



CITY COUNCIL  
Regular Meeting

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City Councillor Joseph A. DelGrosso  
City Council Chamber – 2<sup>nd</sup> Floor  
Revere City Hall  
Revere, MA 02151  
Calendar  
Monday, May 20, 2024, 6:00 PM

**5:15PM Appointments Sub-Committee Meeting**

**5:30PM Legislative Affairs Sub-Committee Meeting**

**Salute to the Flag**

1. **Roll Call of Members**
2. Approval of the Journal of the Regular Meeting of May 6, 2024

**Public Hearings**

3. **24-167** Hearing called as ordered on a bond authorization for the new Revere High School in the amount of \$493,217,901.
4. **24-148** Hearing called as ordered on, An Ordinance Further Amending the Senior Citizen Property Tax Work-Off Abatement (language attached).
5. **24-156** Hearing called as ordered on an amendment to the Zoning Map of the City of Revere as follows: An Ordinance Further Amending the Zoning Map of the City of Revere Relative to the TED District Be it ordained by the City of Revere as follows: Section 1. Title 17 of the Revised Ordinances of the City of Revere and the Zoning Map provided by Section 17.12.020 of said Title is hereby amended by changing the zoning district of the following parcels from GB to TED: Parcel 10-188A3-1, 10-188A3-2, 10-188A3-3, and 10-188A-4.
6. **24-168** Hearing called as ordered on a request by the City Planner for adoption of A Zoning Ordinance Further the Floodplain Overlay District of the City of Revere.

**Unfinished Business**

7. **24-137** An Ordinance Relative to Appendix, Table III - Salaries. of the Revised Ordinances of the City of Revere (Parity Salary Ordinance).

**Committee of the Whole Sub-Committee Report (May 13, 2024)**

8. **24-159** Motion presented by Councillor McKenna, Councillor Kelley: That the City Council request Tom O'Brien of HYM to appear before the City Council to provide a construction progress update on Suffolk Downs at the May 6th City Council meeting.

**Ways & Means Sub-Committee Report (May 13, 2024)**

9. **24-134** Motion presented by Councillor Silvestri: That the City Council hold a preliminary discussion on potential zoning amendments related to the implementation and expansion of medical and adult-use marijuana in the City of Revere.

**Appointments Sub-Committee Report (May 20, 2024)**

10. **24-122** Communication from the Mayor relative to the reappointment of Paul Barrasso as Assistant Harbormaster.
11. **24-142** Communication from the Mayor relative to the reappointment of J. Cammarata to the Election Commission of the City of Revere.
12. **24-143** Communication from the Mayor relative to the appointment of Leah Hoffman to the Planning Board.

**Legislative Affairs Sub-Committee Report (May 20, 2024)**

13. **24-061** An Ordinance Providing for Interpretation Services for Public Meetings and Public Documents. (language attached)

**Communications**

14. **24-169** Communication from the Mayor relative to the appointment of Steven Morabito as Director of Diversity, Equity, and Inclusion.
15. **24-170** Communication from the Mayor relative to the appointment of Isaac McDaniel as Director of Veterans Services.
16. **24-171** Communication from the Mayor relative to the appointment of Christopher Ciaramella to Department of Public Works Superintendent.

**Motions**

17. **24-172** Motion presented by Councillor Guarino-Sawaya: That the Mayor be requested to instruct the DPW to repave and resurface Pines Road in the interest of public safety. The road has been destroyed due to salt water, sand, and clamshells.
18. **24-173** Motion presented by Councillor Kelley, City Councillor Giannino: That the Mayor be requested to rename Liberty Park to Lt. John Jones Memorial Park in honor of his career as one of the first black Police Officers for the City of Somerville, his service to the United States of America as an Air Force Veteran, and life-long resident of North Revere. Further, that the DPW, in conjunction with the Open Space and Environmental Planner, be requested to install appropriate signage bearing the name of the park and to schedule a dedication ceremony upon completion of the park revitalization project.
19. **24-174** Motion presented by Councillor Jaramillo: That the City Council order to a public hearing, An Ordinance Further Amending the Revised Ordinances of the City of Revere Establishing a Program to Divert Waste from Landfills and Incinerators to Offset Waste Disposal Costs. (ordinance attached)

20. **24-175** Motion presented by Councillor Haas, Councillor McKenna, Councillor Guarino-Sawaya: That the Mayor request the City Policy Writer & Analyst, in conjunction with the Building Department, to investigate requirements for utility companies or any company that conducts road work or construction to provide notification of said work to the City Council and impacted residents. Notification shall be given at least two-weeks in advance, shall provide a timeline for completion, and shall describe any impacts the residents may experience including but not limited to lane closures, traffic congestion, parking bans, and overnight noise. This proposed notification would be applicable for all scheduled non-emergency work.
21. **24-176** Motion presented by Councillor Guarino-Sawaya: That the Mayor request the City Planner to draft a zoning ordinance prohibiting short-term rental use in single-family zoning districts.

**Pursuant to Rule 23 of the City Council Rules of Order the following motions are reported out of committee with the recommendation to be placed on file.**

22. **24-024** Motion presented by Councillor McKenna: That the Mayor request the appropriate department to install metal detectors at the main door and install new locks on the rear doors of the Council Chamber for the purpose of protecting the City Council and the public in attendance at meetings.
23. **24-072** Motion presented by Councillor Kelley, City Councillor Giannino: That the Mayor be requested to take by eminent domain, Lot 131 at 71 Sherman Street (Map 29, Block 433C, Parcel 6) as a matter of public safety.
24. **24-077** Motion presented by Councillor Kelley: That the City Council order to a public hearing, An Ordinance Requiring the Publication of Certain Records of the Police Department. (attached)



**CITY COUNCIL**  
Regular Meeting

City Councillor  
Joseph A. DelGrosso  
City Council Chamber  
Journal  
Monday, May 6, 2024

Regular Meeting of the City Council was called to order at 6:00 PM. City Council President Anthony Cogliandro presiding.

**Salute to the Flag**

1 Roll Call of Members

Attendee Name	Title	Status	Arrived
Paul Argenzio	Councillor	Present	
Chris Giannino	Councillor	Present	
Angela Guarino-Sawaya	Councillor	Present	
Robert J. Haas	Councillor	Present	
Juan Pablo Jaramillo	Councillor	Absent	
Michelle Kelley	Councillor	Present	
Joanne McKenna	Councillor	Present	
Ira Novoselsky	Councillor	Present	
Marc Silvestri	Councillor	Present	
Anthony T. Zambuto	Councillor	Present	
Anthony Cogliandro	City Council President	Present	

2 Approval of the Journal of the Regular Meeting of April 29, 2024

**RESULT: ACCEPTED**

- 3 24-151 Motion presented by Council President Cogliandro: That the City Council award Certificates of Commendation to the RHS Speech & Debate Team in recognition of their performance at the MSDL State Speech Championship.

Council President Cogliandro presented the RHS Speech & Debate Team with Certificates of Commendation.

**RESULT: PLACED ON FILE**

- 4 24-161 Motion presented by Councillor Haas: That the City Council award Certificates of Commendation to the Life Skills students who assist Mrs. Sally Vranos behind the scenes at the Recreation Department. The Life Skills program has grown to seven students since its inception eight years ago. The students assist with shredding to painting props for City events. The students truly are the unsung heroes of the department.

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Councillor Haas presented Certificates of Commendation to the Life Skills Students from the Parks & Recreation Department.

**RESULT: PLACED ON FILE**

- 5      24-162      Motion presented by Councillor Guarino-Sawaya: That the City Council award a Certificate of Commendation to Nick Rystrom, City Engineer and Don Ciaramella, Chief of Infrastructure for their fast and efficient work in Oak Island during the MBTA track shutdown which ultimately saved the taxpayers hundreds of thousands of dollars.

Councillor Guarino-Sawaya presented Certificates of Commendation to Nick Rystrom and Don Ciaramella.

**RESULT: PLACED ON FILE**

- 6      24-163      Motion presented by Councillor Silvestri: That the City Council present a Certificate of Commendation to Richie Scannelli in recognition and celebration of his 70th birthday.

Councillor Silvestri presented a Certificate of Commendation to Richie Scannelli in honor of his 70th birthday.

**RESULT: PLACED ON FILE**

**Unfinished Business**

- 7      24-144      Communication from the City Auditor Relative to the MGL Chapter 44, Section 53 1/2- Departmental Revolving Funds Spending Authorization for FY2025.

Rich Viscay, CFO addressed the City Council on the request. The Council questioned two of the Revolving Accounts listed - Revere Beautification Committee and Wonderland TOD as those accounts are no longer needed as the RBC is defunct and Wonderland was for parking lots on Ocean Avenue which have since been developed. Mr. Viscay indicated that the City Council would need to amend the Revolving Funds Table in the Revere Revised Ordinances in order to strike those accounts.

**“PURSUANT TO MGL CHAPTER 44, SECTION 53½, SHALL THE CITY COUNCIL APPROVE THE FY2025 DEPARTMENTAL REVOLVING FUNDS?”**

**RESULT: ORDERED - ROLL CALL [UNANIMOUS]**  
**AYES:** Argenzio, Giannino, Guarino-Sawaya, Haas, Kelley, McKenna, Novoselsky, Silvestri, Zambuto, Cogliandro  
**ABSENT:** Jaramillo

**Legislative Affairs Sub-Committee Report**

Minutes Acceptance: Minutes of May 6, 2024 6:00 PM (Salute to the Flag)

The Legislative Affairs Sub-Committee met on Monday evening May 6, 2024 at 5:00PM in the City Councillor Joseph A. DelGrosso City Council Chamber, Revere City Hall, 281 Broadway, Revere, MA 02151. Committee members present were Councillors Guarino-Sawaya, Kelley, Silvestri, and Chairman Argenzio. Councillor Jaramillo was absent. The following Council Orders were discussed by the committee:

**24-086** An Ordinance Further Amending the Revised Ordinances of the City of Revere Relative to the Term of the Superintendent of Public Works.

After discussion from the previous meeting of the Legislative Affairs Sub-Committee, the City's Policy Writer & Analyst submitted the following amendment to reflect the wishes of the committee to provide for a four year term coterminous with the Mayor:

Section 2.63.020 Superintendent - Appointment - Term of the Revised Ordinances of the City of Revere is hereby amended by deleting the existing language in its entirety and inserting in place thereof, “The department of public works shall be under the general supervision of a superintendent who shall be appointed by the mayor, subject to city council confirmation. The superintendent of public works shall serve for a term of four years coterminous with the four-year term of the mayor, and until the superintendent’s successor is duly appointed and qualified.”

The proposed amendment was approved by the committee members present and the ordinance as amended received a favorable recommendation for adoption by the City Council. Councillors Guarino-Sawaya, Kelley, Silvestri, and Chairman Argenzio voting "YES". Councillor Jaramillo was absent.

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**24-091** An Ordinance Further Amending the Revised Ordinances of the City of Revere Relative to Food Truck Regulations.

Requiring additional discussion as indicated by the previous meeting of the Legislative Affairs Sub-Committee, Councillors McKenna and Novoselsky submitted several amendments for the committee to consider:

Section 5.10.050A - Areas and hours of operation, limitations is hereby amended by inserting the following new location after the Shirley Avenue municipal lot location, “Shirley Avenue, south side only, between Walden Street and North Shore Road, in front of 161 Shirley Avenue, not to exceed one food truck at this location at any one time.”

Section 5.10.050A(3) - Areas and hours of operation, limitations: Bennington Street, east side only, at or near Jimmy Kimmerle Park, north of Crescent Avenue and south of Winthrop Avenue, not to exceed two food trucks at this location at any one time is hereby amended by striking this location.

Section 5.10.050A(4) - Areas and hours of operation, limitations is hereby amended by deleting the words, “two food trucks” and inserting in place thereof “one food truck”.

Section 5.10.050A(4) - Areas and hours of operation, limitations is hereby amended by deleting the words, “at any one time.,” and inserting in place thereof, “for special events only;”

Section 5.10.050A(5) - Areas and hours of operation, limitations is hereby amended by deleting the words, “two food trucks” and inserting in place thereof “one food truck”.

Section 5.10.050B - Hours of Operation is hereby amended by inserting the following new sub-section, “3. At the discretion of the commission, the hours of operation for the Shirley Avenue locations shall be 11:00 a.m. to 9:00 p.m.”

Section 5.10.060 - Parking Requirements is hereby amended by inserting the following new sub-section, “D. Food trucks shall be detached from any vehicle when stopped or parked for the purpose of conducting business. Vehicles which tow the food truck shall relocate to any other available legal parking space so as not to unnecessarily take up parking spaces located in front of brick and mortar businesses. Vehicles shall be subject to all parking regulations including but not limited to metered and timed parking spaces.”

The proposed amendments were approved by the committee members present and the ordinance as amended received a favorable recommendation for adoption by the City Council. Councillors Guarino-Sawaya, Kelley, Silvestri, and Chairman Argenzio voting "YES". Councillor Jaramillo was absent.

**24-123** An Ordinance Further Amending the Revised Ordinances of the City of Revere Relative to Street and Sidewalk Opening Permits During Winter Months.

After discussion from the previous meeting of the Legislative Affairs Sub-Committee, the City's Policy Writer & Analyst submitted the following amendment to reflect the wishes of the committee to provide for a fee waiver in the event of an emergency repair so as not to place a additional financial burden on homeowners.

2. Approvals for permit requests for work occurring after November 15th shall be conditional upon adherence to the “Rules and Specifications for Winter Excavation Activity Within the City of Revere.” A street or sidewalk opening permit shall be issued upon receipt of a signed acknowledgement of the aforementioned rules and specifications by the permittee. Failure to adhere to the rules and specifications may result in the cancellation and refusal of existing and future permits. In addition to the requirements of 12.04.080(A), an additional Winter Excavation Fee of five-hundred dollars (\$500.00) is required upon approval of the permit. This fee is to offset the cost to the City of excavation issues pertaining to work being completed in winter months. *The additional winter excavation fee of five-hundred dollars shall not be required in the event of an emergency permit that is issued by the City during this period.*

The proposed amendment was approved by the committee members present and the ordinance as amended received a favorable recommendation for adoption by the City Council. Councillors Guarino-Sawaya, Kelley, Silvestri, and Chairman Argenzio voting "YES". Councillor Jaramillo was absent.

**24-137** An Ordinance Relative to Appendix, Table III - Salaries. of the Revised Ordinances of the City of Revere (Parity Salary Ordinance).

