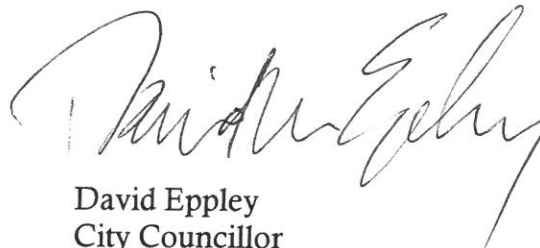
In Salem, 'equal rights' is not just a slogan. It is a value that inspires us to tangible, meaningful action, and it is deeply and directly connected to our history. From a town where neighbors once turned so viciously and so terribly on each other, we have become, instead, a community where we turn toward each other. The legacy that marred Salem then is part of what drives the positive actions we take today to lift up our City: Salem is not and never ought to be a place for hate.

Robert Kennedy said, "We must recognize the full human equality of all our people before God, before the Law, and in the Councils of our government. We do this not because it is economically advantageous – although it is – and not because the laws of God or Man command it – although they do... We must do it for the single and fundamental reason that it is the right thing to do." There could be no more true test of that sentiment than this.

Sincerely,



Kimberley Driscoll  
Mayor  
City of Salem



David Eppley  
City Councillor  
Ward Four

# SALEM POLICE

		DEPARTMENT MANUAL	
		CHAPTER	138.0
SUBJECT:		DATE OF ISSUE	EFFECTIVE DATE
IMMIGRATION LAWS AND THE ROLE OF THE SALEM POLICE DEPARTMENT		02/02/17	02/02/17
REFERENCE(S):		ISSUING AUTHORITY	
CALEA	26. 1. 3	<i>Mary E. Butler</i>	
	PAGE	X NEW <input type="checkbox"/> AMENDS <input type="checkbox"/> RESCINDS	
	1 of 4		

## I. PURPOSE

### A. The Salem Police Department Mission and Policy

*"The primary purpose of the Salem Police Department is to provide a high level of safety, security and service for all members of the community. It is the police...who have the sworn duty to directly apply and execute the law fairly and objectively for the benefit of the entire community. This task has become one of the most difficult and most demanding responsibilities in the public service."*(1)

*"The delivery of police services to the community is a unique and complex undertaking. The reputation of the organization is fundamentally dependent upon the personal conduct and professional competence of its individual officers. It requires that police officers conduct themselves at all times within the limitations of their police authority. They cannot act outside of, above or beyond their lawful authority and any abuse of their police powers violates the authority entrusted to them."*(2)

*"The police are the most visible and most readily accessible representatives of local government. As such we are tasked with protection life and safeguarding property; preventing and controlling crime; providing immediate response to public emergencies; advancing a cooperative relationship with the general public; and creating a sense of safety and security for the entire community."*(3)

These excerpts from the Salem Police Department Rules and Regulations provide the background for the expectations of fair and unbiased treatment of all residents regardless of race, religion, gender, age, ethnicity, sexual identity, and status in the United States. The policies and procedures and rules and regulations of the Salem Police Department do not provide for a differentiation in the application of services to anyone; all service is equal.

We are aware that, over the course of our City's history, many of our residents have emigrated to our community from other countries for a myriad of reasons and that many have become naturalized citizens of the United States and others have yet to attain permanent legal status. We have long recognized, valued and respected the diversity and cultural differences in the Salem community and as a police department we are committed to providing the best public service to all the City's residents regardless of any preconceived biases of others.

\*Note: 1, 2, 3 –Salem Police Department Rules and Regulations, Forward and Section 1, pages 3 &4

In furtherance of our Community Policing philosophy, we seek to ensure all our residents understand the mission of and receive the encouragement of the Department to seek and to obtain police assistance when needed. Residents will receive fair and equitable treatment throughout any and all interactions from all members of the Department without exception. We recognize that some individuals may remain in the shadows and fear police due to prior experiences from their country of origin and a political climate that leads to concerns about anticipated treatment or outcome. We recognize unreported crimes will only increase the likelihood of continued victimization. We rely on the input and cooperation of all our residents, regardless of status in the United States, in order to ensure crimes are solved, offenders are held accountable, and victims and witnesses can feel safe and have access to the appropriate resources available to them. Therefore, consistent with past practice, the Salem Police Department has reduced to written form the policy that we have always undertaken with regard to treatment of all individuals regardless of immigration status.

