



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

Honorable Salem City Council  
Salem City Hall  
Salem, MA 01970

Ladies and Gentlemen of the Council:

I reappoint, subject to City Council confirmation, Ms. Gail Kubik, of 14 Cross Street #1B, to the Sustainability, Energy, and Resiliency Committee for a term of three years to expire September 12, 2022.

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

Sincerely,

Kimberley Driscoll  
Mayor  
City of Salem



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

Honorable Salem City Council  
Salem City Hall  
Salem, MA 01970

Ladies and Gentlemen of the Council:

I reappoint, subject to City Council confirmation, Ms. Cynthia Nina-Soto, of 6 Laurent Road, to the Scholarship and Education Committee for a term of three years to expire September 12, 2022.

I recommend confirmation of her reappointment to the committee and ask that you join me in thanking Ms. Nina-Soto for her continued dedicated service and commitment to our community.

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Driscoll", written in a cursive style.

Kimberley Driscoll  
Mayor  
City of Salem



## CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll  
Mayor

September 12, 2019

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

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

Name	Position	Term	Term Expiration
Stavroula Meimeteas-Orfanos	Assistant Building Inspector	2 years	September 14, 2021
Stephen Cummings	Assistant Building Inspector	2 years	September 14, 2021

I enthusiastically recommend confirmation of both of these reappointments.

Very truly yours,

A handwritten signature in cursive script, reading "Kim Driscoll".

Kimberley Driscoll  
Mayor  
City of Salem



## **CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

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

Ladies and Gentlemen of the City Council:

I am very pleased to appoint Alexandra Maranto of 3 Lemon Street Court #2 to serve as a member of the Salem Bicycling Advisory Committee for a three-year term to expire September 12, 2022. Ms. Maranto is appointed to a seat that is currently vacant and had not previously been filled.

Ms. Maranto bicycles regularly to work and around Salem generally. As a psychotherapist, she has worked in consensus-based decision making and mediated conflict resolution. Before moving here to Salem, Ms. Maranto was involved in the Earn-a-Bike program in Worcester and has experience in the operation of a community-based bike program that increased residents' access to bikes and bicycling infrastructure.

I believe Ms. Maranto will be a welcome addition to the work of the Bicycling Advisory Committee. We are fortunate that she is willing to serve our community in this capacity and I strongly recommend confirmation of her appointment.

Very truly yours,

Kimberley Driscoll  
Mayor  
City of Salem



## **CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

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

Ladies and Gentlemen of the City Council:

I am very pleased to appoint John Wathne of 34 Boardman Street to serve as a member of the Salem Bicycling Advisory Committee for a three-year term to expire September 12, 2022. Mr. Wathne is appointed to a seat that is currently vacant and had not previously been filled.

Mr. Wathne is a structural engineer who has, the course of his work, worked on transportation infrastructure projects. He is also an avid amateur bicyclist, covering – by his estimation – around 6 to 12 miles every couple of days. As a small business owner here in Salem and a cyclist, Mr. Wathne is familiar with the challenges and opportunities in our own bicycling infrastructure and where and how that network can be even further improved.

I believe Mr. Wathne will be a welcome addition to the work of the Bicycling Advisory Committee. We are fortunate that he is willing to serve our community in this capacity and I strongly recommend confirmation of his appointment.

Very truly yours,

Kimberley Driscoll  
Mayor  
City of Salem



## **CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

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

Ladies and Gentlemen of the City Council:

I am very pleased to appoint Matt Caruso of 1 Carol Way #301 to serve as a member of the Salem Bicycling Advisory Committee. Mr. Caruso will be completing the remainder of an unexpired three-year term to conclude February 11, 2022. The seat had been previously held by Richard Frank.

Mr. Caruso is a cycling enthusiast whose current daily commute involves taking his folding bike from Vinnin Square to Salem train station and then from North Station to his office in Copley Square. He has been a member of the New York City Transportation Alternative, Boston Cyclists Union, and East Coast Greenway for many years. As a 16-year rider in the Pan Mass Challenge, Mr. Caruso has raised \$82,000 for the charity. Locally he served as a founding board member of the Salem Jazz and Soul Festival, one of the founding organizers of the Salem Arts Festival, and as an acting manager of Salem Main Streets.

I believe Mr. Caruso will be a welcome addition to the work of the Bicycling Advisory Committee. We are fortunate that he is willing to serve our community in this capacity and I strongly recommend confirmation of his appointment.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kim Driscoll".