Rich Viscay, CFO and Claire Inzerillo, City’s Policy Writer & Analyst addressed the committee and provided several amendments for consideration:

1. Amend multiple titles and/or salary amounts in proposed salary table of Sub-Section E.
2. Strike the number “3%” from the second and fourth columns in the table within proposed Sub-Section F(1).
3. Strike the third column in its entirety from the table within proposed Sub-Section F(1).
4. Insert new Sub-Section H as follows: H. Increases in perpetuity.  
Any and all salary percentage increases that are negotiated between the City of Revere and the Laborer’s Union (Local 22) via a collective bargaining agreement shall be applied to the exempt employees herein.
5. Within the table of proposed Sub-Section E. Salary Schedule - Non-Elected Employees Not Represented by a Collective Bargaining Agreement insert Fire Chief after the line item for Police Chief in the exempt employees table and the exempt employees 16 year step table as follows:

Exempt	3% - 7/1/23	.75% - 7/1/24	3% - 7/1/24
Fire Chief	151,516	152,652	NA

  

Exempt 16 year step	3% - 7/1/23	.75% - 7/1/24	3% - 7/1/24
Fire Chief	159,092	160,285	NA

The proposed amendments were approved by the committee members present and the ordinance as amended received a favorable recommendation for adoption by the City Council. Councillors Guarino-Sawaya, Kelley, Silvestri, and Chairman Argenzio voting "YES". Councillor Jaramillo was absent.

8      24-086      An Ordinance Further Amending the Revised Ordinances of the City of Revere Relative to the Term of the Superintendent of Public Works.

**AN ORDINANCE FURTHER AMENDING THE REVISED ORDINANCES OF THE CITY OF REVERE RELATIVE TO THE TERM OF THE SUPERINTENDENT OF PUBLIC WORKS**

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

**SECTION 1.** Section 2.63.020 Superintendent - Appointment - Term of the Revised Ordinances of the City of Revere is hereby amended by deleting the existing language in its entirety and inserting in place thereof, “The department of public works shall be under the general

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supervision of a superintendent who shall be appointed by the mayor, subject to city council confirmation. The superintendent of public works shall serve for a term of four years coterminous with the four-year term of the mayor, and until the superintendent’s successor is duly appointed and qualified.”

March 25, 2024	Ordered to a first reading.
May 6, 2024	Ordered to a second reading, as amended.
May 6, 2024	Ordered on a second reading, as amended.
May 6, 2024	Ordered on a third and final reading, as amended.
May 6, 2024	Ordered Engrossed and Ordained on a Roll Call.

<b>RESULT:</b>	<b>ORDERED ENGROSSED AND ORDAINED [UNANIMOUS]</b>
<b>AYES:</b>	Argenzio, Giannino, Guarino-Sawaya, Haas, Kelley, McKenna, Novoselsky, Silvestri, Zambuto, Cogliandro
<b>ABSENT:</b>	Jaramillo

9            24-091            An Ordinance Further Amending the Revised Ordinances of the City of Revere Relative to Food Truck Regulations. (attached)

**AN ORDINANCE FURTHER AMENDING FOOD TRUCK REGULATIONS IN THE CITY OF REVERE**

*Be it ordained by the City of Revere as follows:*

**Section 1.** Section 5.10.050A - Areas and hours of operation, limitations of the Revised Ordinances of the City of Revere is hereby amended by striking the following locations: 6. Broadway, east side only, north of Cheever Street and south of Hyde Street, not to exceed two food trucks at this location at any one time. and 7. Broadway, east side only, north of Hyde Street and South of Pleasant Street, not to exceed one food truck at this location at any one time;

**Section 2.** Section 5.10.050A - Areas and hours of operation, limitations is hereby amended by inserting the following new location after the Shirley Avenue municipal lot location, “Shirley Avenue, south side only, between Walden Street and North Shore Road, in front of 161 Shirley Avenue, not to exceed one food truck at this location at any one time.”

**Section 2.** Section 5.10.050A(3) - Areas and hours of operation, limitations: Bennington Street, east side only, at or near Jimmy Kimmerle Park, north of Crescent Avenue and south of Winthrop Avenue, not to exceed two food trucks at this location at any one time is hereby amended by striking this location.

**Section 4.** Section 5.10.050A(4) - Areas and hours of operation, limitations is hereby amended by deleting the words, “two food trucks” and inserting in place thereof “one food truck”.

**Section 5.** Section 5.10.050A(4) - Areas and hours of operation, limitations is hereby amended by deleting the words, “at any one time.,” and inserting in place thereof, “for special events only;”

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**Section 6.** Section 5.10.050A(5) - Areas and hours of operation, limitations is hereby amended by deleting the words, “two food trucks” and inserting in place thereof “one food truck”.

**Section 7.** Section 5.10.050A - Areas and hours of operation, limitations is hereby amended by renumbering each sub-section 1-6 accordingly.

**Section 8.** Section 5.10.050B - Hours of Operation is hereby amended by inserting the following new sub-section, “3. At the discretion of the commission, the hours of operation for the Shirley Avenue locations shall be 11:00 a.m. to 9:00 p.m.”

**Section 9.** Section 5.10.060 - Parking Requirements is hereby amended by inserting the following new sub-section, “D. Food trucks shall be detached from any vehicle when stopped or parked for the purpose of conducting business. Vehicles which tow the food truck shall relocate to any other available legal parking space so as not to unnecessarily take up parking spaces located in front of brick and mortar businesses. Vehicles shall be subject to all parking regulations including but not limited to metered and timed parking spaces.”

March 25, 2024	Ordered to a first reading.
May 6, 2024	Ordered to a second reading, as amended.
May 6, 2024	Ordered on a second reading, as amended.
May 6, 2024	Ordered on a third and final reading, as amended.
May 6, 2024	Ordered Engrossed and Ordained on a Roll Call.

<b>RESULT:</b>	<b>ORDERED ENGROSSED AND ORDAINED [UNANIMOUS]</b>
<b>AYES:</b>	Argenzio, Giannino, Guarino-Sawaya, Haas, Kelley, McKenna, Novoselsky, Silvestri, Zambuto, Cogliandro
<b>ABSENT:</b>	Jaramillo

10      24-123      An Ordinance Relative to Street and Sidewalk Opening Permits During Winter Months.

**AN ORDINANCE AMENDING REGULATIONS FOR STREET AND SIDEWALK OPENINGS IN THE CITY OF REVERE**

*Be it ordained by the City of Revere as follows:*

**Section 1.** Section 12.04.080(A)(1) of the Revised Ordinances of the City of Revere is hereby amended by removing the words “two hundred” and inserting in place thereof the words “five-hundred.”

**Section 2.** Section 12.04.080(A)(1) of the Revised Ordinances of the City of Revere is hereby amended by removing the period after the word “required” and inserting in place thereof the words “for a street or sidewalk opening permit.”

**Section 3.** Section 12.04.080(A)(3) of the Revised Ordinances of the City of Revere is hereby amended by removing the words “five thousand” and inserting in place thereof the words “ten-thousand.”

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**Section 4.** Section 12.04.080(A)(5) of the Revised Ordinances of the City of Revere is hereby amended by deleting this subsection in its entirety and inserting in place thereof the following the new subsection:

5. The superintendent of public works shall not issue any street or sidewalk opening permits to any permittee or excavator within five years of the final approval of any newly paved street or sidewalk by the superintendent of public works and the city planner unless in the case of an emergency, including but not limited to a gas leak, water break, water leak, sewer break, or sewer blockage. New installations for gas, water lines, sewer lines or connections shall not be permitted during the aforementioned moratorium.

**Section 5.** Section 12.04.080(C)(9)(c) of the Revised Ordinances of the City of Revere is hereby amended by removing the word “crackfilling” and inserting in place thereof the words “crack filling.”

**Section 6.** Section 12.04.080(C)(10) of the Revised Ordinances of the City of Revere is hereby amended by removing the word “three” from the first sentence and inserting in place thereof the word “four.”

**Section 7.** Section 12.04.080(D) of the Revised Ordinances of the City of Revere is hereby amended by re-lettering this subsection to “E. Billing and Collections.”

**Section 8.** Section 12.04.080 of the Revised Ordinances of the City of Revere is hereby amended by inserting the following new subsection “D. Winter Excavations”;

D. Winter Excavations

1. Excavations into paved areas between November 15th through April 15th are authorized by the City of Revere in accordance with the department of public works’ “Rules and Specifications for Winter Excavation Activity within the City of Revere.” These rules and specifications shall be available to the public on the City of Revere’s website and at the Department of Public Works’ offices.
2. Approvals for permit requests for work occurring after November 15th shall be conditional upon adherence to the “Rules and Specifications for Winter Excavation Activity Within the City of Revere.” A street or sidewalk opening permit shall be issued upon receipt of a signed acknowledgement of the aforementioned rules and specifications by the permittee. Failure to adhere to the rules and specifications may result in the cancellation and refusal of existing and future permits. In addition to the requirements of 12.04.080(A), an additional Winter Excavation Fee of five-hundred dollars (\$500.00) is required upon approval of the permit. This fee is to offset the cost to the City of excavation issues pertaining to work being completed in winter months. The additional winter excavation fee of five-hundred dollars shall not be required in the event of an emergency permit that is issued by the City during this period.

- 3. Water main shutdowns during winter months will be allowed solely at the discretion of the Revere Water Department.
- 4. This subsection shall take effect November 14, 2024.

**Section 9.** Section 12.04.080(E) of the Revised Ordinances of the City of Revere is hereby amended by re-lettering this subsection to “F. Administration/Interpretation.”

April 29, 2024 Ordered to a first reading.

May 6, 2024 Ordered to a second reading, as amended.

May 6, 2024 Ordered on a second reading, as amended.

May 6, 2024 Ordered on a third and final reading, as amended.

May 6, 2024 Ordered Engrossed and Ordained on a Roll Call.

<b>RESULT:</b>	<b>ORDERED - ROLL CALL [UNANIMOUS]</b>
<b>AYES:</b>	Argenzio, Giannino, Guarino-Sawaya, Haas, Kelley, McKenna, Novoselsky, Silvestri, Zambuto, Cogliandro
<b>ABSENT:</b>	Jaramillo

- 11      24-137      An Ordinance Relative to Appendix, Table III - Salaries. of the Revised Ordinances of the City of Revere (Parity Salary Ordinance).

Upon recitation of Chairman Argenzio's report that the Parity Salary Ordinance, as amended, was reported out of committee with a favorable recommendation for adoption, Councillor Silvestri requested that the ordinance be tabled.

**An Ordinance Further Amending Appendix, Table III of the Revised Ordinances of the City of Revere**

*Be it ordained by the City of Revere as follows:*

**Section 1.** Appendix, Table III - Salaries of the Revised Ordinances of the City of Revere is hereby amended by deleting Table III in its entirety and inserting in place thereof the following new table:

Table III - Full-Time Employees Not Represented by Collective Bargaining

Sections:

- A. Scope
- B. Definitions
- C. Rates of Compensation
- D. Longevity Compensation
- E. Salary Schedule - Non-Elected Employees Not Represented by a Collective Bargaining Agreement.

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- F. Salary Schedule - Mayor, City Council, and Legislative Branch Employees
- G. Salary Schedule - Boards and Commissions
- H. Increases in perpetuity

### A. Scope

The provisions of this division shall cover all full-time employees of the city not represented by a collective bargaining agreement.

### B. Definitions

1. “Full-time employee(s)” shall mean an employee of the City of Revere who is hired to work twenty (20) hours or more in a single workweek.
2. “Years of service” shall mean years of service as a full-time employee of the City of Revere.

### C. Rates of compensation - Unlisted Positions

An employee whose title is not listed in Sections E through G of this division shall receive such compensation as the mayor and city council provide.

### D. Longevity Compensation

1. Beginning with the first full pay period following the completion of the years of service as set out in subsection 2 of this section, each permanent, full-time employee of the City of Revere, under this division shall receive as an annual rate, in addition to the maximum salary provided for in the schedules set forth in Sections E through G, additional compensation as set out in this section.

2.

<b>Years of Employment Completed</b>	<b>Additional Compensation</b>
9 years of continuous employment	\$1,000
10 years of continuous employment	\$1,100
11 years of continuous employment	\$1,200
12 years of continuous employment	\$1,300
13 years of continuous employment	\$1,400
14 years of continuous employment	\$1,600
15 years of continuous employment	\$1,800

16 years of continuous employment	\$2,000
17 years of continuous employment	\$2,200
18 years of continuous employment	\$2,400
19 years of continuous employment	\$2,600
20 years of continuous employment	\$2,800
21 years of continuous employment	\$3,000
22 years of continuous employment	\$3,200
23 years of continuous employment	\$3,400
24 years of continuous employment	\$3,600
25 years of continuous employment	\$3,800
26 years of continuous employment	\$4,000
27 years of continuous employment	\$4,200
28 years of continuous employment	\$4,400
29 years of continuous employment	\$4,600
30 years of continuous employment	\$4,800
31 years of continuous employment	\$5,000
32 years of continuous employment	\$5,200
33 years of continuous employment	\$5,400
34 years of continuous employment	\$5,600
35 years of continuous employment	\$5,800
36 years of continuous employment	\$6,000
37 years of continuous employment	\$6,200
38 years of continuous employment	\$6,400
39 years of continuous employment	\$6,600
40 years of continuous employment	\$6,800

3. Interruption of such employment for the purpose of performing military service shall not be deemed to break the continuity of service with the departments of the city under this division; provided, that no employment, other than military service, is entered into by the employee during the period of such interruption.
4. Interruption of such employment for superannuating retirement purposes shall not be deemed to break the continuity of years of service as used herein for purpose of calculation of the years of service of subsection (D).
5. Payments for longevity shall be suspended to employees who fail to actually work during any consecutive thirty-day period, exclusive of vacation time.
6. This section (D) Longevity Compensation shall apply to each, and every employee and elected official first employed by the City of Revere on or after the effective date of this ordinance.