## **I. POLICY**

### **A. Federal Jurisdictional Authority vs. Local Law Enforcement Jurisdictional Authority**

The Salem Police Department recognizes the "truism" of the 10<sup>th</sup> Amendment of the U.S. Bill of Rights that provides that powers delegated to the Federal Government are under their control. Federal Immigration Laws fall under the purview and the enforcement jurisdiction of the Federal Government, and, as such, there is no authority or power of a local law enforcement entity of any state to enforce said laws. This was affirmed in a ruling by the Supreme Court in *U.S. v. Arizona* which held that the federal government had the sole authority to enforce both border and immigration law. Therefore, in compliance with this decision and in fostering trust within the community, consistent with past practice and our authority, the Salem Police Department shall not undertake immigration-related investigations, nor shall they routinely inquire of any person their specific immigration status during normal police operations unless required by law.

This prohibition of enforcing federal law does not impede the ability of the Salem Police Department to cooperate with, provide information to, or receive from any local, state or federal agency information regarding citizenship or immigration status, consistent with 8 U.S.C. § 1373. As immigration enforcement falls under the direct authority of the federal government, Officers will communicate and cooperate with DHS-ICE when: (1) formally requested as part of an on-going investigation; (2) notifying federal officials of serious situations that may present a public safety threat to a group, community, state, or the nation; or (3) in any other instance required by law.

## **II. PROCEDURE:**

### **A. Statement of Police Standards**

Every resident or visitor shall be free to obtain the assistance of the Salem Police Department without regard to the individual's citizenship or documented or undocumented status in the United States. Therefore, Officers should employ unbiased standards, including:

- 1) Officers I, should not consider immigration status in exercising their discretionary authority to arrest, summons, issue a warrant, or to take no action;
- 2) Officers will not arrest or detain a person based solely on their immigration status;
- 3) Officers will not engage in the surveillance of an individual solely for the purpose of identifying or confirming their legal status. Immigration status will never be the primary reason to initiate an investigation;



- 4) Officers shall not question any individual about his or her specific citizenship or immigration status unless that individual is:
  - a. **Arrested** for any reason as consistent with the Booking Procedures. The Booking Officer will ascertain the country in which the individual is a citizen to ensure the arrested person is provided their due process rights to confer with the Consulate of their country contemporaneous to the arrest and in compliance with SPD P.P.# 111.0 Consulate Notification. Immigration status is not a relevant matter pertaining to the arrested person's due process rights by law;
  - b. **Arrested** for any reason as consistent with the Booking Procedures and requirements of the Fingerprint Procedures for the LiveScan data entry in compliance with SPD P.P.# 5.0 Fingerprinting and Photographing Prisoners. Officers will ascertain the country in which the individual is a citizen, immigration status is not a relevant matter;
  - c. A direct or indirect **Victim** (Affected Witness) of a qualifying crime who is cooperating with the investigation and is eligible for the Police Department or District Attorney's Office to make application for federal U-Visa protections in compliance with SPD P.P.# 132.0 U-Visa; or
  - d. Victim of a **civil rights violation or hate crime** based on ethnicity, race or ancestry or bias-motivated threats, intimidation, coercion and violence, consistent with M.G.L. c. 265, §39 and SPD P.P.# 72.0 Handling Civil Rights Violations and P.P.#78.0 Hate Crimes; and
  
- 5) Officers have no reason to ask any individual for his or her visa, resident alien card, or travel documents unless:
  - a. Identification is **required by law** and other standard forms of identification are unavailable or when proceeding under Section III (B), herein;
  - b. An operator of a lawfully stopped motor vehicle presents what appears to be a **valid Foreign Country's Driver's License** in which the license is valid in this state for only one (1) year and requires the operator to produce proof to the investigating officer of the most recent admission date to the United States in order to competently calculate the one year time period; and
  - c. Making application for a municipal license where verification of identification is required consistent with SPD P.P.# 5.5 Fingerprinting Municipal License Applicants and no other forms of identification are available.

#### B. Notification to Federal Immigration Authorities

In accordance with Salem Police Department's Policy and Procedure, 89.0 Identification and Prevention of Biased Based Profiling, the Salem Police "Department is committed to protecting the constitutional and civil rights of all. Allegations of bias based profiling or discriminatory practices, real or perceived, are detrimental to the relationship between the police and the communities they serve, because they strike at the basic foundation of public trust. This trust is essential to effective community based policing,"(4)

As a result of the aforementioned, in conjunction with the Salem Police Department's jurisdictional authority and restrictions not to "act beyond their lawful authority," Salem Police Officers will communicate with DHS-ICE when:

- 1) The individual is determined to be a **public safety risk** to the community, the state or the nation, and the Salem Police Department, other City officials, or law enforcement personnel are in possession of information to support that contention;