Kimberley Driscoll  
Mayor  
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll

September 12, 2019

To the City Council  
City Hall  
Salem, Massachusetts

Ladies and Gentlemen of the Council:

Enclosed herewith is a request for an appropriation of Three Hundred and Fifty-Six Thousand Eight Hundred and Thirty-Nine Dollars and Sixty-five cents (\$356,839.65) from the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) to fund the retirement buyback cost to be expended for the following employees.

NAME	DEPARTMENT	AMOUNT
John Anderson	Police	34,280.00
Thomas Brennan	Police	44,570.24
Robert Carter	Police	46,354.22
Nancy O'Donnell	Police	43,151.68
Robert Phelan	Police	44,192.72
Conrad Prosniewski	Police	61,572.80
Lawrence Puleo	Police	33,592.00
Timothy Salvo	Police	41,720.40
Julia Rose	Engineering	7,405.59
Total:		<u>\$356,839.65</u>

I recommend passage of the accompanying Order.

Very truly yours,

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

Kimberley Driscoll  
Mayor



# CITY OF SALEM

In City Council,

Ordered:

September 12, 2019

That the sum of Three Hundred and Fifty-Six Thousand Eight Hundred and Thirty-Nine Dollars and Sixty-Five Cents (\$356,839.65) be approved within the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) to be expended for the FY 2020 contractual buyback(s) listed below in accordance with the recommendation of Her Honor the Mayor.

Name	Department	Amount
John Anderson	Police	34,280.00
Thomas Brennan	Police	44,570.24
Robert Carter	Police	46,354.22
Nancy O'Donnell	Police	43,151.68
Robert Phelan	Police	44,192.72
Conrad Prosniewski	Police	61,572.80
Lawrence Puleo	Police	33,592.00
Timothy Salvo	Police	41,720.40
Julia Rose	Engineering	7,405.59
		<b>356,839.65</b>





KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

TO: Laurie Giardella, Director of Finance  
DATE: August 26, 2019  
RE: Retirement Stabilization Fund

\*\*\*\*\*

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

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

**Conrad Prosniewski**

440 vacation hours @ \$53.08 per hour	\$23,355.20
720 sick hours @ \$53.08 per hour	\$38,217.60

**Total: \$61,572.80**

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

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

IBC

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

From: Department: 210 Police Date: 7/23/2019

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

NAME: Conrad Prosniowski

**CALCULATION**

					<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>440</u>	@	<u>\$53.08</u>	= <u>\$23,355.20</u>
<b><u>SICK HOURS</u></b>	#	<u>720</u>	@	<u>\$53.08</u>	= <u>\$38,217.60</u>
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$6,800.00</u>	= <u>\$6,800.00</u>
<b><u>OTHER</u></b> HOL x 1.0	#	<u>2</u>	@	<u>430.42</u>	= <u>\$860.84</u>
HOL x 1.5	#	<u>10</u>	@	<u>\$645.64</u>	= <u>\$6,456.40</u>

**Total Amount Due:** \$75,690.04

Please attach corresponding PAF or other backup to this sheet.

Reason: Captain Prosniowski retired on July 23, 2019. Based on Superior contract, he carried two additional vacation days.


**For Human Resources Use Only:**

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

Org and Object: 83113- 5144

**Recommendation:**

☒ Approved

  
HR Director/City or Superintendent/Schools



KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

TO: Laurie Giardella, Director of Finance  
DATE: August 26, 2019  
RE: Retirement Stabilization Fund

\*\*\*\*\*

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

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

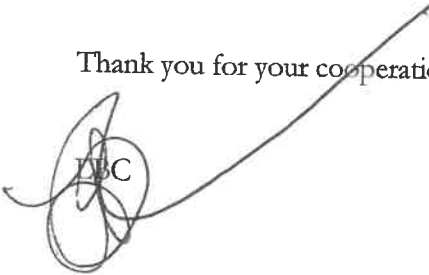
**Robert Carter**

368 vacation hours @ \$44.83 per hour	\$16,497.44
666 sick hours @ \$44.83 per hour	\$29,856.78

**Total: \$46,354.22**

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

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

  
LBC



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

From: Department: 210 Police Date: 7/9/2019

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

NAME: Robert Carter

**CALCULATION**

					<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>368</u>	@	<u>\$44.83</u>	= <u>\$16,497.44</u>
<b><u>SICK HOURS</u></b>	#	<u>666</u>	@	<u>\$44.83</u>	= <u>\$29,856.78</u>
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$6,800.00</u>	= <u>\$6,800.00</u>
<b><u>OTHER</u></b>	HOL x 1.0	#	<u>2</u>	@ <u>364.39</u>	= <u>\$728.78</u>
	HOL x 1.5	#	<u>10</u>	@ <u>\$546.59</u>	= <u>\$5,465.90</u>

Total Amount Due: \$59,348.90

Please attach corresponding PAF or other backup to this sheet.