## E. Salary Schedule - Non-Elected Employees Not Represented by a Collective Bargaining Agreement.

### Exempt Employees

Position	3% - 7/1/23	0.75% - 7/1/24	3% - 7/1/24
CHIEF OF STAFF	130,764	131,745	135,698
EXECUTIVE ASSISTANT	77,500	78,081	80,424
COMMUNICATIONS ASSOCIATE	62,000	62,465	64,339
MAYOR'S AIDE	57,818	58,252	59,999
HUMAN RESOURCES DIRECTOR	97,850	98,584	101,541
SENIOR GENERALIST	78,775	79,366	81,747
HEALTH BENEFITS ADMIN	63,788	64,266	66,194
CITY AUDITOR/BUDGET DIRECTOR	152,887	154,033	158,654
ASST BUDGET DIRECTOR	89,167	89,835	92,530
GRANT ADMIN/INTERNAL AUDITOR	98,345	99,083	102,056
COLLECTOR/TREASURER	105,216	106,006	109,186
CITY SOLICITOR	120,736	121,641	125,290
ASSISTANT SOLICITOR	113,381	114,232	117,659
ASSISTANT CLERK/PARALEGAL	64,176	64,657	66,597
POLICY WRITER AND ANALYST	72,106	72,647	74,826
CHIEF OF PLANNING AND DEVELOPMENT	131,045	132,028	135,989
CITY ENGINEER	125,000	125,938	129,716
POLICE CHIEF	188,436	189,849	195,545
FIRE CHIEF	151,516	152,652	NA
SUPERINTENDENT	138,049	139,084	143,256
ASST SUPERINTENDENT DPW - GEN	115,000	115,863	119,338
ASST SUPERINTENDENT W/S	115,000	115,863	119,338
CHIEF OF HEALTH & HUMAN SERVICES	123,600	124,527	128,263
DIR OF WORKFORCE DEVELOPMENT	126,000	126,945	130,753

### Exempt Employees at 16 YR STEP

Position	3% - 7/1/23	0.75% - 7/1/24	3% - 7/1/24
CHIEF OF STAFF	137,303	138,333	142,483
EXECUTIVE ASSISTANT	81,375	81,985	84,445
COMMUNICATIONS ASSOCIATE	65,100	65,588	67,556
MAYOR'S AIDE	60,709	61,164	62,999
HUMAN RESOURCES DIRECTOR	102,743	103,514	106,619
SENIOR GENERALIST	82,714	83,334	85,834
HEALTH BENEFITS ADMIN	66,977	67,479	69,504
CITY AUDITOR/BUDGET DIRECTOR	160,531	161,735	166,587
ASST BUDGET DIRECTOR	93,625	94,327	97,157
GRANT ADMIN/INTERNAL AUDITOR	103,263	104,037	107,159
COLLECTOR/TREASURER	115,477	116,343	119,833
CITY SOLICITOR	132,589	133,583	137,591
ASSISTANT SOLICITOR	119,050	119,943	123,541
ASSISTANT CLERK/PARALEGAL	67,385	67,890	69,927

POLICY WRITER AND ANALYST	75,711	76,279	78,567
CHIEF OF PLANNING AND DEVELOPMENT	137,598	138,630	142,789
CITY ENGINEER	131,250	132,234	136,201
POLICE CHIEF	197,858	199,342	205,322
FIRE CHIEF	159,092	160,285	NA
SUPERINTENDENT	144,951	146,038	150,419
ASST SUPERINTENDENT DPW - GEN	120,750	121,656	125,305
ASST SUPERINTENDENT W/S	120,750	121,656	125,305
CHIEF OF HEALTH & HUMAN SERVICES	129,780	130,753	134,676
DIR OF WORKFORCE DEVELOPMENT	132,300	133,292	137,291

**F. SALARY SCHEDULE - MAYOR, CITY COUNCIL, AND LEGISLATIVE BRANCH EMPLOYEES**

**1. Elected**

Position	7/1/23	7/1/24
MAYOR	149,350	167,500
CITY COUNCILOR	20,783	25,000
CITY COUNCIL PRESIDENT	23,098	28,000

**2. Legislative Branch**

Position	3% - 7/1/23	0.75% - 7/1/24	3% - 7/1/24
CITY CLERK	100,472	101,225	104,262
CITY CLERK 16 YR STEP	105,495	106,287	109,475
ASSISTANT CITY CLERK	75,000	75,000	77,250
ASSISTANT CITY CLERK 16 YR STEP	78,750	78,750	81,113
CLERK OF COUNCIL	7,591	7,648	7,877
CLERK OF COUNCIL 16 YR STEP	7,970	8,030	8,271
CLERK OF COMMITTEE	7,591	7,648	7,877
CLERK OF COMMITTEE 16 YR STEP	7,970	8,030	8,271

**G. SALARY SCHEDULE - BOARDS AND COMMISSIONS.**

The foregoing salary schedule applies to members of the Zoning Board of Appeals, Conservation Commission, Board of Election Commissioners, Board of Health, Library Board of Trustees, License Commission, Planning Board, and Commission on Disabilities.

**Boards and Commissions**

Position	7/1/23	7/1/24
Zoning Board of Appeals Clerk	6,000	12,000

Minutes Acceptance: Minutes of May 6, 2024 6:00 PM (Salute to the Flag)



ADA Chairman	4,300	4,300
<b>Other Boards:</b>		
Board Chairman	3,200	3,200
Board Member	1,600	1,600
<b>Conservation Commission, Board of Health, License Commission, Traffic Commission:</b>		
Clerk	6,000	6,000

**H. Increases in perpetuity.**

Any and all salary percentage increases that are negotiated between the City of Revere and the Laborer’s Union (Local 22) via a collective bargaining agreement shall be applied to the exempt employees herein.

<b>RESULT:</b>	<b>TABLED - NO ROLL CALL</b>	<b>Next: 5/20/2024 6:00 PM</b>
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**Communications**

12       24-164       Communication from the Mayor relative to the reappointment of Deborah Frank to the Affordable Housing Trust Fund Board

<b>RESULT:</b>	<b>REFERRED TO APPOINTMENTS</b>
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13       24-165       Communication from the Director of Veterans' Services requesting approval of various memorial pole locations.

**“SHALL THE CITY COUNCIL APPROVE THE MEMORIAL POLE LOCATIONS AS REQUESTED BY THE DIRECTOR OF VETERANS’ SERVICES?”**

- Henry “Rico” Meoli, US Air Force and Army Airborne
- Daniel Singer, US Navy, Korea
- Rosario J. Spagnolo, Army , Vietnam

<b>RESULT:</b>	<b>ORDERED - VOICE VOTE</b>
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14       24-166       Communication from the CFO relative to an overview of the City's finances including a presentation on the long range forecast and debt service schedules for the general fund and water/sewer enterprise fund.

Rich Viscay, CFO addressed the City Council and conducted a presentation relative to the City's long range financial forecast.

Minutes Acceptance: Minutes of May 6, 2024 6:00 PM (Salute to the Flag)

- 15      24-167      Communication from the CFO requesting a public hearing relative to a bond authorization for the new Revere High School in the amount of \$493,217,901.

**City of Revere, MA  
Proposed Loan Order  
New Revere High School Bonds**

That the City of Revere appropriate the amount of four hundred ninety-three million, two hundred seventeen thousand, nine hundred and one (\$493,217,901) Dollars, in addition to the four million, three hundred thousand (\$4,300,000) Dollars that have already been appropriated for a feasibility study, for the purpose of paying costs of construction of the new Revere High School at 190 Veterans of Foreign Wars Parkway, including the payment of all costs incidental or related thereto (the “Project”), which Project shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the City may be eligible for a grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended under the direction of the School Building Committee. To meet this appropriation, the Treasurer, with the approval of the Mayor, is authorized to borrow said amount under and pursuant to M.G.L. Chapter 44, Section 7(1) or Chapter 70B or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor. The City acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the City incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the City; provided further that any grant that the City may receive from the MSBA for the Project shall not exceed the lesser of (1) 79.99 percent of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; and that the amount of the borrowing authorized by this order shall be reduced by any grant amount set forth in and received pursuant to the Project Funding Agreement that may be executed between the City and the MSBA.

That the Treasurer is authorized to file an application with the appropriate officials of The Commonwealth of Massachusetts (the “Commonwealth”) to qualify under Chapter 44A of the General Laws any and all bonds of the City authorized to be borrowed pursuant to this loan order, and to provide such information and execute such documents as such officials of the Commonwealth may require in connection therewith.

<b>RESULT:</b>	<b>ORDERED TO PUBLIC HEARING - CC</b>	<b>Next: 5/20/2024 6:00 PM</b>
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Ordered adjourned at 8:05 PM.

Attest:

Minutes Acceptance: Minutes of May 6, 2024 6:00 PM (Salute to the Flag)

City Clerk

Minutes Acceptance: Minutes of May 6, 2024 6:00 PM (Salute to the Flag)

**Public Hearing Notice  
City of Revere, MA  
Proposed Loan Order  
New Revere High School Bonds**

Notice is hereby given that the Revere City Council will conduct a public hearing on Monday evening, May 20, 2024 at 6:00 p.m. in the City Councillor Joseph A. DelGrosso City Council Chamber, Revere City Hall, 281 Broadway, Revere, MA 02151 relative to the following proposed loan order:

That the City of Revere appropriate the amount of four hundred ninety-three million, two hundred seventeen thousand, nine hundred and one (\$493,217,901) Dollars, in addition to the four million, three hundred thousand (\$4,300,000) Dollars that have already been appropriated for a feasibility study, for the purpose of paying costs of construction of the new Revere High School at 190 Veterans of Foreign Wars Parkway, including the payment of all costs incidental or related thereto (the "Project"), which Project shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the City may be eligible for a grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of the School Building Committee. To meet this appropriation, the Treasurer, with the approval of the Mayor, is authorized to borrow said amount under and pursuant to M.G.L. Chapter 44, Section 7(1) or Chapter 70B or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor. The City acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the City incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the City; provided further that any grant that the City may receive from the MSBA for the Project shall not exceed the lesser of (1) 79.99 percent of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; and that the amount of the borrowing authorized by this order shall be reduced by any grant amount set forth in and received pursuant to the Project Funding Agreement that may be executed between the City and the MSBA.

That the Treasurer is authorized to file an application with the appropriate officials of The Commonwealth of Massachusetts (the "Commonwealth") to qualify under Chapter 44A of the General Laws any and all bonds of the City authorized to be borrowed pursuant to this loan order, and to provide such information and execute such documents as such officials of the Commonwealth may require in connection therewith.

A copy of the aforementioned proposed loan order is on file and available for public inspection in the Office of the City Clerk, Revere City Hall, Revere, Massachusetts 02151, Monday through Thursday from 8:00 A.M. to 5:00 P.M. and Friday 8:00 A.M. to 12:00 P.M.

Attest:  
Ashley E. Melnik  
City Clerk

Revere Journal  
May 8, 2024  
Tear Sheet  
Affidavit of Publication  
Send Invoice To: [amelnik@revere.org](mailto:amelnik@revere.org)



# City of Revere

## Chief Financial Officer/City Auditor

281 Broadway  
 Revere, MA 02151  
 Tel: (781) 286-8131

**Richard Viscay**  
 Chief Financial Officer/City Auditor

May 1, 2024

Anthony Cogliandro - City Council President  
 Revere City Hall  
 281 Broadway  
 Revere, MA 02151

RE: Bond Authorization – New Revere High School

Dear Council President Cogliandro,

Please find attached the bond authorization for the purpose of paying the costs of construction of the new Revere High School at 190 Veterans of Foreign Wars Parkway. This bond order has been reviewed and approved by bond counsel and the Massachusetts School Building Authority (MSBA).

This bond authorization also allows the Treasurer to file an application with the appropriate officials of the Commonwealth of Massachusetts to qualify under 44A of the General Laws.

Brian Dakin from LeftField will be in attendance to discuss the process of the MSBA and I will be in attendance to answer any questions with regard to the pro-forma debt payment schedule.

I respectfully request that this request be scheduled for a public hearing on May 20<sup>th</sup> in order to take a formal vote on the same evening.

Best regards,

Richard Viscay  
 CFO/City Auditor/Budget Director

Cc: Patrick M. Keefe Jr., Mayor  
 Cathy Bowden, Treasurer/Collector  
 Assunta Newton, Assistant Budget Director

attachment

2024 MAY -1 PM 4:02  
 OFFICE CITY CLERK  
 REVERE, MASS  
 FILED

Attachment: NewRevereHighSchoolBondAuthorization05062024 (24-167 : Revere High School Bond Authorization)

**City of Revere, Massachusetts**

Suggested form of Loan Order from Hinckley Allen

New Revere High School Bonds

Ordered: That the City of Revere appropriate the amount of four hundred ninety-three million, two hundred seventeen thousand, nine hundred and one (\$493,217,901) Dollars, in addition to the four million, three hundred thousand (\$4,300,000) Dollars that have already been appropriated for a feasibility study, for the purpose of paying costs of construction of the new Revere High School at 190 Veterans of Foreign Wars Parkway, including the payment of all costs incidental or related thereto (the "Project"), which Project shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the City may be eligible for a grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of the School Building Committee. To meet this appropriation, the Treasurer, with the approval of the Mayor, is authorized to borrow said amount under and pursuant to M.G.L. Chapter 44, Section 7(1) or Chapter 70B or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor. The City acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the City incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the City; provided further that any grant that the City may receive from the MSBA for the Project shall not exceed the lesser of (1) 79.99 percent of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; and that the amount of the borrowing authorized by this order shall be reduced by any grant amount set forth in and received pursuant to the Project Funding Agreement that may be executed between the City and the MSBA.

Further Ordered: That the Treasurer is authorized to file an application with the appropriate officials of The Commonwealth of Massachusetts (the "Commonwealth") to qualify under Chapter 44A of the General Laws any and all bonds of the City authorized to be borrowed pursuant to this loan order, and to provide such information and execute such documents as such officials of the Commonwealth may require in connection therewith.

# RHS PROJECT MSBA BOARD APPROVAL

Base Project:

Construction Costs Only  
Total High School Cost

**Total Project Costs**

Maximum MSBA Grant

**Cost to Revere**

*Revere Share delta from January 8th Presentation*

WONDERLAND (Pre-SD)		
\$	412,006,854	<i>Cost/SqFt:</i>
\$	493,217,901	<i>\$950</i>
<b>\$</b>	<b>522,717,901</b>	
\$	234,117,356	<i>Effective Reimb:</i>
<b>\$</b>	<b>288,600,545</b>	<i>47.5%</i>

WONDERLAND (FINAL)		
\$	412,006,854	<i>Cost/SqFt:</i>
\$	493,217,901	<i>\$950</i>
<b>\$</b>	<b>522,717,901</b>	
\$	238,833,271	<i>Effective Reimb:</i>
<b>\$</b>	<b>283,884,630</b>	<i>48.4%</i>

\$ (4,715,915)

# REVER HIGH SCHOOL PROJECT LOAN ORDER VOTE LANGUAGE

Ordered: That the City of Revere appropriate the amount of four hundred ninety-three million, two hundred seventeen thousand, nine hundred and one (\$493,217,901) Dollars, in addition to the four million, three hundred thousand (\$4,300,000) Dollars that have already been appropriated for a feasibility study, for the purpose of paying costs of construction of the new Revere High School at 190 Veterans of Foreign Wars Parkway, including the payment of all costs incidental or related thereto (the “Project”), which Project shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the City may be eligible for a grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended under the direction of the School Building Committee. To meet this appropriation, the Treasurer, with the approval of the Mayor, is authorized to borrow said amount under and pursuant to M.G.L. Chapter 44, Section 7(1) or Chapter 70B or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor. The City acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the City incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the City; provided further that any grant that the City may receive from the MSBA for the Project shall not exceed the lesser of (1) 79.99 percent of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; and that the amount of the borrowing authorized by this order shall be reduced by any grant amount set forth in and received pursuant to the Project Funding Agreement that may be executed between the City and the MSBA.