- 2) The individual has been arrested for a violent felony by the Salem Police Department;
- 3) The individual has been arrested by the Salem Police Department and there is reliable information that the individual in custody has been **convicted of any violent felony or multiple felony convictions or has a violent felony case pending;**
- 4) The individual is arrested for **terrorism-related offenses** or is reasonably suspected of involvement in any terrorist activities;
- 5) The individual is arrested for **Human Trafficking** or arrested on other charges with reasonable suspicion that the individual is or has been involved in Human Trafficking of any kind;
- 6) The individual is reasonably suspected of **participating in criminal street gang activity** in furtherance of the gang's illegal activity;
- 7) The individual is arrested for **Drug Trafficking** or arrested on other charges but there is an open ongoing investigation reasonably suspecting, using the legal standard, that the individual is involved in Drug Trafficking;
- 8) The individual is arrested and is a **substantial threat** to any person, group, or the community; or
- 9) As otherwise required by law.

**C. DHS-ICE Request the Assistance of Salem Police Department**

1. The Department of Homeland Security – Immigration and Customs Enforcement (DHS-ICE) agency is responsible for the enforcement of all Border and Immigrations Laws.
2. DHS-ICE tactical operations for civil enforcement of federal immigrations laws falls solely under the jurisdictional enforcement authority of the federal government. Therefore, the assistance of the Salem Police Department is not needed unless:
  - a. A response from the Department is requested on a temporary basis for **Officer Safety or Public Safety** purposes only and officers are not actively engaged in the enforcement efforts;
  - b. To assist in the apprehension of any individual who has an active **Criminal Warrant** that can be found in the Massachusetts Criminal Warrant (WMS) which remains in full force and effect at the time of the request;
  - c. To provide requested support, not participation, for DHS-ICE to affect the arrest of an individual with an **administrative warrant** and there is a request for Officer Safety or Public Safety reasons;
  - d. The Salem Police Department requests the assistance of DHS-ICE to address or take into custody and individual that is believed to be a **public safety threat**; or
  - e. Any other action so directed by law.



## Salem Public Schools

February 6, 2017

### A Proclamation

WHEREAS, the Salem Public Schools are committed to every child by creating a safe and welcoming place where all children are valued, appreciated and encouraged;

WHEREAS, Salem Public Schools' teachers and leaders are here to support all students to reach their fullest potential;

WHEREAS, the Salem Public Schools welcome and celebrate the diversity of our students whose native language represents thirty-four countries and dialects;

WHEREAS, the Salem Public Schools are committed to educating every student regardless of citizenship and national origin; and,

NOW, THEREFORE, as MEMBERS of the SALEM SCHOOL COMMITTEE, WE DO HEREBY PROCLAIM, as follows:

That Salem Public Schools on this day, February 6, 2017, and forever in the future, shall continue to be a school district that welcomes and recognizes the value and contributions of all students, including immigrants, who strengthen our schools and our community.

FURTHER, We hereby express our support for the City of Salem adopting the attached Sanctuary for Peace Ordinance, which re-affirms our City's commitment to ensuring that municipal services shall be accessible to all residents, regardless of immigration status and specifically limits City employees from inquiring about immigration status in the performance of daily tasks, unless required to do so by Federal or State statute, regulation or court decision.

*Adopted by a vote of 7 in favor, 0 opposed  
Salem School Committee  
School Committee Chambers, Collins Middle School  
February 6, 2017*



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

**February 7, 2017**

**The following individuals/organizations have signed on to support the adoption of the proposed Sanctuary for Peace Ordinance:**

Congressman Seth Moulton  
State Representative Paul Tucker  
Deb Amaral, Salem School Committee  
Jim Fleming, Salem School Committee  
Mary Manning, Salem School Committee  
Patrick Schultz, Salem School Committee  
Kris Wilson, Salem School Committee  
Dr. Brendan Walsh, Salem School Committee  
Police Chief Mary Butler  
Fire Chief Dave Cody  
Superintendent Margarita Ruiz, Salem Public Schools  
Patricia Meservey, President, Salem State University  
Dan Monroe, Director & CEO, Peabody Essex Museum  
Gregg S. Meyer, M.D., Interim President, North Shore Medical Center  
Alexandra Pineros Shields, Executive Director, Essex County Community Organization  
Ana Nuncio, President, Latino Leadership Coalition (LLC)  
Lucy Corchado, LLC member and Chair, Point Neighborhood Association  
Rev. Silvestre Romero, St. Peter's Church and Latino Leadership Coalition member

