



## **CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

February 10, 2022

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Kerry Neenan of 330 Lafayette Street #1 to the Commission on Disabilities for a term of 3 years to expire February 14, 2025.

I recommend confirmation of this reappointment and ask that you join me in thanking Ms. Neenan for her continued dedicated service and commitment to our community.

Sincerely,

Kimberley Driscoll  
Mayor  
City of Salem



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Office of the Mayor

February 10, 2022

Honorable Salem City Council  
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Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Anthony O'Donnell of 35 Washington Square #1 to the Cemetery Commission for a term of 3 years to expire February 14, 2025.

I recommend confirmation of this reappointment and ask that you join me in thanking Mr. O'Donnell for his continued dedicated service and commitment to our community.

Sincerely,

Kimberley Driscoll  
Mayor  
City of Salem



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Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Josh Gillis of 7 Union Street to the Bicycling Advisory Committee for a term of 3 years to expire February 14, 2025.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Driscoll", is written over a light blue horizontal line.

Kimberley Driscoll  
Mayor  
City of Salem



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Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Michael Williamson of 13 Beckford Street to the Bicycling Advisory Committee for a term of 3 years to expire February 11, 2025.

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

Sincerely,

Kimberley Driscoll  
Mayor  
City of Salem



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Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Connor Ryan of 39 Daniels Street to the Bicycling Advisory Committee for a term of 3 years to expire February 11, 2025.

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

Sincerely,

Kimberley Driscoll  
Mayor  
City of Salem



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Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Michael Jaros of 20 Fowler Street to the Bicycling Advisory Committee for a term of 3 years to expire February 11, 2025.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Driscoll", is written over a light blue horizontal line.

Kimberley Driscoll  
Mayor  
City of Salem



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Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Matt Caruso of 1 Carol Way #301 to the Bicycling Advisory Committee for a term of 3 years to expire February 11, 2025.

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

Sincerely,

Kimberley Driscoll  
Mayor  
City of Salem



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Office of the Mayor

February 10, 2022

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

The enclosed Order appropriates funds to carry out an overhaul of the Salem Heritage Trail.

I am grateful to the City staff, community partners, and members of the City Council who have worked to advance this reimagining of this important City asset. The Heritage Trail guides visitors and residents through key locations related to our community's unique history. The vision for the new Heritage Trail incorporates a more inclusive approach to that goal, reflecting stories, people, and places from too frequently overlooked parts of Salem's history. Additionally, the new Trail will include a new website and interpretive signage, to better relate the history behind the locations along the trail. Lastly, the Trail will be changed from a red line to a gold line, to move away from the problematic phrase "red lining" and reflect the more inclusive approach to telling Salem's story.

I recommend adoption of the enclosed Order. If you have any questions regarding this request, please contact our Historic Preservation Planner Patti Kelleher or Destination Salem Director Kate Fox.

Sincerely,

Kimberley Driscoll  
Mayor  
City of Salem





# CITY OF SALEM

In City Council,

Ordered:

February 10, 2022

That the sum of Forty Thousand Dollars (\$40,000.00) is hereby appropriated and transferred from the "Capital Outlay Fund 2000" to ST CIP Planning (20002220-5846DG) for signage, painting, and other costs associated with the Heritage Trail project in accordance with the recommendation of Her Honor the Mayor.



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

February 10, 2022

To the City Council  
City Hall  
Salem, Massachusetts

Ladies and Gentlemen of the Council:

Enclosed herewith is a request to transfer Three Hundred Thousand (\$300,000.00 Dollars from the Fund Balance Reserved for Appropriation – Free Cash account (1-3245).

This request is necessary to cover the costs associated with overtime (General) – for the Fire Department account (12201-5131) for the remainder of the fiscal year.

I recommend passage of this accompanying order.

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Driscoll", is written over a horizontal line.

Kimberley Driscoll  
Mayor



# CITY OF SALEM

In City Council,

Ordered:

February 10, 2022

That the sum of Three Hundred Thousand (\$300,000.00) is hereby appropriated from the "Fund Balance Reserved for Appropriation – Free Cash" account (1-3245) to the account listed below to fund supplemental costs associated with FY2022 fire department overtime in accordance with the recommendation of Her Honor the Mayor.

Overtime (General) – Fire Department	12201-5131	\$300,000.00
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**CITY OF SALEM - Finance Department**  
**Free Cash, W & S R/E, R/Res & Budget Transfer Request Form**

From: Fire  
Department

[Signature]  
Department Head Authorizing Signature

2/3/2022  
Date

**Budget or R/Res**

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

**Transfers**

To :

(Org/Object)

Desc: \_\_\_\_\_

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

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

From :

Desc: \_\_\_\_\_

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

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

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

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

Free Cash or To : 203 / 5131

Desc: Overtime

Budget Amt: 1,076,834.00

Balance: 101,920.44

**Retained Earnings (W/S)** (Org/Object)

**Raise & Appropriate**

Please circle one

**Amount Requested:**

\$ 300,000.00

**Reason (Be Specific)**

See attached request letter

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

☐ Budget Transfer

☐ Mayor Approval

☐ City Council Approval

☒ Free Cash Appropriation - City Council Approval - Gen Fund

\$ 698,085.53

Free Cash Balance

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

R/E Balance

☐ R/E Appropriation - Sewer \$ \_\_\_\_\_

R/E Balance

☐ Receipts Reserve - City Council Approval

\$ \_\_\_\_\_

R/Res Fund Balance

☐ Raise & Appropriate

☐ Other

Recommendation: ☒ Approved ☐ Denied

[Signature]  
Finance Director

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



# CITY OF SALEM, MASSACHUSETTS

## FIRE DEPARTMENT



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

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

FIRE PREVENTION  
BUREAU  
978-745-7777

February 3, 2022

Honorable Mayor Driscoll,

I am writing to request \$300,000 from Free Cash to cover budget shortfalls within the Fire Department Overtime Budget.