Further Ordered: That the Treasurer is authorized to file an application with the appropriate officials of The Commonwealth of Massachusetts (the “Commonwealth”) to qualify under Chapter 44A of the General Laws any and all bonds of the City authorized to be borrowed pursuant to this loan order, and to provide such information and execute such documents as such officials of the Commonwealth may require in connection therewith.



An Ordinance Further Amending the Senior Citizen Property Tax Work-Off Abatement

Be it ordained by the City of Revere as follows:

Section 1. Section 2.88.020 – Hours, Rate and Abatement is hereby amended by deleting “twelve dollars” and inserting in place thereof “\$15.75”.

Section 2. Section 2.88.020 – Hours, Rate, and Abatement is hereby amended by deleting the “sixty-two” and inserting in place thereof “sixty-three”.

Section 3. Section 2.88.020 – Hours, Rate, and Abatement is hereby amended by deleting “seven hundred fifty” and inserting in place thereof “one thousand”.

CZ-24-05

### Public Hearing Notice

Notice is hereby given, in accordance with the provisions of Section 5 of Chapter 40A of the Massachusetts General Laws and Title 17, Chapter 17.56, Sections 17.56.010 – 17.56.030 of the Revised Ordinances of the City of Revere, that (a) the Revere City Council will conduct a public hearing on Monday, May 20, 2024 at 6:00PM in the City Councillor Joseph A. DelGrosso City Council Chamber of Revere City Hall, 281 Broadway, Revere, Massachusetts 02151, and (b) the Revere Planning Board will conduct a public hearing on Tuesday, May 21, 2024 at 5:30PM in the City Councillor Joseph A. DelGrosso City Council Chamber of Revere City Hall, 281 Broadway, Revere, Massachusetts 02151, relative to the following proposed amendment to the Revised Ordinances of the City of Revere:

#### **AN ORDINANCE FURTHER AMENDING THE ZONING MAP OF THE CITY OF REVERE RELATIVE TO THE TED DISTRICT**

*Be it ordained by the City of Revere as follows:*

**Section 1.** Title 17 of the Revised Ordinances of the City of Revere and the Zoning Map provided by Section 17.12.020 of said Title is hereby amended by changing the zoning district of the following parcels from GB to TED: Parcel 10-188A3-1, 10-188A3-2, 10-188A3-3, and 10-188A-4.

A copy of the aforementioned application (**CZ-24-05**) is on file and available for public inspection in the office of the City Clerk, Revere City Hall, Revere, Massachusetts, Monday through Thursday from 8:00AM to 5:00PM and on Friday 8:00AM-12:00PM. Proponent/opponent testimony will be accepted in writing on or before May 14, 2024. Testimony can be submitted via email to [amelnik@revere.org](mailto:amelnik@revere.org).

Attest:  
Ashley E. Melnik  
City Clerk

Attest:  
Megan Simmons-Herling  
Planning Board, Chair

Revere Journal  
Send invoice to: [amelnik@revere.org](mailto:amelnik@revere.org)  
05/01/2024  
05/08/2024

## Ashley Melnik

---

**From:** Frank Stringi  
**Sent:** Wednesday, April 17, 2024 2:51 PM  
**To:** Ashley Melnik  
**Cc:** Tom Skwierawski  
**Subject:** Floodplain Zoning Amendment  
**Attachments:** Floodplain zoning amendments.docx

**Follow Up Flag:** Flag for follow up  
**Flag Status:** Completed

Hi Ashley,

Attached is the amendment to the Floodplain Zoning Overlay District and regulations that must be adopted by the City Council before July 3, 2024. This amendment is necessary because the new FEMA floodplain maps will become effective on July 3, 2024. The amendments will bring our Floodplain Zoning Ordinance up to date with the revised Flood Insurance Rate Map (FIRM) which has been completed for Revere and will also bring our Floodplain Zoning regulations in compliance with required FEMA regulations. As discussed, we are planning to have the City Council public hearing on May 20<sup>th</sup> and the Planning Board public hearing on May 21, 2024.

The proposed amendment has been reviewed and approved by the National Flood Insurance State Coordinator and FEMA, so it is now ready for adoption by the City Council.

Thanks,  
Frank

Attachment: CoverLetterCZ2404.FloodPlainZoningOrdinanceAmendmentFullText (24-168 : CZ-24-04, Flood Plain Ordinance)

CZ-24-04

### Public Hearing Notice

Notice is hereby given, in accordance with the provisions of Section 5 of Chapter 40A of the Massachusetts General Laws and Title 17, Chapter 17.56, Sections 17.56.010 – 17.56.030 of the Revised Ordinances of the City of Revere, that (a) the Revere City Council will conduct a public hearing on Monday, May 20, 2024 at 6:00PM in the City Councillor Joseph A. DelGrosso City Council Chamber of Revere City Hall, 281 Broadway, Revere, Massachusetts 02151, and (b) the Revere Planning Board will conduct a public hearing on Tuesday, May 21, 2024 at 5:30PM in the City Councillor Joseph A. DelGrosso City Council Chamber of Revere City Hall, 281 Broadway, Revere, Massachusetts 02151, relative to the following proposed amendment to the Revised Ordinances of the City of Revere:

#### **AN ORDINANCE FURTHER AMENDING THE FLOODPLAIN OVERLAY DISTRICT ORDINANCE OF THE CITY OF REVERE**

*Be it ordained by the City of Revere, MA as follows:*

**Section 1.** Title 17, Chapter 17.46 of the Revised Ordinances of the City of Revere is hereby amended by deleting the language in this section in its entirety and replacing it with the following new language:

#### **FLOODPLAIN OVERLAY DISTRICT REGULATIONS**

##### **Sections:**

- 17.46.001 Statement of Purpose**
- 17.46.010 Floodplain District**
- 17.46.020 Community Floodplain Administrator**
- 17.46.030 Permit Requirements in the Floodplain Overlay District**
- 17.46.040 Floodway Encroachment**
- 17.46.050 Unnumbered A Zones**
- 17.46.060 AO and AH Zones Drainage Requirements**
- 17.46.070 Subdivision Proposals**
- 17.46.080 Base Flood Elevation Data for Subdivision Proposals**
- 17.46.090 Recreational Vehicles**
- 17.46.100 Protection of Dunes**
- 17.46.110 Watercourse Alterations in Riverine Areas**
- 17.46.120 Requirements for Submittal of New Technical Date**
- 17.46.130 Variances to Building Code Floodplain Standards**
- 17.46.140 Variances to Local Zoning Ordinances**
- 17.46.150 Abrogation and Greater Restriction**
- 17.46.160 Disclaimer of Liability**
- 17.46.170 Severability**
- 17.46.180 Definitions**

**17.46.001 Statement of Purpose.**

The purpose of the Floodplain Overlay District is to:

- A. Ensure public safety through reducing the threats to life and personal injury;
- B. Eliminate new hazards to emergency response officials;
- C. Prevent the occurrence of of public emergencies resulting from water quality, contamination, and pollution due to flooding;
- D. Avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding;
- E. Eliminate cost associated with the response and cleanup of flooding conditions;
- F. Reduce damage to public and private property resulting from flooding waters.

**17.46.010 Floodplain District**

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the City of Revere designated as Zone A, AE, AH, AO, A99, V, or VE on the Suffolk County Flood Insurance Rate Map (FIRM) dated July 3, 2024 issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The exact boundaries of the District shall be defined by the 1%-chance base flood elevations shown on the FIRM and further defined by the Suffolk County Flood Insurance Study (FIS) report dated July 3, 2024. The FIRM and FIS report are incorporated herein by reference and are on file with the City Clerk, Planning Board, Building Commissioner, and Conservation Commission.

**17.46.020 Community Floodplain Administrator**

The City of Revere hereby designates the position of City Planner to be the official floodplain administrator for the City of Revere.

**17.46.030 Permit Requirements in the Floodplain Overlay District**

The City of Revere requires a permit for all proposed construction or other development in the floodplain overlay district, including new construction or changes to existing buildings, placement of manufactured homes, placement of agricultural facilities, fences, sheds, storage facilities or drilling, mining, paving and any other development that might increase flooding or adversely impact flood risks to other properties.

The City's permit review process includes the requirement that the proponent obtain all local, state and federal permits that will be necessary in order to carry out the proposed development in the floodplain overlay district. The proponent must acquire all necessary permits and must demonstrate that all necessary permits have been acquired.

**17.46.040 Floodway Encroachment**

In Zones A, A1-30, and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

In Zones A1-30 and AE along watercourses that have a regulatory floodway designated on the City's FIRM or Flood Boundary & Floodway Map encroachments are prohibited including fill, new construction, substantial improvements, and other development within the adopted regulatory floodway unless it has been demonstrated through hydrologic and hydraulic analyses performed in accordance with standard engineering practice that the proposed encroachment would not result in any increase in flood levels within the community during the occurrence of the base flood discharge.

#### **17.46.050 Unnumbered A Zones**

In A Zones, in the absence of FEMA BFE data and floodway data, the building department will obtain, review and reasonably utilize base flood elevation and floodway data available from Federal, State, or other source as criteria for requiring new construction, substantial improvements, or other development in Zone A and as the basis for elevating residential structures to or above base flood level, for floodproofing or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.

#### **17.46.060 AO and AH Zones Drainage Requirements**

Within Zones AO and AH on the FIRM, adequate drainage paths must be provided around structures on slopes, to guide floodwaters around and away from proposed structures.

#### **17.46.070 Subdivision Proposals**

All subdivision proposals and development proposals in the floodplain overlay district shall be reviewed to assure that:

- (a) Such proposals minimize flood damage.
- (b) Public utilities and facilities are located and constructed so as to minimize flood damage.
- (c) Adequate drainage is provided.

#### **17.46.080 Base flood Elevation Data for Subdivision Proposals**

When proposing subdivisions or other developments greater than 50 lots or 5 acres (whichever is less), the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

#### **17.46.090 Recreational Vehicles**

In A, A1-30, AH, AO, AE Zones, V1-30, VE, and V Zones, all recreational vehicles to be placed on a site must be elevated and anchored in accordance with the zone's regulations for foundation and elevation requirements or be on the site for less than 180 consecutive days or be fully licensed and highway ready.

#### **17.46.100 Protection of Dunes**

Alteration of sand dunes is prohibited when the alteration would increase potential flood damage.

#### **17.46.110 Watercourse Alterations in Riverine Areas**

In a riverine situation, the City of Revere Floodplain Administrator shall notify the following of any alteration or relocation of a watercourse:

- Adjacent Communities, especially upstream and downstream

- Bordering States, if affected
- NFIP Coordinator  
Massachusetts Department of Conservation and Recreation  
251 Causeway Street, 8<sup>th</sup> Floor, Boston, MA 02114
- NFIP Program Specialist  
Federal Emergency Management Agency, Region 1  
99 High Street, 6<sup>th</sup> Floor, Boston, MA 02110

#### **17.46.120 Requirements for Submittal of New Technical Data**

If the City acquires data that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the City will, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s). Notification shall be submitted to:

- NFIP State Coordinator  
Massachusetts Department of Conservation and Recreation  
251 Causeway Street, 8<sup>th</sup> Floor, Boston, MA 02114
- NFIP Program Specialist  
Federal Emergency Management Agency, Region 1  
99 High Street, 6<sup>th</sup> Floor, Boston, MA, 02110

#### **17.46.130 Variances to Building Code Floodplain Standards**

The City will request from the State Building Code Appeals Board a written and/or audible copy of the portion of the hearing related to the variance and will maintain this record in the community's files.

The City shall also issue a letter to the property owner regarding potential impacts to the annual premiums for the flood insurance policy covering that property, in writing over the signature of a community official that (i) the issuance of a variance to construct a structure below the base flood level will result in increased premium rates for flood insurance up to amounts as high as \$25 for \$100 of insurance coverage and (ii) such construction below the base flood level increases risks of life and property.

Such notification shall be maintained with the record of all variance actions for the referenced development in the floodplain overlay district.

#### **17.46.140 Variances to Local Zoning Ordinances**

A variance from these floodplain ordinances must meet the requirements set out by State law and may only be granted if: 1) Good and sufficient cause and exceptional nonfinancial hardship exist; 2) the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and 3) the variance is the minimum action necessary to afford relief.

#### **17.46.150 Abrogation and Greater Restriction**

The floodplain management regulations found in the Floodplain Overlay District section shall take precedence over any less restrictive conflicting local laws, ordinances, or codes.

#### **17.46.160 Disclaimer of Liability**

The degree of flood protection required by this ordinance is considered reasonable but does not imply total flood protection.

#### **17.46.170 Severability**

If any section, provision, or portion of this ordinance is deemed to be unconstitutional or invalid by a court, the remainder of the ordinance shall be effective.

#### **17.46.180 Definitions**

**DEVELOPMENT** means any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving excavation or drilling operations or storage of equipment or materials.

**FLOOD BOUNDARY AND FLOODWAY MAP** means an official map of a community issued by FEMA that depicts, based on detailed analyses, the boundaries of the 100-year and 500-year floods and the 100-year floodway.

**FLOOD HAZARD BOUNDARY MAP (FHBM)**. An official map of a community issued by the Federal Insurance Administrator, where the boundaries of the flood and related erosion areas having special hazards have been designated as Zone A or E.

**FLOODWAY**. The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than the designated height.

**FUNCTIONALLY DEPENDENT USE** means a use that cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and ship building and ship repair facilities, but does not include long-term storage or related manufacturing facilities.

**HIGHEST ADJACENT GRADE** means the highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure.

**HISTORIC STRUCTURE** means any structure that is:

- (a) Listed individually in the National Register of Historic Places (a listing maintained by the Department of the Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;
- (b) Certified for preliminarily determined by the Secretary of the Interior as to contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;



- (c) Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior; or
- (d) Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified as either:
  - (1) By an approved state program as determined by the Secretary of the Interior or
  - (2) Directly by the Secretary of the Interior in states without approved programs.