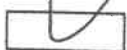
Reason: Sergeant Carter retired on July 8, 2019

**For Human Resources Use Only:**

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

Org and Object: 82113 - 5146

Recommendation:



Approved

  
HR Director/City or Superintendent/Schools



KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

TO: Laurie Giardella, Director of Finance  
DATE: August 26, 2019  
RE: Retirement Stabilization Fund

\*\*\*\*\*

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

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

**John Anderson**

280 vacation hours @ 34.28 per hour	\$9,598.40
720 sick hours @ \$34.28 per hour	\$24,681.60

**Total: \$34,280.00**

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

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

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

From: Department: 210 Police Date: 8/15/2019

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

NAME: John Anderson

**CALCULATION**

					<u>TOTALS</u>
<u>VACATION HOURS</u>	#	<u>280</u>	@	<u>\$34.28</u>	= <u>\$9,598.40</u>
<u>SICK HOURS</u>	#	<u>720</u>	@	<u>\$34.28</u>	= <u>\$24,681.60</u>
<u>PRO-RATED STIPENDS</u>	#		@	<u>\$6,100.00</u>	= <u>\$6,100.00</u>
<u>OTHER</u> HOL x 1.0	#	<u>2</u>	@	<u>280.04</u>	= <u>\$560.08</u>
HOL x 1.5	#	<u>10</u>	@	<u>\$420.06</u>	= <u>\$4,200.60</u>

Total Amount Due: \$45,140.68

Please attach corresponding PAF or other backup to this sheet.

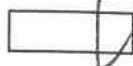
Reason: Officer John Anderson retired.

**For Human Resources Use Only:**

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

Org and Object: 83113 - 5146

Recommendation:



Approved

  
HR Director/City or Superintendent/Schools



KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

**TO:** Laurie Giardella, Director of Finance  
**DATE:** August 22, 2019  
**RE:** Retirement Stabilization Fund

\*\*\*\*\*

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

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

**Timothy Salvo**

360 vacation hours @ 38.63 per hour	\$13,906.80
720 sick hours @ \$38.63 per hour	\$27,813.60

**Total: \$41,720.40**

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

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

LBC

*Giardella*

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

From: Department: 210 Police Date: 7/17/2019

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

NAME: Timothy Salvo

**CALCULATION**

					<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>360</u>	@	<u>\$38.63</u>	= <u>\$13,906.80</u>
<b><u>SICK HOURS</u></b>	#	<u>720</u>	@	<u>\$38.63</u>	= <u>\$27,813.60</u>
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$6,100.00</u>	= <u>\$6,100.00</u>
<b><u>OTHER</u></b> HOL x 1.0	#	<u>2</u>	@	<u>314.82</u>	= <u>\$629.64</u>
HOL x 1.5	#	<u>10</u>	@	<u>\$472.23</u>	= <u>\$4,722.30</u>

**Total Amount Due:** \$53,172.34

Please attach corresponding PAF or other backup to this sheet.

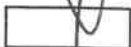
Reason: Officer Salvo retired on July 17, 2019.

**For Human Resources Use Only:**


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

Org and Object: 83113 - 5146

Recommendation:



Approved

  
HR Director/City or Superintendent/Schools





KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

**TO:** Laurie Giardella, Director of Finance  
**DATE:** August 26, 2019  
**RE:** Retirement Stabilization Fund

\*\*\*\*\*

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

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

#### Lawrence Puleo

400 vacation hours @ \$34.00 per hour	\$13,600.00
588 sick hours @ \$34.00 per hour	\$19,992.00

**Total: \$33,592.00**

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

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

LBC

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

From: Department: 210 Police Date: 7/9/2019

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

NAME: Lawrence Puleo

**CALCULATION**

					<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>400</u>	@	<u>\$34.00</u>	= <u>\$13,600.00</u>
<b><u>SICK HOURS</u></b>	#	<u>588</u>	@	<u>\$34.00</u>	= <u>\$19,992.00</u>
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$6,100.00</u>	= <u>\$6,100.00</u>
<b><u>OTHER</u></b> HOL x 1.0	#	<u>2</u>	@	<u>277.73</u>	= <u>\$555.46</u>
HOL x 1.5	#	<u>10</u>	@	<u>\$416.60</u>	= <u>\$4,166.00</u>

Total Amount Due: **\$44,413.46**

Please attach corresponding PAF or other backup to this sheet.