These overages are due to an excessive amount of overtime used to cover Covid related sick time and out time due to exposures. During a 4-6-week period in December and January we had as many as 15 or more department members out on sick leave regularly. 65 % of my department members experienced some need for time off during December and January due to Covid.

Additionally, when I started as Chief last February in 2021, we were short 5 department members and had another 8 members retire - we also had 2 members awaiting retirement on long term sick leave. As a result, we were down 15 members in total. This shortfall continued through the spring and summer months during peak time off periods - new personnel hired in June had to attend and complete the academy prior to being eligible to fill out the shifts. Covid contributed significantly with hiring delays at the State Civil Service Commission since their staff are working remotely - as a result we had a very hard time filling vacancies during 2020 & 2021.

I am working diligently to fill out the ranks here at the department and I expect to be at full staff by June 1<sup>st</sup>, 2022

I worked with Anna Freedman - using modeling we came up with the amount shown above - this should be the final amount needed to finish out the remainder of the fiscal year.

Sincerely,

Alan Dionne  
Chief of Department



## **CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

February 10, 2022

We are pleased to jointly present the enclosed Council Resolution celebrating and recognizing February 2022 as Black History Month in the City of Salem.

We are proud that Salem is a welcoming and inclusive community, but the work to address and undo systemic racism is an ongoing effort that requires constant commitment and intentional action. Generations of Black Americans have lived with these inequities for over four centuries and we know they are not going to vanish overnight. But that does not mean we should stop engaging in this important work.

The history of Black History Month itself is a story of the incremental progress that has characterized the journey toward full and equal rights and recognition for Black Americans. First established in 1926 it was only celebrated piecemeal by various cities and colleges for five decades before it finally was recognized on the national level by President Ford.

In March of 1968, five days before he was assassinated, the Reverend Martin Luther King, Jr. delivered a speech at the National Cathedral in Washington, D.C. in which he offered the now-famous observation that “the arc of the moral universe is long, but it bends toward justice.”

This month we celebrate Black History Month in Salem, but we commit ourselves as public servants to working every day of every month to move our own community more closely toward the justice Reverend King envisioned for all Americans.

Sincerely,

Kimberley Driscoll, Mayor

Patti Morsillo, City Council President and Ward 3 Councillor

Domingo Dominguez, Councillor-at-Large

Ty Hapworth, Councillor-at-Large

Alice Merkl, Councillor-at-Large

Conrad Prosniewski, Councillor-at-Large

Robert McCarthy, Ward 1 Councillor

Caroline Watson-Felt, Ward 2 Councillor

Lev McClain, Ward 4 Councillor

Jeff Cohen, Ward 5 Councillor

Megan Riccardi, Ward 6 Councillor

Andy Varela, Ward 7 Councillor



## **Resolution**

### **Celebrating Black History Month**

**WHEREAS:** Africans were first brought involuntarily to the shores of the United States as early as the 17<sup>th</sup> century, suffering enslavement and the injustices of centuries of lynch mobs, segregation, and the denial of the basic and fundamental rights of American citizenship; and,

**WHEREAS:** in 2022 the vestiges of those injustices and inequalities remain evident throughout American society; and,

**WHEREAS:** thousands upon thousands of Black residents have, despite the systemic racism and inequities they faced, worked to oppose such challenges, and achieve success in our community, contributing to the economic, educational, political, artistic, athletic, literary, scientific, creative, and technological advancement of Salem; and,

**WHEREAS:** generations of Black residents lived, worked, and died in obscurity, never achieving the recognition or equal rights they deserved, yet paving the way for future generations to succeed; and,

**WHEREAS:** in 1926 historian Dr. Carter G. Woodson and minister Jesse Moorland's organization – today called the Association for the Study of African American Life and History – sponsored the first "Negro History Week" choose the second week of February to coincide with the birthdays of President Abraham Lincoln and Frederick Douglass, and over the following decades cities, schools, and colleges across America joined the movement as it grew to encompass an entire month, eventually prompting President Gerald Ford to first recognize national Black History Month in 1976; and,

**WHEREAS:** the City of Salem has made intentional strides toward undoing systemic and racist inequities embedded throughout our society, institutions, and community, but acknowledge there is far, far more work still to be done.

**NOW THEREFORE BE IT RESOLVED:** That the Mayor and City Council do hereby recognize and celebrate Black History Month, February 2022, as an opportunity for our community to reflect upon the history, culture, and struggles of Black residents. We further encourage all residents and members of the Salem community to use this occasion to commemorate and acknowledge the many contributions of Black residents to our city, to learn from the past, and rededicate themselves with resolve and self-reflection toward ensuring a more equitable and just community for every person, regardless of race.