**NEW CONSTRUCTION.** Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction, including any subsequent improvements to such structures. New construction includes work determined to be substantial improvement.

**RECREATIONAL VEHICLE** means a vehicle which is:

- (a) Built on a single chassis;
- (b) 400 square feet or less when measured at the largest horizontal projection;
- (c) Designed to be self-propelled or permanently towable by a light duty truck; and
- (d) Designed primarily not for use as a permanent dwelling but temporary living quarters for recreational, camping, travel, or seasonal use.

**REGULATORY FLOODWAY** – see FLOODWAY.

**SPECIAL FLOOD HAZARD AREA.** The land area subject to flood hazards and shown on a Flood Insurance Rate Map or other flood hazard map as Zone A, AE, A1-30, A99, AR, Ao, AH, V, VO, VE, or V1-30.

**START OF CONSTRUCTION.** The date of issuance for new construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns.

Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual “start of construction” means the first alteration of any wall, ceiling, floor or other structural part of a building, whether or not that alteration affects the external dimensions of the building.

**STRUCTURE** means, for floodplain management purposes, a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home.

**SUBSTANTIAL REPAIR OF A FOUNDATION.** When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation

measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building official shall determine it to be substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR. [As amended by MA 9<sup>th</sup> Edition Building Code]

VARIANCE means a grant of relief by a community from the terms of flood plain management regulation. [US Code of Federal Regulations, Title 44, Part 59]

VIOLATION means the failure of a structure or other development to be fully compliant with the community's flood plain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in Section 60.3 is presumed to be in violation until such time as that documentation is provided. [US Code of Federal Regulations, Title 44, Part 59]

### **DEFINITIONS OF FLOOD ZONES:**

ZONE A means an area of special flood hazard without water surface elevations determined.

ZONE A1-30 and ZONE AE means area of special flood hazard with water surface elevations determined.

ZONE AH means areas of special flood hazards having shallow water depths and/or unpredictable flow paths between (1) and (3) feet, and with water surface elevations determined.

ZONE AO means area of special flood hazards having shallow water depths and/or unpredictable flow paths between (1) and (3) feet (Velocity flow may be evident; such flooding is characterized by ponding or sheet flow)

ZONE A99 means area of special flood hazard where enough progress has been made on a protective system, such as dikes, dams, and levees, to consider it complete for insurance rating purposes. (Flood elevations may not be determined)

Zone B, C, AND X means areas of minimal or moderate flood hazards or areas of future conditions flood hazard. (Zone X replaces Zones B and C on new and revised maps)

ZONE V means area of special flood hazards without water surface elevations determined, and with velocity, that is inundated by tidal floods (coastal high hazard area)

ZONE V1-30 and ZONE VE means area of special flood hazards, with water surface elevations determined and with velocity, that is inundated by tidal floods (coastal high hazard area)

Pursuant to Mass. Gen. Law Chapter 43, Section 23, in as much as the full text of the proposed zoning ordinance (**CZ-24-04**) exceeds eight pages in length, the full text of the aforementioned zoning ordinance amendment is available online at [www.revere.org/departments/city-clerk](http://www.revere.org/departments/city-clerk), and on file and available for public inspection in the office of the City Clerk, Revere City Hall, Revere, Massachusetts, Monday through Thursday from 8:00AM to 5:00PM and on Friday

8:00AM-12:00PM. Proponent/opponent testimony will be accepted in writing on or before May 14, 2024. Testimony can be submitted via email to [amelnik@revere.org](mailto:amelnik@revere.org).

Attest:  
Ashley E. Melnik  
City Clerk

Attest:  
Megan Simmons-Herling  
Planning Board, Chair

Revere Journal  
Send invoice to: [amelnik@revere.org](mailto:amelnik@revere.org)  
4/24/2024  
5/01/2024

**An Ordinance Further Amending Appendix, Table III of the Revised Ordinances of the City of Revere**

*Be it ordained by the City of Revere as follows:*

**Section 1.** Appendix, Table III – Salaries of the Revised Ordinances of the City of Revere is hereby amended by deleting Table III in its entirety and inserting in place thereof the following new table:

Table III – Full-Time Employees Not Represented by Collective Bargaining

Sections:

- A. Scope
- B. Definitions
- C. Rates of Compensation
- D. Longevity Compensation
- E. Salary Schedule – Non-Elected Employees Not Represented by a Collective Bargaining Agreement.
- F. Salary Schedule – Mayor, City Council, and Legislative Branch Employees
- G. Salary Schedule – Boards and Commissions
- H. Increases in perpetuity

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**A. Scope**

The provisions of this division shall cover all full-time employees of the city not represented by a collective bargaining agreement.

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**B. Definitions**

1. “Full-time employee(s)” shall mean an employee of the City of Revere who is hired to work twenty (20) hours or more in a single workweek.
  2. “Years of service” shall mean years of service as a full-time employee of the City of Revere.
- 

**C. Rates of compensation – Unlisted Positions**

An employee whose title is not listed in Sections E through G of this division shall receive such compensation as the mayor and city council provide.

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#### D. Longevity Compensation

1. Beginning with the first full pay period following the completion of the years of service as set out in subsection 2 of this section, each permanent, full-time employee of the City of Revere, under this division shall receive as an annual rate, in addition to the maximum salary provided for in the schedules set forth in Sections E through G, additional compensation as set out in this section.

2.

<b>Years of Employment Completed</b>	<b>Additional Compensation</b>
9 years of continuous employment	\$1,000
10 years of continuous employment	\$1,100
11 years of continuous employment	\$1,200
12 years of continuous employment	\$1,300
13 years of continuous employment	\$1,400
14 years of continuous employment	\$1,600
15 years of continuous employment	\$1,800
16 years of continuous employment	\$2,000
17 years of continuous employment	\$2,200
18 years of continuous employment	\$2,400
19 years of continuous employment	\$2,600
20 years of continuous employment	\$2,800
21 years of continuous employment	\$3,000
22 years of continuous employment	\$3,200
23 years of continuous employment	\$3,400
24 years of continuous employment	\$3,600
25 years of continuous employment	\$3,800
26 years of continuous employment	\$4,000
27 years of continuous employment	\$4,200
28 years of continuous employment	\$4,400
29 years of continuous employment	\$4,600
30 years of continuous employment	\$4,800
31 years of continuous employment	\$5,000
32 years of continuous employment	\$5,200
33 years of continuous employment	\$5,400
34 years of continuous employment	\$5,600
35 years of continuous employment	\$5,800
36 years of continuous employment	\$6,000
37 years of continuous employment	\$6,200
38 years of continuous employment	\$6,400
39 years of continuous employment	\$6,600
40 years of continuous employment	\$6,800

3. Interruption of such employment for the purpose of performing military service shall not be deemed to break the continuity of service with the departments of the city under this division; provided, that no employment, other than military service, is entered into by the employee during the period of such interruption.

4. Interruption of such employment for superannuating retirement purposes shall not be deemed to break the continuity of years of service as used herein for purpose of calculation of the years of service of subsection (D).
5. Payments for longevity shall be suspended to employees who fail to actually work during any consecutive thirty-day period, exclusive of vacation time.
6. This section (D) Longevity Compensation shall apply to each, and every employee and elected official first employed by the City of Revere on or after the effective date of this ordinance.

**E. Salary Schedule – Non-Elected Employees Not Represented by a Collective Bargaining Agreement.**

**Exempt Employees**

Position	3% - 7/1/23	0.75% – 7/1/24	3% - 7/1/24
CHIEF OF STAFF	130,764	131,745	135,698
EXECUTIVE ASSISTANT	77,500	78,081	80,424
COMMUNICATIONS ASSOCIATE	62,000	62,465	64,339
MAYOR’S AIDE	57,818	58,252	59,999
HUMAN RESOURCES DIRECTOR	97,850	98,584	101,541
SENIOR GENERALIST	78,775	79,366	81,747
HEALTH BENEFITS ADMIN	63,788	64,266	66,194
CITY AUDITOR/BUDGET DIRECTOR	152,887	154,033	158,654
ASST BUDGET DIRECTOR	89,167	89,835	92,530
GRANT ADMIN/INTERNAL AUDITOR	98,345	99,083	102,056
COLLECTOR/TREASURER	105,216	106,006	109,186
CITY SOLICITOR	120,736	121,641	125,290
ASSISTANT SOLICITOR	113,381	114,232	117,659
ASSISTANT CLERK/PARALEGAL	64,176	64,657	66,597
POLICY WRITER AND ANALYST	72,106	72,647	74,826
CHIEF OF PLANNING AND DVLPMT	131,045	132,028	135,989
CITY ENGINEER	125,000	125,938	129,716
POLICE CHIEF	188,436	189,849	195,545
SUPERINTENDENT	138,049	139,084	143,256
ASST SUPERINTENDENT DPW – GEN	115,000	115,863	119,338
ASST SUPERINTENDENT W/S	115,000	115,863	119,338

Attachment: ParitySalaryOrdinance.AsReportedOutofCommittee05062024 (24-137 : Table III Amendment)

CHIEF OF HEALTH & HUMAN SERVICES	123,600	124,527	128,263
DIR OF WORKFORCE DVLPMT	126,000	126,945	130,753

**Exempt Employees at 16 YR STEP**

Position	3% - 7/1/23	0.75% – 7/1/24	3% - 7/1/24
CHIEF OF STAFF	137,303	138,333	142,483
EXECUTIVE ASSISTANT	81,375	81,985	84,445
COMMUNICATIONS ASSOCIATE	65,100	65,588	67,556
MAYOR’S AIDE	60,709	61,164	62,999
HUMAN RESOURCES DIRECTOR	102,743	103,514	106,619
SENIOR GENERALIST	82,714	83,334	85,834
HEALTH BENEFITS ADMIN	66,977	67,479	69,504
CITY AUDITOR/BUDGET DIRECTOR	160,531	161,735	166,587
ASST BUDGET DIRECTOR	93,625	94,327	97,157
GRANT ADMIN/INTERNAL AUDITOR	103,263	104,037	107,159
COLLECTOR/TREASURER	115,477	116,343	119,833
CITY SOLICITOR	132,589	133,583	137,591
ASSISTANT SOLICITOR	119,050	119,943	123,541
ASSISTANT CLERK/PARALEGAL	67,385	67,890	69,927
POLICY WRITER AND ANALYST	75,711	76,279	78,567
CHIEF OF PLANNING AND DVLPMT	137,598	138,630	142,789
CITY ENGINEER	131,250	132,234	136,201
POLICE CHIEF	197,858	199,342	205,322
SUPERINTENDENT	144,951	146,038	150,419
ASST SUPERINTENDENT DPW – GEN	120,750	121,656	125,305
ASST SUPERINTENDENT W/S	120,750	121,656	125,305
CHIEF OF HEALTH & HUMAN SERVICES	129,780	130,753	134,676
DIR OF WORKFORCE DVLPMT	132,300	133,292	137,291

**F. SALARY SCHEDULE – MAYOR, CITY COUNCIL, AND LEGISLATIVE BRANCH EMPLOYEES**

**1. Elected**

Position	7/1/23	7/1/24
MAYOR	149,350	167,500
CITY COUNCILLOR	20,783	25,000
CITY COUNCIL PRESIDENT	23,098	28,000

Attachment: ParitySalaryOrdinance.AsReportedOutofCommittee05062024 (24-137 : Table III Amendment)

**2. Legislative Branch**

Position	3% - 7/1/23	0.75% - 7/1/24	3% - 7/1/24
CITY CLERK	100,472	101,225	104,262
CITY CLERK 16 YR STEP	105,495	106,287	109,475
ASSISTANT CITY CLERK	75,000	75,000	77,250
ASSISTANT CITY CLERK 16 YR STEP	78,750	78,750	81,113
CLERK OF COUNCIL	7,591	7,648	7,877
CLERK OF COUNCIL 16 YR STEP	7,970	8,030	8,271
CLERK OF COMMITTEE	7,591	7,648	7,877
CLERK OF COMMITTEE 16 YR STEP	7,970	8,030	8,271

**G. SALARY SCHEDULE – BOARDS AND COMMISSIONS.**

The foregoing salary schedule applies to members of the Zoning Board of Appeals, Conservation Commission, Board of Election Commissioners, Board of Health, Library Board of Trustees, License Commission, Planning Board, and Commission on Disabilities.

**Boards and Commissions**

Position	7/1/23	7/1/24
Zoning Board of Appeals Clerk	6,000	12,000
ADA Chairman	4,300	4,300
<b>Other Boards:</b>		
Board Chairman	3,200	3,200
Board Member	1,600	1,600
<b>Conservation Commission, Board of Health, License Commission, Traffic Commission:</b>		
Clerk	6,000	6,000

**H. Increases in perpetuity.**

Any and all salary percentage increases that are negotiated between the City of Revere and the Laborer’s Union (Local 22) via a collective bargaining agreement shall be applied to the exempt employees herein.

Attachment: ParitySalaryOrdinance.AsReportedOutofCommittee05062024 (24-137 : Table III Amendment)





**CITY OF REVERE**  
**PATRICK M. KEEFE JR.**  
Mayor

March 6, 2024

Honorable City Council  
Revere City Hall  
281 Broadway  
Revere, MA 02151

Dear Members of the Honorable City Council,

I write to inform you of my reappointment of Paul Barrasso to the position of Assistant Harbormaster. In accordance with M.G.L. c. 102 § 19 and Chapter 2.33 of the Revised Ordinances of the City of Revere. I am reappointing Mr. Barrasso to a three-year term which is set to expire in March of 2027.

Regards,

Patrick M. Keefe Jr.

Attachment: Paul Barrasso (24-122 : Reappointment of Paul Barrasso as Assistant harbormaster)



## CITY OF REVERE

Patrick M. Keefe Jr.  
Mayor

April 8, 2024

Honorable City Council  
Revere City Hall  
281 Broadway  
Revere, MA  
02151

Members of the Honorable City Council:

I am writing to inform you of my reappointment of Mr. John Cammarata to the Election Commission of the City of Revere. He has served admirably in his role as the Chair, and I am confident he will continue to do so. The re-appointed term shall be for four years, effective upon his swearing-in and expiring on April 3, 2028.

Please do not hesitate to reach out to my office with any questions.

Regards,

Patrick M. Keefe, Jr.

CC:  
Paul Fahey, Election Commissioner  
Ashley Melnik, City Clerk



**CITY OF REVERE**  
**PATRICK M. KEEFE JR.**  
Mayor

April 18, 2024

Honorable City Council

Revere City Hall  
281 Broadway  
Revere, MA 02151

Dear Members of the Honorable City Council,

I write to inform you of my appointment of Ms. Leah Hoffman to the Planning Board. In accordance with MGL Chapter 41 Section 81A, I am appointing Leah to a term of three years, effective upon the date of the Oath of Office and expiring on May 1, 2027.