Reason: Officer Puleo retired July 9, 2019.

**For Human Resources Use Only:**

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

Org and Object: 83113 - 5146

Recommendation:



Approved

  
HR Director/City or Superintendent/Schools



KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

**TO:** Laurie Giardella, Director of Finance  
**DATE:** August 22, 2019  
**RE:** Retirement Stabilization Fund

\*\*\*\*\*

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

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

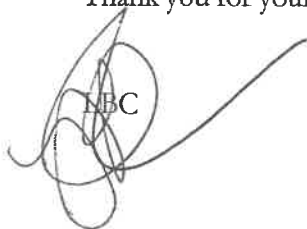
**Robert Phelan**

424 vacation hours @ 38.63 per hour	\$16,379.12
720 sick hours @ \$38.63 per hour	\$27,813.60

**Total: \$44,192.72**

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

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

  
NBC



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

From: Department: 210 Police Date: 7/17/2019

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

NAME: Robert Phelan

**CALCULATION**

					<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>424</u>	@	<u>\$38.63</u>	= <u>\$16,379.12</u>
<b><u>SICK HOURS</u></b>	#	<u>720</u>	@	<u>\$38.63</u>	= <u>\$27,813.60</u>
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$6,100.00</u>	= <u>\$6,100.00</u>
<b><u>OTHER</u></b> HOL x 1.0	#	<u>2</u>	@	<u>314.82</u>	= <u>\$629.64</u>
HOL x 1.5	#	<u>10</u>	@	<u>\$472.23</u>	= <u>\$4,722.30</u>

Total Amount Due: \$55,644.66

Please attach corresponding PAF or other backup to this sheet.

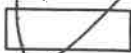
Reason: Officer Phelan retired on July 17, 2019.

**For Human Resources Use Only:**

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

Org and Object: 83113 - 5146

Recommendation:



Approved

  
HR Director/City or Superintendent/Schools



KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

**TO:** Laurie Giardella, Director of Finance  
**DATE:** August 22, 2019  
**RE:** Retirement Stabilization Fund

\*\*\*\*\*

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

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

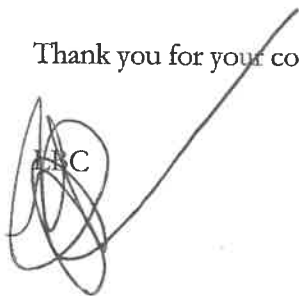
Nancy O'Donnell

424 vacation hours @ 37.72 per hour	\$15,993.28
720 sick hours @ \$37.72 per hour	\$27,158.40

**Total: \$43,151.68**

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


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

  
LBC



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

From: Department: 210 Police Date: 7/18/2019

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

NAME: Nancy O'Donnell

**CALCULATION**

					<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>424</u>	@	<u>\$37.72</u>	= <u>\$15,993.28</u>
<b><u>SICK HOURS</u></b>	#	<u>720</u>	@	<u>\$37.72</u>	= <u>\$27,158.40</u>
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$6,100.00</u>	= <u>\$6,100.00</u>
<b><u>OTHER</u></b> HOL x 1.0	#	<u>2</u>	@	<u>307.49</u>	= <u>\$614.98</u>
HOL x 1.5	#	<u>10</u>	@	<u>\$461.23</u>	= <u>\$4,612.30</u>

Total Amount Due: \$54,478.96

Please attach corresponding PAF or other backup to this sheet.

Reason: Officer O'Donnell retired on July 18, 2019.