Rev. Jeff Barz-Snell, Pastor, First Church

Rev. Joseph Amico, Pastor, Tabernacle Congregational Church

Episcopal City Mission

Jeff Cohen, Chair, No Place for Hate Committee

Beth Kontos, President, Salem Teachers Union

Charity Lezama, Executive Director, Salem YMCA

Joanne Scott, Executive Director, Boys & Girls Club of Greater Salem

Linda Saris, Executive Director, Salem LEAP for Education

Kara McLaughlin, Executive Director, House of Seven Gables

Mickey Northcutt, Executive Director, North Shore CDC

Bob Rivers, CEO, Eastern Bank

Nicole Lashomb, publisher *Rainbow Times*, No Place for Hate Committee member

Gricel Ocasio, editor *Rainbow Times*, No Place for Hate Committee member

Jason Etheridge, Executive Director, Lifebridge

Mary Margaret Moore, Executive Director, Independent Living Center of the North Shore/Cape Ann

Steve Harrington, Executive Director, North Shore Alliance of Gay, Lesbian, Bisexual, and Transgender Youth (nAGLY)

Salem Award Foundation for Human Rights and Social Justice

Salem Chamber of Commerce

North Shore Labor Council

Patricia A. Gozemba, Courting Equality and SAFE

Karen Kahn, Courting Equality and SAFE

Jim Bostick, No Place for Hate Committee member

Michael Millet, No Place for Hate Committee member



# CITY OF SALEM

In City Council, February <sup>16</sup>~~9~~, 2017

Ordered:

That a petition to the General Court, accompanied by a bill for a certain additional liquor license notwithstanding the provisions of Sections 17 and 17A of chapter 138 of the General Laws 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 grant 1 additional liquor license for the sale of wine and malt beverages not to be drunk on the premises.

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

**SECTION 1.** (a) Notwithstanding section 17 and 17A of chapter 138 of the General Laws, the licensing authority of the city of Salem may grant 1 additional license for the sale of wine and malt beverages not to be drunk on the premises under section 15 of said chapter 138 to Castle Hill Minimart to be located at 280 Jefferson Avenue in the city of Salem. The license shall be subject to all of said chapter 138 except section 17 and 17A.

(b) The licensing authority shall not approve the transfer of the license granted pursuant to this section to any other location but it may grant the license to a new applicant at the same location if the applicant files with the licensing authority a letter from the department of revenue and a letter from the department of unemployment assistance indicating that the license is in good standing with those departments and that all applicable taxes, fees and contributions have been paid.

If the license granted pursuant to this section is cancelled, revoked or no longer in use at the location of original issuance, it shall be returned physically, with all of the legal rights, privileges and restrictions pertaining thereto, to the licensing authority and the licensing authority may then grant the license to a new applicant at the same location under the same conditions as specified in this act.

SECTION 2. (a) The city of Salem shall charge a fee for the granting of the license authorized in section 1 which shall be paid by the licensee at the time of issuance unless the licensing authority agrees to enter into a contract with the licensee to allow the division of the fee into multiple payments over time from the licensee. If the city elects to accept multiple payments over time from the licensee, the option shall be made available, upon request, to all qualified applicants for a license.

(b) Any fee collected by the city of Salem for the license granted pursuant to section 1 which is greater than the amount of the fee charged for an annual renewal of a similar license issued by the city shall be deposited into the city's economic development account and expended by it in a manner consistent with the purposes of such account.

SECTION 3. This act shall take effect upon its passage

# City of Salem

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*In the year two thousand and Seventeen*

**An Ordinance** to amend an Ordinance relative to Traffic

*Be it ordained by the City Council of the City of Salem, as follows:*

**Section 1.** Chapter 42, Section 50B - "Handicap Parking – Limited Time" is hereby amended by adding the following:

Mason Street, in front of #107 for a distance of twenty (20) feet,  
Handicap Parking Tow Zone.

**Section 2.** This Ordinance shall take effect as provided by City Charter.

In City Council January 26, 2017  
Adopted for first passage

ATTEST:

CHERYL A. LAPOINTE  
CITY CLERK



# City of Salem

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*In the year two thousand and Seventeen*

**An Ordinance** to amend an Ordinance relative to Traffic

*Be it ordained by the City Council of the City of Salem, as follows:*

**Section 1.** Chapter 42, Section 50B - "Handicap Parking – Limited Time" is hereby amended by adding the following:

Repeal Langdon Street, in front of #3 for a distance of twenty (20) feet, Handicap Parking Tow Zone. (5/28/2009)

**Section 2.** This Ordinance shall take effect as provided by City Charter.

In City Council January 26, 2017  
Adopted for first passage

ATTEST:

CHERYL A. LAPOINTE  
CITY CLERK