Leah's extensive experience in complex project management, commercial construction, and business operation make her more than qualified to contribute meaningfully to conversations and decisions surrounding planning in the City of Revere.

Regards,

Patrick M. Keefe Jr.

Attachment: Leah Hoffman Appointment Letter and Resume (24-143 : Appointment of Leah Hoffman to the Planning Board)

Leah D. Hoffman  
 92 Atwood St.  
 Revere, Massachusetts  
 978-335-4661  
 Hoffman.Leah24@gmail.com

### Objective

Seeking a position in which I can utilize my extensive operations/project management, interpersonal, leadership, and organizational skills.

### Professional Experience

**Colliers International - Project Leaders USA, Boston, Massachusetts** 01/2024 - Present  
**Senior Project Manager**  
 Harvard University, Undergraduate House Renewal - Adams House, Phase 3 Project.

**Thomas G. Gallagher, Inc., Waltham, Massachusetts** 01/2023 – 01/2024  
**Senior Project Manager**

- Exhibits all the qualities of a project manager as well as being able to participate in designated project team's planning & management.
- Mentor and supervise direct reports which now includes project managers as well as assistant project managers, project administrators, and coops.
- Successfully manage multiple projects across HVAC/Plumbing/Fire Protection trades, simultaneously, with contract values ranging from \$500K to \$40 million, from pre-construction, construction, close out & post construction service phases.  
 Collective value of projects run at a single time is approximately \$100 million.
- Oversee multiple departments within the project team which include operations, CAD, safety, and field operations.
- Provide senior overview and input for project schedules during project turnover efforts and execution of work.

**Thomas G. Gallagher, Inc., Waltham, Massachusetts** 11/2019 – 12/2022  
**Project Manager**

- Successfully manage multiple HVAC/Plumbing/Fire Protection projects simultaneously with contract values ranging from \$500K to \$40 million.
- Primary point of contact between construction manager/GC, clients, subcontractors, field staff, BIM/CAD staff, vendors, and other internal project members.
- Identify milestone activities, create internal short-term & long-term look ahead schedules, create project labor plans, to maintain project schedules.
- Track, project, and influence project performance from both a financial and physical installation standpoint.
- Oversee CAD/BIM team members to ensure proper coordination of building, as well as identify pre-fabrication opportunities.
- Create a schedule of values and prepare monthly billing requisitions to maintain a positive cashflow.
- Develop scopes of work for subcontractors/vendors and confirm compliance with project requirements/design specifications.
- Review, distribute and price project bulletins/addendums as well as other scope changes.
- Lead and participate in schedule, coordination, and management meetings as necessary to monitor and manage the project, both internal meetings and external with general contractor/design team/owner's rep/end user.
- Upon project completion review final project financials, resolve all outstanding invoices, and analyze project costs for use in planning and budget development for future work.
- Mentor and supervise direct reports which includes assistant project managers, project administrators, and coops.
- Establish annual performance goals for direct reports and conduct timely, meaningful verbal/written performance evaluations.

**Thomas G. Gallagher, Inc., Waltham, Massachusetts**  
**Assistant Project Manager**

07/2017 – 11/2019

- Manage, create, and track project documentation such as RFIs, drawings, schedules, submittals, vendor/subcontractor purchase orders, & change orders.
- Write and issue all RFIs; following up to ensure timely responses are provided by the Architects/Engineers. Information is distributed appropriately to the field and to affected subcontractors and vendors.
- Procure, review, submit and track submittal status. Distribute submittals to project team and subcontractors in a timely manner and cross check the submittal log against the procurement schedule.
- Assist in communicating accurate project/procurement schedule information to subcontractors/suppliers regarding schedule dates, drawing updates and coordination among all trades.
- Collect and compile project closeout documentation, such as O&Ms, warranties, valve tag charts, testing reports and certifications for submission to clients.
- Assist with closeout process, which includes equipment start-up, commissioning, and owner training scheduling and oversee punch list process.
- Attend coordination and project progress meetings, and serve as a resource for subcontractors, architects, engineers, and superintendents.
- Aid multiple project managers with tasks as needed such as typing and distributing meeting minutes, procuring proposals from sub-contractors, and performing quantity take-offs.
- Maintain and manage all purchase and delivery schedules, ROJ logs, change order processes, shop drawings, contract document control logs, and project correspondence.

**Caruso & McGovern Construction Inc., Georgetown, Massachusetts**  
**Operations Manager/Project Manager**

12/2011 – 07/2017

- Supervise and direct an immediate team of seven employees and oversee the work of eight foremen and their corresponding crews.
- Lead PM for planning, managing, and delivering multiple projects with our \$10M per year annual underground utilities service contract with National Grid.
- Oversee performance of project including status, schedule, cost control & change management.
- Attend & lead project meetings such as progress meetings, pre-construction, and pre-award.
- Create & maintain project schedules as well as develop and implement job tracking procedures for projects.
- Perform take-offs and develop estimates from construction documents.
- Prepare RFP/RFB responses for both private businesses and local governments.
- Maintain project submittals and change orders as jobs progress.

**Education**

**Salem State University, Salem, Massachusetts**

2007 – 2011

- Bachelor of Science in Psychology.
- GPA: 3.5
- Maintained Dean's List.

**Skills/Licensures/Accomplishments**

- PWC USA 40 Under 40 Recipient (2020)
- AGCMA Emerging Leaders Development Series (2021, 2022)
- AGCMA BWiC Emerging Leader Award (2022)
- AGCMA Industry Advancement Award (2023)
- AGCMA BWiC Committee, Chairperson (2023)
- AGCMA Committee for Diversity, Equity & Inclusion, Committee Member
- AGCMA Construction Leadership Council, Committee Member
- OSHA 10
- Microsoft Office Suite
- Auto CAD/Navisworks/BIM 360
- Timberline/Sage
- Procure

- Bluebeam

That the City Council order to a public hearing the following proposed amendment to the Revised Ordinances of the City of Revere:

**AN ORDINANCE PROVIDING FOR INTERPRETATION SERVICES FOR PUBLIC MEETINGS AND PUBLIC DOCUMENTS**

*Be it ordained by the City of Revere as follows:*

Section 1. Section 2.03.050 of the Revised Ordinances of the City of Revere is hereby amended by inserting the following new sub-section:

F. Interpretation Services for Public Meetings

- i. The purpose of this section is to ensure inclusivity and accessibility by providing language interpretation services for meetings of public bodies. Said interpretation must meet the following requirements:
  - a. Public meetings shall be interpreted from English to at least one language other than English.
  - b. The language other than English shall be determined by the data from the latest Federal Census and serve the next most spoken language other than English in the city first.
  - c. The interpretation shall be triggered if at least 10% of the city's population speaks the said language.
- ii. All city departments shall provide interpreted documents such as a public notifications or pamphlets in at least one language other than English.
  - a. All public notifications shall be interpreted from English to at least one language other than English.
  - b. The language other than English shall be determined by the data from the latest Federal Census and serve the next most spoken language other than English in the city first.
  - c. The interpretation shall be triggered if at least 10% of the city's population speaks the said language.
- iii. The City shall arrange for professional interpretation services to be available at all public meetings. Translation services shall include, not limited to, simultaneous interpretation during the meeting.
- iv. The City shall develop and implement a plan outlining procedures for interpretation services. The plan shall be made publicly available on the City's official website.
- v. The City shall engage qualified and certified interpreters for said language interpretation services. Interpreters should possess linguistic and cultural proficiency and familiarity with local government terminology.
- vi. The City shall provide notice to the public about the availability of interpretation services at public meetings through various channels, including the official website, public announcements, and printed materials. Notice shall include information on how to request specific language assistance.

- vii. Funding for interpretation services shall be allocated in the City's annual budget, and necessary resources shall be provided to ensure the effective implementation of this ordinance.
- viii. This ordinance shall take effect on July 1, 2024.



**AN ORDINANCE PROVIDING FOR INTERPRETATION AND TRANSLATION SERVICES FOR PUBLIC MEETINGS AND PUBLIC DOCUMENTS:**

*Be it ordained by the City of Revere as follows:*

Section 1. Section 2.03.050 of the Revised Ordinances of the City of Revere is hereby amended by inserting the following new sub-section:

F. Interpretation Services for Public Meetings.

1. Definitions

- a. "Interpretation" or "interpretation services" shall mean the act of a qualified interpreter communicating live conversation from the source language into the target language.
- b. "Public body," pursuant to M.G.L. c. 30A §§ 18-25, shall mean a multiple-member board, commission, committee or subcommittee within the executive or legislative branch or within any county, district, city, region or town, however created, elected, appointed or otherwise constituted, established to serve a public purpose; provided, however, that the governing board of a local housing, redevelopment or other similar authority shall be deemed a local public body; provided, further, that the governing board or body of any other authority established by the general court to serve a public purpose in the commonwealth or any part thereof shall be deemed a state public body; provided, further, that "public body" shall not include the general court or the committees or recess commissions thereof, bodies of the judicial branch or bodies appointed by a constitutional officer solely for the purpose of advising a constitutional officer and shall not include the board of bank incorporation or the policyholders protective board; and provided further, that a subcommittee shall include any multiple-member body created to advise or make recommendations to a public body.
- c. "Public meeting," pursuant to M.G.L. c. 30A §§ 18-25, shall mean a deliberation by a public body with respect to any matter within the body's jurisdiction, provided, however, "meeting" shall not include:
  - i. an on-site inspection of a project or program, so long as the members do not deliberate;
  - ii. attendance by a quorum of a public body at a public or private gathering, including a conference or training program or a media, social or other event, so long as the members do not deliberate;

iii. attendance by a quorum of a public body at a meeting of another public body that has complied with the notice requirements of the open meeting law, so long as the visiting members communicate only by open participation in the meeting on those matters under discussion by the host body and do not deliberate;

iv. a meeting of a quasi-judicial board or commission held for the sole purpose of making a decision required in an adjudicatory proceeding brought before it; or

v. a session of a town meeting convened under section 9 of chapter 39 which would include the attendance by a quorum of a public body at any such session.

d. "Public notification" shall mean any document disseminated by a city department for public consumption.

e. "Translation" or "translation services" shall mean the act of a qualified translator converting written content from the source language into the target language.

2. The purpose of this section is to ensure inclusivity and accessibility by providing language interpretation and translation services for ~~meetings of public bodies-meetings~~ and documents. Said interpretation and translation services ~~must~~ shall meet the following requirements:

a. Public meetings shall be interpreted from English to at least one language other than English.

~~b. The language other than English shall be determine by the data from the latest Federal Census and serve the next most spoken language other than English in the city first.~~

~~e-b.~~ The use of interpretation shall be triggered if at least 10% of the city's population speaks the said language according to the US Census' American Community Survey 5-

3. All city departments shall provide ~~interpreted~~ translated documents including but not limited to ~~such as~~ public notifications or informational pamphlets in a language other than English.

a. All public notifications shall be ~~interpreted~~ translated from English to at least one language other than English.

~~b. The language other than English shall be determine by the data from the latest Federal Census and serve the next most spoken language other than English in the city first.~~

eb. The use of ~~interpretation~~ translation shall be triggered if at least 10% of the city's population speaks the said language according to the US Census' American Community Survey.

Commented [C11]: same comment from the previous section

4. The City shall arrange for professional interpretation services to be available at all public meetings in accordance with the provisions set out by sub-section 2.03.050(2). ~~Translation~~ Interpretation services shall include but are not limited to simultaneous interpretation during the meeting. The City shall require reasonable qualifications, including but not limited to certification from interpreters.

5. The City shall develop and implement a plan, called the Language Access Plan, outlining procedures for interpretation and translation services. The plan shall be made publicly available on the City's official website.

~~6. The City shall engage qualified and certified interpreters for said language interpretation services. Interpreters should possess linguistic and cultural proficiency and familiarity with local government terminology.~~

Commented [C12]: This sub-section was deleted and condensed within sub-section 4. Less is more in an ordinance; its sufficient to simply say the City shall require certain qualifications and or certification.

6. The City shall provide ~~notice to the public~~ public notice about of the availability of interpretation services at public meetings through various channels, including but not limited to the official City website, public announcements, and printed materials. Notice shall include information on how to request specific language assistance.

7. Funding for interpretation and translation services shall be allocated in the City's annual budget, and necessary resources shall be provided to ensure the effective implementation of this ordinance.

8. This ordinance shall take effect on July 1, 2024.

Dear Honorable Council Members,

I am writing to commend the Revere City Council's commitment to inclusivity, particularly the recent proposal for an ordinance providing interpretation services for all public meetings and translation for all city documents.

While the intention is admirable, I would like to offer some considerations to enhance the comprehensiveness of the proposed approach for council order 24-061 "An ordinance providing interpretation services for public meetings and public documents."

Firstly, it's crucial to acknowledge the potential challenges associated with the ordinance, especially considering the lofty price tag that interpretation services "for all live meetings" might entail. The City has already demonstrated its dedication to linguistic inclusivity through the provision of city translation devices for meetings upon request and in-person interpretation services at city hall.

While the ordinance aims to enhance inclusivity, here are my concerns how this ordinance might not be fully inclusive:

**Language Limitations:** The ordinance focuses on the second most spoken language based on census data. This may overlook smaller linguistic communities, potentially leaving them without adequate interpretation services, thereby excluding them.

**Dynamic Language Shifts:** Relying solely on census data might not capture dynamic language shifts within the community. Emerging language needs may be overlooked, leading to potential exclusion.

**Accessibility Barriers:** Despite offering interpretation services, individuals who speak languages beyond the prioritized one may still face accessibility barriers, hindering their full participation in public meetings and understanding of documents.

**Cultural Competence:** While interpreters are required to possess linguistic proficiency, cultural competence is equally vital. Failure to consider this aspect may result in a lack of understanding of diverse cultural nuances, potentially excluding certain communities.

**Communication Gaps:** Public awareness efforts may not reach all residents, leading to communication gaps. Some individuals might not be aware of the available interpretation services, making the city's communication less inclusive.

**Exclusion of Non-English Speakers:** The ordinance primarily addresses non-English speakers. However, it might not fully encompass individuals who are proficient in English but may still face barriers due to legal or technical language complexities in public documents.

**Potential Stigmatization:** Prioritizing specific languages based on demographic data might unintentionally stigmatize smaller linguistic communities, making them feel less valued or recognized by the city.