**For Human Resources Use Only:**

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

Org and Object: 83113 - 5146

Recommendation: 

☐ Approved

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



KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

TO: Laurie Giardella, Director of Finance  
DATE: August 22, 2019  
RE: Retirement Stabilization Fund

\*\*\*\*\*

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

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

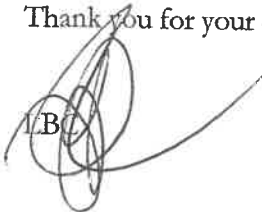
**Thomas Brennan**

424 vacation hours @ 38.96 per hour	\$16,519.04
720 sick hours @ \$38.96 per hour	\$28,051.20

**Total: \$44,570.24**

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

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

  
LBC

  
Laurie Giardella 8/23/19

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

From: Department: 210 Police Date: 7/17/2019

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

NAME: Thomas Brennan

**CALCULATION**

					<b><u>TOTALS</u></b>
<b><u>VACATION HOURS</u></b>	#	<u>424</u>	@	<u>\$38.96</u>	= <u>\$16,519.04</u>
<b><u>SICK HOURS</u></b>	#	<u>720</u>	@	<u>\$38.96</u>	= <u>\$28,051.20</u>
<b><u>PRO-RATED STIPENDS</u></b>	#		@	<u>\$6,100.00</u>	= <u>\$6,100.00</u>
<b><u>OTHER</u></b> HOL x 1.0	#	<u>2</u>	@	<u>317.44</u>	= <u>\$634.88</u>
HOL x 1.5	#	<u>10</u>	@	<u>\$476.16</u>	= <u>\$4,761.60</u>

Total Amount Due: **\$56,066.72**

Please attach corresponding PAF or other backup to this sheet.

Reason: Officer Brennan retired on July 17, 2019.

**For Human Resources Use Only:**

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

Org and Object: 83113 - 5146

Recommendation:



Approved

  
HR Director/City or Superintendent/Schools





KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

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

### MEMORANDUM

**TO:** Laurie Giardella, Director of Finance  
**DATE:** August 22, 2019  
**RE:** Retirement Stabilization Fund

\*\*\*\*\*

Attached you will find a retirement buy back for a former employee of the Water/Engineering Department.

This former employee is entitled to the following amount of vacation buy back.

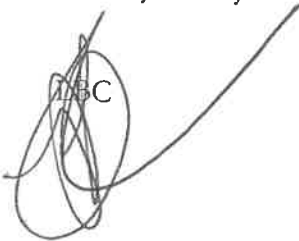
**Julia Rose**

159.50 vacation hours @ \$46.43 per hour **\$7,405.59**

**Total: \$7,405.59**

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

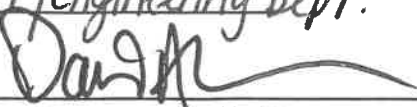
Thank you for your cooperation, and if you should have any questions, please do not hesitate to contact me.

  
LBC

  
Laurie Giardella 8/23/19

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

From: Department Water/Engineering Dept. Date 8/22/19

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

NAME: Julie Rose

**CALCULATION**

VACATION HOURS # 159.50 @ \$ 46.43 = \$ 7,405.59

SICK HOURS # \_\_\_\_\_ @ \$ \_\_\_\_\_ = \$ \_\_\_\_\_

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

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

Total Amount Due: \$ 7,405.59

Please attach corresponding PAF or other backup to this sheet.

Reason: Retirement 8/9/19

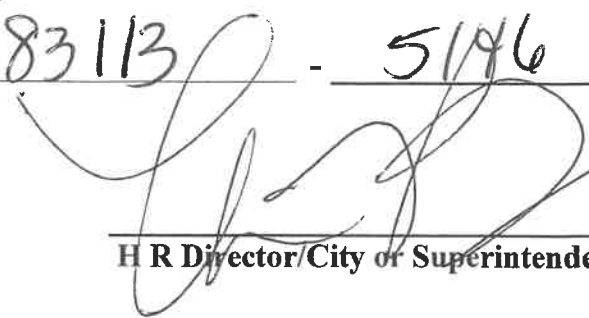
**For Human Resources's Use Only:**

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

Org and Object: 83113 - 5146

Recommendation:

☐ Approved

  
H R Director/City or Superintendent/Schools



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

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

Ladies and Gentlemen of the City Council:

The enclosed Order appropriates \$200,000 from our short-term capital fund to carry out upgrades to the tennis courts at Salem High School. These busy courts are utilized, not just by the Salem High School tennis teams, but also by the Department of Park, Recreation, and Community Services and by the public in general.

As you may recall, we had included funding for this project in the FY2020 capital improvement plan, which you approved in June. Now that bids have come in for the work, we are seeking additional funds to close the funding gap and allow this important project to advance.

I encourage adoption of the enclosed Order and invite you to contact either myself or Patricia O'Brien should have any additional questions about this request or the project.

Very truly yours,

Kimberley Driscoll  
Mayor  
City of Salem

CC: Salem Park and Recreation Commission  
Salem School Committee  
Ryan Monks, Director of Facilities, Salem Public Schools



# CITY OF SALEM

In City Council,

**Ordered:**

September 12, 2019

That the sum of Two hundred Thousand Dollars (\$200,000.00) is hereby appropriated within the "Capital Outlay Fund 2000" to be expended by the Park & Recreation department for SHS tennis court resurfacing in accordance with the recommendation of Her Honor the Mayor.



## CITY OF SALEM, MASSACHUSETTS

PARK, RECREATION & COMMUNITY SERVICE

401 Bridge Street, Salem MA 01970

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

pobrien@salem.com

Kimberley Driscoll  
MAYOR

Trish O'Brien  
Superintendent

September 5, 2019

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

Re: Request for short term

Dear Honorable Mayor Driscoll:

The Department of Parks, Recreation and Community services requests  
\$ 200,000.00 for the Salem High School Tennis Court re-surfacing.

I currently have \$125,000.00 in CIP #3042303-580750 funds for this project.

Thank you for your consideration on this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Patricia O'Brien", is written over the word "Sincerely".

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

**CITY OF SALEM**  
**Capital Outlay Expenditure Request Form – FY 2020**

From Department: Park & Rec

Date: 9-5-19

Amount:

200,000

Description:

Additional funds needed  
to complete a total renovation  
of SALEM H.S. Tennis Courts

**For Finance Department Use Only:**

☐

City Council Approval

CIP Balance:

\$1,959,716.69

**Recommendation:**

☒

Approved

☐

Denied

  
**Finance Director**

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

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

**Org:** \_\_\_\_\_    **Obj:** \_\_\_\_\_



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

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

Ladies and Gentlemen of the City Council:

The enclosed Order appropriates \$350,000 from our short-term capital fund to carry out planned improvements at Gallows Hill Park and to advance the assessment and planning related to remediation of the contaminated soils identified at the Mansell athletic field.

Developed through a multi-year stakeholder engagement process, the project includes expansion of the baseball field to high school size, reconstruction of the Ryan Brennan Memorial Skate Park, trail upgrades, and drainage improvements. Initial project bids came in higher than anticipated. The City secured outside funding through competitive grant programs from private and governmental sources. A portion of the project is being completed pro bono by the Brennan family's construction company and our designer achieved further savings through value engineering and soliciting separate bids directly from skatepark contractors, rather than with a GC's markup. Even with these cost reductions, however, additional funding is necessary to carry out the project.

This request also includes funding to continue to work toward a solution to the contaminated soils at the adjacent Mansell field. These funds will allow the City to continue assessment and planning activities and to conduct necessary coordination with the US EPA and Massachusetts DEP.

I encourage adoption of the enclosed Order and invite you to contact Tom Devine should have any additional questions about this request or the project.

Very truly yours,

Kimberley Driscoll  
Mayor  
City of Salem

CC: Salem Park and Recreation Commission



# CITY OF SALEM

In City Council,

**Ordered:**

September 12, 2019

That the sum of Three Hundred and Fifty Thousand Dollars (\$350,000.00) is hereby appropriated within the "Capital Outlay Fund. 2000" to be expended by the Planning department for Gallows Hill Park Renovation Project in accordance with the recommendation of Her Honor the Mayor.



**CITY OF SALEM**  
**Capital Outlay Expenditure Request Form – FY 2020**

From Department: DPCD Date: 9/5/19

Amount: 350,000.00

Description: GALLOWS HILL PARK RENOVATION PROJECT

**For Finance Department Use Only:**

☐ City Council Approval

CIP Balance: 959,716.69

**Recommendation:**

☐ Approved ☐ Denied

  
Finance Director

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

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

Org: \_\_\_\_\_ Obj: \_\_\_\_\_



CITY OF SALEM, MASSACHUSETTS  
DEPARTMENT OF PLANNING AND  
COMMUNITY DEVELOPMENT

KIMBERLEY DRISCOLL  
MAYOR

TOM DANIEL, AICP  
DIRECTOR

98 WASHINGTON STREET, 2<sup>ND</sup> FLOOR ♦ SALEM, MASSACHUSETTS 01970  
978-619-5685

September 6, 2019

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

Mayor Driscoll:

This letter is to request an additional \$350,000 in Short-Term Capital funds to complete the Gallows Hill Park renovation project. Developed through a multi-year stakeholder engagement process, the project includes expansion of the baseball field to high school size, reconstruction of the Ryan Brennan Memorial Skate Park, as well as trail upgrades and drainage improvements.