With a significant portion of the 10% category, the city has demonstrated resource efficiency in addressing the linguistic needs of a substantial part of its population. The existing translation efforts by the city have been effective in meeting the language needs of the community, reducing the necessity for additional interpretation services. Instead of expanding Interpretation services, resources could be redistributed to address other pressing needs within the community or to enhance existing services.

To optimize resources and ensure a more adaptive and inclusive framework, I propose the following:

**Community Engagement:** Actively engage with the community to identify language preferences and ensure that interpretation services align with the evolving linguistic landscape.  
(For instance, there are 33 different languages spoken at the homes of Revere Public School Students).

**Tailored Solutions:** Customize language support based on community feedback and specific requirements, acknowledging that a one-size-fits-all approach may not cater to the unique linguistic needs of diverse communities.

**Continuous Evaluation:** Establish a system for continuous evaluation and adaptation of language services based on community feedback and demographic changes.

**Multifaceted Outreach:** Expand public awareness efforts to reach all corners of the community through collaboration with community organizations, local media, and educational institutions.

**Legal Accessibility:** Ensure that legal documents are not only translated but also presented in a comprehensible manner, addressing potential barriers posed by legal jargon.

It's important to note that the city's existing provision of translation devices and in-person interpretation services at City Hall is commendable. Building upon these initiatives and incorporating the proposed considerations will contribute to a more holistic and effective approach to linguistic inclusivity.

I believe that the proposed enhancements can be implemented within existing resources, ensuring a balance between inclusivity and fiscal responsibility without needing a city ordinance in place.

Thank you for your dedication to creating an inclusive community, and I appreciate your consideration of these suggestions. I look forward to witnessing the continued progress towards a more linguistically diverse and accessible city.

Sincerely,



Steven Morabito  
Director of Diversity, Equity, and Inclusion  
281 Broadway  
Revere, MA 02151

**AN ORDINANCE PROVIDING FOR INTEPRETATION AND TRANSLATION SERVICES FOR PUBLIC MEETINGS AND PUBLIC DOCUMENTS:**

*Be it ordained by the City of Revere as follows:*

Section 1. Section 2.03.050 of the Revised Ordinances of the City of Revere is hereby amended by inserting the following new sub-section:

F. Interpretation Services for Public Meetings.

1. Definitions

- a. "Interpretation" or "interpretation services" shall mean the act of a qualified interpreter communicating live conversation from the source language into the target language.
- b. "Public body," pursuant to M.G.L. c. 30A §§ 18-25, shall mean a multiple-member board, commission, committee or subcommittee within the executive or legislative branch or within any county, district, city, region or town, however created, elected, appointed or otherwise constituted, established to serve a public purpose; provided, however, that the governing board of a local housing, redevelopment or other similar authority shall be deemed a local public body; provided, further, that the governing board or body of any other authority established by the general court to serve a public purpose in the commonwealth or any part thereof shall be deemed a state public body; provided, further, that "public body" shall not include the general court or the committees or recess commissions thereof, bodies of the judicial branch or bodies appointed by a constitutional officer solely for the purpose of advising a constitutional officer and shall not include the board of bank incorporation or the policyholders protective board; and provided further, that a subcommittee shall include any multiple-member body created to advise or make recommendations to a public body.
- c. "Public meeting," pursuant to M.G.L. c. 30A §§ 18-25, shall mean a deliberation by a public body with respect to any matter within the body's jurisdiction, provided, however, "meeting" shall not include:
- i. an on-site inspection of a project or program, so long as the members do not deliberate;
  - ii. attendance by a quorum of a public body at a public or private gathering, including a conference or training program or a media, social or other event, so long as the members do not deliberate;

iii. attendance by a quorum of a public body at a meeting of another public body that has complied with the notice requirements of the open meeting law, so long as the visiting members communicate only by open participation in the meeting on those matters under discussion by the host body and do not deliberate;

iv. a meeting of a quasi-judicial board or commission held for the sole purpose of making a decision required in an adjudicatory proceeding brought before it; or

v. a session of a town meeting convened under section 9 of chapter 39 which would include the attendance by a quorum of a public body at any such session.

d. "Public notification" shall mean any document disseminated by a city department ~~for public consumption~~ that is critical for ensuring meaningful access to the city's major activities and programs by beneficiaries generally.

e. "Translation" or "translation services" shall mean the act of a qualified translator converting written content from the source language into the target language.

2. The purpose of this section is to ensure inclusivity and accessibility by providing language interpretation and translation services for ~~meetings of public bodies~~ meetings and documents. Said interpretation and translation services ~~must~~ shall meet the following requirements:

~~a. Public meetings shall be interpreted from English to at least one language other than English.~~

~~b. The language other than English shall be determine by the data from the latest Federal Census and serve the next most spoken language other than English in the city first.~~

~~e-b.a.~~ The use of interpretation shall be triggered if at least 10% of the city's population speaks the said language according to the US Census' American Community Survey 5-

3. All city departments shall provide ~~interpreted~~ translated documents including but not limited to ~~such as~~ public notifications or informational pamphlets in ~~a language other than English~~ the language(s) as described below:-

~~a. All public notifications shall be interpreted translated from English to at least one language other than English.~~

Commented [D01]: Edit wording

~~b. The language other than English shall be determine by the data from the latest Federal Census and serve the next most spoken language other than English in the city first.~~

~~eb. The use of **interpretation translation for public notifications** shall be triggered if **5% or 1,000 people at least 10%** of the city's population speaks the said language according to the US Census' American Community Survey.~~

4. The City shall arrange for professional interpretation services to be available at all public meetings **in accordance with the provisions set out by sub-section 2.03.050(2).** ~~Translation~~ Interpretation services shall include **but are not limited to** simultaneous interpretation during the meeting. **The City shall require reasonable qualifications, including but not limited to certification from interpreters.**

5. The City shall develop and implement a plan, called the Language Access Plan, outlining procedures for interpretation and translation services. The plan shall be made publicly available on the City's official website.

~~6. The City shall engage qualified and certified interpreters for said language interpretation services. Interpreters should possess linguistic and cultural proficiency and familiarity with local government terminology.~~

6. The City shall provide ~~notice to the public~~ **public notice about** of the availability of interpretation services at public meetings through various channels, including **but not limited to** the official **City** website, public announcements, and printed materials. Notice shall include information on how to request specific language assistance.

7. Funding for interpretation **and translation** services shall be allocated in the City's annual budget, and necessary resources shall be provided to ensure the effective implementation of this ordinance.

8. This ordinance shall take effect on July 1, 2024.

**Commented [C12]:** same comment from the previous section

**Commented [C13]:** This sub-section was deleted and condensed within sub-section 4. Less is more in an ordinance; its sufficient to simply say the City shall require certain qualifications and or certification.



**AN ORDINANCE PROVIDING FOR INTEPRETATION AND TRANSLATION  
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d. "Public notification" shall mean any document disseminated by a city department that is critical for ensuring meaningful access to the city's major activities and programs by beneficiaries generally.

e. "Translation" or "translation services" shall mean the act of a qualified translator converting written content from the source language into the target language.

2. The purpose of this section is to ensure inclusivity and accessibility by providing language interpretation and translation services for public meetings and documents. Said interpretation and translation services shall meet the following requirements:

a. The use of interpretation shall be triggered if at least 10% of the city's population speaks the said language according to the US Census' American Community Survey.

3. All city departments shall provide translated documents including but not limited to public notifications or informational pamphlets in the language(s) as described below:

a. The use of translation for public notifications shall be triggered if 5% or 1,000 people of the city's population speaks the said language according to the US Census' American Community Survey.

4. The City shall arrange for professional interpretation services to be available at all public meetings in accordance with the provisions set out by sub-section 2.03.050(2). Interpretation services shall include but are not limited to simultaneous interpretation during the meeting. The City shall require reasonable qualifications, including but not limited to certification from interpreters.

5. The City shall develop and implement a plan, called the Language Access Plan, outlining procedures for interpretation and translation services. The plan shall be made publicly available on the City's official website.

6. The City shall provide public notice of the availability of interpretation services at public meetings through various channels, including but not limited to the official City website, public announcements, and printed materials. Notice shall include information on how to request specific language assistance.
7. Funding for interpretation and translation services shall be allocated in the City's annual budget, and necessary resources shall be provided to ensure the effective implementation of this ordinance.
8. This ordinance shall take effect on July 1, 2024.



**CITY OF REVERE**  
**PATRICK M. KEEFE JR.**  
Mayor

May 1, 2024

Human Rights Commission  
Revere City Hall  
281 Broadway  
Revere, MA 02151

Dear Members of the Honorable Human Rights Commission,

I write to inform you of my appointment of Steven Morabito to the position of Director of Diversity, Equity, and Inclusion, in accordance with Section 9.28.030 of the Revised Ordinances of the City of Revere.

As an experienced City Councillor, human rights advocate, and member of the LGBTQIA+ community, I am positive that Mr. Morabito has the knowledge and skillset to assist residents in the City of Revere.

Regards,

Patrick M. Keefe Jr.

# STEVEN MORABITO

122 Suffolk Ave | Revere, MA, | 781-420-6975 | [Morabito.steven@gmail.com](mailto:Morabito.steven@gmail.com)

**Objective:** Seeking a role as the Department Director of Diversity, Equity, and Inclusion leveraging seventeen years of supermarket management, nine years of retail management, and a decade serving as a dedicated Revere City Councillor-at-Large. Eager to utilize my comprehensive experience to foster an inclusive work environment for the betterment of the City of Revere.

## Experience:

### City Council Member | City of Revere, MA | January 2014 – December 2023

- Advocated for inclusive policies.
- Spearheaded groundbreaking initiatives such as the city's first pride flag raising and pride festival.
- Supported cultural flag raisings, and commissions for marginalized communities.
- Chosen as a dignitary to MC and oversee Revere's first Juneteenth event and flag-raising, ensuring the event's success and cultural significance.
- Sponsored motions for the Human Rights Commission reinstatement, anti-bullying awareness, and abatements benefitting seniors, veterans, and individuals with mental limitations.
- Instrumental in supporting the establishment of the Commission on Disabilities, advocating for rights and accessibility.
- Creating, reviewing, and implementing policies that promote equity and inclusivity within communities.
- Engaged in policy-making decisions and represented constituents' interests.
- Exercised the legislative powers of city government, which included adopting the annual City budget, ordinances, and resolutions; setting appropriate tax levies; establishing sewer and water rates; determining other general tax and service rates,
- Managed responsibilities as a City Council Member, which involved introducing legislation, establishing City policy, and providing approval on appointments made by the mayor to City boards, commissions, and departments.

### Retail Store Manager | Staples, Inc. | January 2015 – December 2023

- Implemented strategies to accommodate diverse customer needs, ensuring an inclusive shopping environment.
- Led teams fostering an inclusive workplace culture valuing individual contributions.
- Collaborated and fostered inclusivity while assisting customers and leading a vibrant, team-oriented retail culture.
- Participated actively in the launch and implementation of new company initiatives and pilot programs aimed at enhancing customer development.
- Made a visible impact as a retail leader and business professional by driving community relationships, merchandise sales, technical services portfolio, print & marketing services, and business-to-business network within the stores.
- Provided robust leadership in community engagement, customer service, sales, and team development.
- Empowered the team to learn, grow, and deliver through teaching, coaching, and inspiration.
- Led merchandise sales, print & marketing services, and retail operations effectively.
- Drove profitable sales and margins, reducing variability, and improving year-over-year performance.
- Held oneself and the team accountable for flawless execution of operational excellence.
- Coached managers and supervisors to instill a culture of consultative selling and providing total solutions.

- Managed daily store operations, promoting diversity in hiring practices and community engagement initiatives.
- Developed inclusive strategies for engaging with local organizations and supporting community events.
- Supervised department schedules, oversaw the hiring process, and managed disciplinary actions as needed.
- Coordinated store operations during both daytime and nighttime hours, serving as a key leader and liaison among teams and various departments throughout the store.
- Collaborated with department management to prioritize and delegate tasks, ensuring efficient Front End/customer checkout operations.
- Monitored business and customer traffic, managed the appropriate number of open checkout lanes, and operated registers as needed to minimize customer wait times.
- Managed the performance of a team of Customer Service employees, offering resources, training, feedback, and development opportunities.
- Provided exceptional Customer Service to customers and employees, championing the company's values and standards throughout the store.
- Reacted promptly to arising situations, partnering with store leadership to troubleshoot operational challenges.
- Participated in and/or led special projects and assignments across the store, aiming to unify employees and enhance the Company culture.

**Education:**

- **BSBA, Management Concentration**  
Salem State University  
Graduation: 2008
- **Revere High School**  
Graduation: 1996

**Skills:**

- Diversity, Equity, and Inclusion Advocacy
- Policy Development and Implementation
- Stakeholder Collaboration
- Employee Training and Development
- Public Policy and Advocacy
- Conflict Resolution and Mediation
- Experience conducting public hearings, and engaging the community to address concerns and issues.
- Ability to build partnerships and collaborate with diverse groups, organizations, and community leaders.
- Decision-Making, negotiation, and consensus-building to reach agreements on complex and contentious issues.
- Experience in balancing multiple viewpoints and interests to drive positive change.
- Communication and Public Speaking
- Proficient in Microsoft Office Suite



**CITY OF REVERE**  
**PATRICK M. KEEFE JR.**  
Mayor

May 1, 2024

Honorable City Council  
Revere City Hall  
281 Broadway  
Revere, MA 02151

Dear Members of the Honorable City Council,

I write to inform you of my appointment of Isaac McDaniel to the position of Director of Veteran Services, in accordance with Chapter 2.69 of the Revised Ordinances of the City of Revere and MGL c. 115 § 10.

This official appointment follows an appropriate amount of time for Mr. McDaniel to get situated in this new environment. As a member of the Army service for eighteen years and counting, I am confident that Mr. McDaniel has the knowledge and skillset to assist the veterans of the City of Revere.

Regards,

Patrick M. Keefe Jr.

Attachment: Isaac McDaniel appointment Letter (24-170 : Appointment of Isaac McDaniel as Director of Veterans Services)

## Isaac C. McDaniel

Boston, MA/ +1308641-4636/ Isaac.c.McDaniel@gmail.com  
 LinkedIn [linkedin.com/in/isaacmcdaniel](https://www.linkedin.com/in/isaacmcdaniel)

### SUMMARY

Operation Officer with 18 years of experience in leadership in high-performing organizations, ranging from 100 to 20,000 personnel and an annual budget of \$100k to \$673 million. Successfully directed, managed, and led complex programs through enhanced skills in organizational design, cyber security, change management, goal-focused projected implementation, and improved Chemical, Biological, Radiologic, and Nuclear Operations expertise.