Initial project bids came in higher than anticipated, resulting in a project cost (lowest bid plus construction contingency) of \$1,685,200 to \$2,145,000, depending on which add-alternatives the City would have selected. Based on feedback from bidders, City staff and the project designer believe that the original bids were inflated partly due to general constructors marking up the cost of subcontracting with their skate park builders. Therefore, the City rebid the skate park and baseball field separately, so that it could get pricing directly from the skate park builders without the general contractor markup. In addition, the project team found additional savings through value engineering and by modifying the project's add-alternatives.

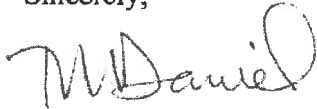
The rebidding resulted in project costs ranging from \$1,345,850 to \$1,401,400, depending on which add-alternatives the City selects. I do not believe we can make further modifications to the project without losing the key components expected by the community. Furthermore, there would be no benefit from bidding the project a third time, since it would further compress the construction schedule, which itself would likely result in higher bids. Therefore, I believe we currently have our best pricing.

In addition to the substantial savings achieved through value engineering and rebidding, project staff have further minimized the project's cost to the City by securing \$471,262 in outside funding through several competitive grant programs, including both private and governmental sources. A portion of the project is being completed pro bono by the Brennan Family's construction company.

This request also includes \$15,000 to continue to work toward a solution to the contaminated soils at the adjacent Mansell soccer field. These funds will allow the City to continue assessment and planning activities and to conduct necessary coordination with the US EPA and Massachusetts DEP.

Please let me know if you would like additional information.

Sincerely,

A handwritten signature in black ink that reads "Tom Daniel". The signature is written in a cursive style with a large, looped "D" and a trailing flourish.