### PROFESSIONAL EXPERIENCE

**Jewish Vocational Service (JVS), Boston, MA** Jan 2022-Present

*Manager, Career Services Workforce Training & Development Division*

- Responsible for assessing requirements of current and new contracts with government, social service organizations, foundations, and Boston area businesses to provide the education, training, coaching, and career navigation services that will ensure success for our partners and clients.
- Monitors team performance and stakeholder satisfaction and makes modifications and enhancements to services by directing a leading professional staff of 4 in New England's largest workforce development organization with responsibilities to 400 + clients.
- Generates strategy and solutions in response to unforeseen and planned changes, setbacks, and challenges

**U.S. Army Maneuver Enhancement Brigade** Sept 2022-Present

*Brigade CBRN Officer (AO)*

- Responsible for CBRN planning and protection in FEMA's Regional 1
- Builds and employs operational gaps between brigade combat teams and functional support brigades
- Advise the commander with CBRN expertise for all Areas of Operation and ensure that MEB is active for rapid deployment for Homeland Response Force capacity

**U.S. Army Central Command, Shaw Airforce Base, USA** Oct 2019- Sept 2020

*Operations Executive Officer (G3)*

- Developed, planned, coordinated, integrated, and synchronized G3's General and nine directors supporting the USARCENT Campaign Plan
- Exercised Theater Security Cooperation events, contingency, and 462 combat operations
- Coordinated and synchronized Operations with USCENTCOM, HQDA, TRADOC, Sister Component Commands, Joint Staff, OSD, other Government Agencies, and Subordinate Commands at Shaw AFB, Kuwait, and other supported CPs
- Responsible for ensuring all Operational Plans and Contingency Plans are integrated and current

**U.S Special Operation Command Europe, Stuttgart, Germany** Jun 2018-Aug 2019

*Executive Officer (TSOC)*

- Oversaw and safe-kept SOCEURs property book valued at \$84M
- Advised Commandant on all property and supply matters while managing and mentoring the supply team and 34 Hand Receipt Holders
- Planned and synchronized logistical operations, requisition, management, and the cataloging of non-standard equipment throughout European theatre.



**U.S Army Africa-**, Vicenza, Italy

Jan 2017-Nov 2017

*Executive Officer (HQ)*

- Planned and executed operations for 300+ Soldiers and 132 DA civilians in Europe and Africa
- Responsible for the accountability and maintenance of 26K pieces of equipment valued at over \$30 million
- Established priorities and sustainment and rigorous maintenance program efforts for operational readiness
- Severed as USARAF's USID: Joint Humanitarian Operations Coordinator, Control Exchanger Officer, and Conventional Armed Forces in Europe (CFE) Officer

**Army National Guard, USA**

Sept 2005- Jan 2015

*Non-Commissioned Officer (Sergeant)*

- Recruited and reattained over 200+ recruits
- Conducted training over 100+ Soldiers as Sustainment Program Cadre with expertise in Anti-Terrorism and Combative-Close Combat

**EDUCATION**

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Northeastern University  
Law

Aug 2022-Present

Harvard University, Cambridge, MA  
Master's Degree in Management

Aug 2020- Jul 2021

Ashford University, Clinton, IA  
B.A. English, Concentration: Communication

Aug 2006-Dec 2008

**MEMBERSHIPS**

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- MA Real Estate Salesperson License
- Ancient and Honorable Artillery Company: Elected
- The Army Navy Club:  
Washington D.C
- Military Order of World Wars
- American Legion
- National Association of Realtors: Realtor
- Screen Actor Guild: Actor
- English Heritage

**Fluent in English, Spanish, and Italian. Conversational in Portuguese**



**CITY OF REVERE**  
**PATRICK M. KEEFE JR.**  
Mayor

May 14, 2024

Honorable City Council  
Revere City Hall  
281 Broadway  
Revere, MA 02151

Dear Members of the Honorable City Council,

I write to inform you of my appointment of Chris Ciaramella to the position of Department of Public Works Superintendent. In accordance with Chapter 2.63.020 of the Revised Ordinances of the City of Revere. I am appointing Mr. Ciaramella to a four-year term which is set start on June 6, 2024 and is set to expire on January 3, of 2028.

Regards,

Patrick M. Keefe Jr.

Attachment: C. Ciaramella Appointment (24-171 : Appointment of Chris Ciaramella to DPW Superintendent)

**Christopher Ciaramella**  
**519 Malden St.**  
**Revere, MA 02151**  
**(617) 791-3677**  
**Christopherciaramella@gmail.com**

### Education

Sept 2011- May 2015  
 Salem State University, Salem MA  
 BSBA Sociology, Concentration in Criminal Law

### Certification

- Commonwealth of MA Grade 4D Full Operator License# 30594
- CDL Class B (Tankers endorsement)
- OSHA 30
- Hoisting HE-2A HE-4E
- OSHA Confined space

### Software Skills

- Microsoft Word, Excel, PowerPoint
- Geographic Information Systems
- Mission Communications-SCADA
- Cartegraph
- Munis
- Esri Field Maps
- Citizenseve

### Work Experience

#### 2023- 2024: City of Revere Department of Public Works

*Position: Assistant Superintendent of Water & Sewer Division*

- Water Distribution 4 full license #30594
  - Responsible for Water Distribution System (3248000)
  - Complete ASR(annual statistical report) and consumer quality report.
  - Answer and fix all residents' water quality complaints. 3 major issues fixed in City to date. (reservoir disconnected, 16 inch line looped, fixed coliform issue).
  - Responsible for all City water sampling. Remove and replace testing sites on dep sampling plan and report all samples to DEP.
  - Complete DEP level 1 and level 2 assessments due to testing.
  - Rebuilt City lead and copper testing program.
  - Completed new 24 hour notice, Public notice, Public education plan.
  - Completion of all DEP new reporting paperwork, Notices, and certifications.
- Responsible for NPDES permit enactment.
- Assemble and bid water/sewer contracts
- On call 24/7 responding to all emergencies as needed
- Attends all Site Plan Review meetings.
- Handles all insurance claims on the Cities behalf.
- Responsible for City's sewer collection system, NPDES permit, SSO reporting.
- Coordinate all staff daily work with General Forman.
- Schedule and oversee all regular maintenance of city water, sewer, and drainage.
- Developed a Hydrant testing program in tandem with our Flushing program.

- Pursue and obtain all permits necessary for WSD work.
- City's primary contact for all DLS issues filed against the city.
- Maintain all safety records of WSD employees.
- Responsible for all department budgeting, and procurement of department needs from vendors.
- Signing and monitoring payroll.
- Schedule or perform all maintenance of pump stations, tide gates, booster pumps.
- Complete all permits and inspections related to: Street opening, Building, Occupancy, Demo
- Point contact for DCR, DOT, MBTA in all WSD functions.
- Working with Engineering department to provide better records improve city GIS. Esri field maps
- Deal with all Residents WSD related issues.

### **2021- 2023: City of Revere**

*Position: Construction Oversight Manager*

- Record all utility locations and uploaded to water and sewer tie card database.
- Schedule shutdowns for all contractors. Find limits and complete flyers.
- Inspect work of all contractors in the City of Revere.
- Hold drainlayers responsible for all work completed in the city.
- Work with contractors within the city to oversee and supervise building projects from commencement to completion.
- Oversight of all major bid projects in the city.
- Review and approval of all street opening permits.

### **November 2017- 2021: City of Revere Department of Public Works**

#### **Water & Sewer Division**

*Position: Drain Supervisor*

- Supervise and direct our team for daily assignments in our division to ensure tasks are completed in a timely manner with the correct specifications of the assignment.
- Handled all installation, maintenance, and repairs of sewage pump facilities.
- Engage in daily work assignments that include but are not limited to excavating/back filling trenches and culverts, repairing and replacing water mains, repairing valves and hydrants.
- Perform inspections to ensure drain layers are in compliance with the City of Revere's building and safety regulations.
- Work with vendors to oversee and direct pump maintenance.
- Prevent problems by properly planning and prioritizing work to see the big picture.
- Maintain a thorough understanding of The City of Revere's Water, Sewer, & Drain Infrastructure

### **References**

Available upon request

**An Ordinance Further Amending the Revised Ordinances of the City of Revere Establishing a Program to Divert Waste from Landfills and Incinerators to Offset Waste Disposal Costs**

*Be it ordained by the City of Revere, MA as follows:*

**Section 1.** The Revised Ordinances of the City of Revere is hereby amended by inserting the following new Chapter, Chapter 8.10 Composting Programs

- Section 8.10.010 Preamble
- Section 8.10.020 Definitions
- Section 8.10.030 Program Design
- Section 8.10.040 Enrollment
- Section 8.10.050 Metrics
- Section 8.10.060 Revolving Account

**SECTION 8.10.010 PREAMBLE**

Whereas, 30% of all waste which otherwise end up at landfills or incinerators is compostable,

Whereas, burning or landfilling said waste comes at a health and economic cost to the taxpayers of the City of Revere,

Whereas, landfilling said waste creates methane that is 56 times more potent than carbon dioxide over a 20-year period emitting over 108 metric tons of carbon dioxide equivalent,

Whereas, the City of Revere recognizes that carbon emissions and its carbon footprint contribute to climate change which is eroding our city's coastal landscape and putting homeowners and residents at a disparate risk of displacement due to loss of dwelling, caused by exacerbated flooding,

Whereas, compost by-products can replace harmful synthetic chemical fertilizers that deplete soil, produce nitrous oxide, cause a formation of smog and respiratory problems and lung damage, and kill fish and other sea life,

Whereas, diverting 30% of all waste from traditional waste disposal mechanisms can potentially save the city millions of dollars in traditional waste disposal,

The city council resolves to direct the mayor invest no less than \$125,000 a year from a mix of mitigation money, including mitigation monies from the traditional waste disposal programs, the general fund, or state, federal, or private grants, offsetting funds, toward creating and maintaining a partially or fully subsidized curb-side composting program for residents of Revere.

### **SECTION 8.10.020 DEFINITIONS**

- A. Composting - the natural process by which organic matter such as leaves and food scraps, are recycled into compost.
- B. Compost - a dark, crumbly, earthy-smelling, biologically stable soil amendment produced by the aerobic decomposition of organic materials.
- C. Compostable material - organic material that may be turned into compost.
- D. Curb-side composting - programs that are fully or partially subsidized by the city, via general fund appropriations, offsetting funds, or mitigation monies for regular pick up of compostable material from resident's homes.
- E. Traditional waste - trash or non-organic recycling picked up regularly at residents' homes by the city or one of its contractors.
- F. Offsetting funds - monies saved because of the diversion of compostable material from the city's traditional waste programs.
- G. Community partners - non-profit organizations, residents, or community leaders with a particular emphasis on organizations or groups who operate in the food security space in the city.
- H. Low-income applicants - for the purposes of this act shall mean any resident with a household income less than or equal to 60% of the area median income (AMI) or a fixed household income of no more than 75% of AMI.

### **SECTION 8.10.020 PROGRAM DESIGN**

The mayor shall design a curb-side composting program, said composting program must include at-least the following:

- A. Compostable material shall be picked up at least as regularly as traditional waste is picked up.
- B. The mayor shall advertise enrollment into the composting programs via the same methods as traditional waste programs are disseminated and at the least pursuant to the city's language access ordinances or regulatory framework,
- C. The program enrollment shall prioritize including an equal number of participants from each ward in the city,
- D. Exploration of potential regional curb-side composting programs or partnerships with neighboring municipalities

### **SECTION 8.10.030 ENROLLMENT**

The mayor shall create an enrollment process and fee schedule by which residents wishing to participate in the composting program can sign up for the composting program.

- A. Said enrollment process and fee schedule shall include a fee schedule for subsidized participants or a fee waiver for low-income applicants and residents over the age of 65 years of age.

- B. Enrollment outreach shall happen in a manner pursuant to the city's language access plan and or language access ordinances.

#### **SECTION 8.10.040 METRICS**

The mayor in consultation with the city's chief financial officer and the department in charge of implementing the composting program shall create a data tracking program to track the metrics of the program and those metrics shall include but shall not be limited to:

- A. City wide enrollment by residents and out-of-pocket expenses for residents enrolled,
- B. Tonnage diverted from traditional waste programs and city dollars save as a result of said diversion,
- C. Demographic enrollment of residents in the program

#### **SECTION 8.10.050 REQUEST FOR PROPOSAL**

The mayor shall create and solicit a request for proposal (RFP) for the purposes of executing the goals of the composting program. Said RFP shall be aligned with the expiration of the traditional waste disposal programs and explore and include at least the following in its scope:

- A. Compostable material disposal costs per tonnage,
- B. An outreach plan,
- C. Start-up cost analysis for consumers and city,
- D. Contractors or operators of a composting program shall have experience of successful implementation and municipal partnership in at least one other municipality,
- E. A tiered schedule of per household cost relative to city wide enrollment and potential subsidies for residents looking to enroll,
- F. Any other items deemed necessary by the mayor in consultation with their staff, city departments, city council, or community partners.
- G. A plan for the city to make use of or monetize compost.
- H. Any considerations in subsections B through D of this new section
- I. An RFP pursuant to this section shall be solicited no later than 90 after the approval of this ordinance.

#### **SECTION 8.10.060 REVOLVING ACCOUNT**

A revolving account shall be created where any savings are created in the traditional waste program from the implementation of the curbside composting program or Section 8.10.050(G) of this chapter shall be deposited for the purpose of funding or expanding the curbside composting program to more residents of the City of Revere.

**An Ordinance Requiring the Publication of Certain Records of the Police Department**

*Be it ordained by the City of Revere as follows:*

**Section 1.** Chapter 2.60 Police Department is hereby amended by inserting the following new section:

Section 2.60.120 Police Blotter and Arrest Log Publication

- A. The police department shall make the police blotter and arrest log accessible to the public by publishing it, on a weekly basis, on the official website of the City of Revere. The police blotter and arrest log shall include, but not limited to, a chronological list containing information on arrests, citations, accidents, incidents, and any other relevant law enforcement activities within the police department.
- B. The police blotter and arrest log shall be easily accessible to the public through a dedicated section or page on the official website. The police blotter shall be in a format that is easily searchable, sortable, and downloadable for public viewing and analysis.
- C. The police department shall ensure that the published information complies with relevant laws and regulations concerning public records, and shall redact or remove any part of the police blotter and arrest log that is exempt from disclosure pursuant to Mass. Gen. Laws c. 4 § 7(26) or other legally applicable privileges from non-exempt material.