Tom Daniel, AICP

**CITY OF SALEM, MASSACHUSETTS**  
**FY 2020 Short Term Capital Improvement Program Activity - Fund 2000**

Department	Description	Org/Obj	Date To Council	Pending Amount	Date Approved	CO #	Approved Amount	Y-T-D Paid	Amt Not Used	Date Closed	Date Paid	Outstanding Balance
<b>FY 2014 - Open Projects</b>												
Police	Bullet Proof Vest Replace	20003-586014	06/30/13		07/18/13	516	(38,800.00)	38,478.73			6/19/14, 8/31/2015	321.27
<b>FY 2015 - Open Projects</b>												
School	Bertram Field Light Pole/Array	20003-584615	09/25/14		10/23/14	570	(300,000.00)	239,697.90			6/11/15, 7/16/15	60,302.10
<b>FY 2017 - Open Projects</b>												
Engineering	Enhanced Bike Crossing	20003-584617	05/26/16		06/09/16	324A	(35,000.00)	29,208.60			5/11/17	5,791.40
Engineering	Boston St Roadway Design	20003-584617	12/08/16		12/08/16	666	(82,856.00)	82,000.00			8/31/17, 12/28/17	856.00
Engineering	Essex St Roadway Improv	20003-584617	01/26/17		02/23/17	52	(250,000.00)	242,281.36			6/1/17, 7/27/17	7,718.64
Recreation	Salem Common Bandstand	20003-584617	05/11/17		05/11/17	284	(25,000.00)	15,420.00			4/19/18, 9/27/18	9,580.00
<b>FY 2018 - Open Projects</b>												
Building Inspector	City Hall Annex Moving Expens	20003-584618	05/25/17		06/08/17	314	(60,000.00)	55,584.70			5/24/18, 6/7/18	4,415.30
Fire	General Building Maintenance	20003-584618	05/25/17		06/08/17	314	(25,000.00)	8,612.28			12/7/17	16,387.72
Recreation	Park and Field Improvements	20003-584618	05/25/17		06/08/17	314	(25,000.00)	4,176.33			9/20/18, 11/1	20,823.67
Planning	Downtown Development Study	20003-584618	05/25/17		06/08/17	314	(50,000.00)					50,000.00
DPS	Lorax Tree Recommendation	20003-584618	05/25/17		06/08/17	314	(75,000.00)	68,469.30			10/19/17, 10/28/17, 1/12/27/18	6,530.70
Planning	Lafayette Park Renovations	20003-584618	11/16/17		11/16/17	653	(14,850.00)	14,586.66				263.34
Engineering	Willows Parking/Trees/Landscape	20003-586018	01/11/18		01/11/18	10	(25,000.00)	24,051.50			5/31/2018, 11/7/19	948.50
IT	AV & IT Equip-CLC	20003-586018	01/25/18		01/25/18	58	(72,600.00)	71,511.65			4/12/18, 10/4/18	1,088.35
Bldg Dept	New Annex-Floor plan changes	20003-584618	02/22/18		03/08/18	147	(80,901.48)	72,194.08			4/12/18, 6/21/18	8,707.40
Bldg Dept	FF&E - Comm Life Center	20003-586018	03/22/18		04/12/18	204	(214,207.00)	206,161.52			9/13, 9/27, 12/20/18	8,045.48
Recreation	Willows Pier Repair	20003-586018	06/28/18		06/28/18	440	(64,685.00)	60,060.00			9/13/18	4,625.00
<b>FY 2019 - Open Projects</b>												
<b>FY 2019 Beginning Balance</b>							<b>184,846.30</b>					
Fire	Bay Floor	20001910-5846AA	5/24/2018		06/14/18	339	(75,000.00)	9,900.54			12/2018, 1/17/19	65,099.46
Library	Carpet Replacement	20001914-5846AB	5/24/2018		06/14/18	339	(68,000.00)	63,229.10			6/20	4,770.90
Rec	Park and Field Improvements	20001917-5846AC	5/24/2018		06/14/18	339	(75,000.00)					75,000.00
Planning	Public Art Underpass	20001920-5846AE	5/24/2018		06/14/18	339	(50,000.00)					50,000.00
Police	Police Equipment	20001921-5846AF	5/24/2018		06/14/18	339	(52,830.00)	23,071.73			9/6/18, 10/4, 10/18	29,758.27
Parking	Elevator - Add'l funding	20001918-5846AH	11/15/2018		11/15/2018	676	(100,000.00)	76,895.00			5/30	23,105.00
Library	HVAC Project	20001914-5846AI	11/15/2018		11/15/18	677	(202,000.00)	47,864.97			6/13/19, 7/18	154,135.03
DPW	DPW Facility Repair	20001923-5846AK	12/6/2018		12/6/2018	725	(24,100.00)	1,825.00			3/21/19	22,275.00
Schools	Witchcraft HVAC System	20001925-5846AL	2/14/2019		06/14/18	98	(26,000.00)					26,000.00
Park & Rec	Bertram Field Phase 2 Reno	20001917-5846AN	4/11/2019		04/11/19	230	(33,000.00)	16,261.28			6/13, 6/27/19	16,738.72
Engineering	Forest River Pool, Bathroom	20001929-5846AO	4/11/2019		04/25/19	229	(35,723.00)					35,723.00
<b>FY 2020 - Open Projects</b>							<b>1,121,504.69</b>					
City Clerk	Vault Storage	20002003-5846BA	5/23/2019		06/25/19		(51,125.00)					51,125.00
Fire	SCBA Equipment	20002010-5846BB	5/23/2019		06/25/19		(24,940.00)					24,940.00
Fire	Bldg Maint/Upgrades	20002010-5846BC	5/23/2019		06/25/19		(30,000.00)					30,000.00
Park & Rec	Golf Course Equip	20002017-5846BD	5/23/2019		06/25/19		(55,723.00)					55,723.00
Park & Rec	SHS Tennis Courts	20002017	9/12/2019	(200,000.00)								-
Planning	Gallows Hill Pk Renov Proj	20002020-	9/12/2019	(350,000.00)								-
<b>FY 2020 Pending Total</b>							<b>(550,000.00)</b>					
<b>FY 2020 Beginning Balance</b>							<b>1,121,504.69</b>					
<b>Closed Out</b>							<b>0.00</b>					
<b>Open Balances--&gt;</b>							<b>959,716.69</b>					
<b>Pending Balance --&gt;</b>							<b>409,716.69</b>					
<b>Total</b>							<b>870,798.25</b>					
<b>Total Fund Bal</b>							<b>1,830,514.94</b>					



## **CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

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

Ladies and Gentlemen of the City Council:

The enclosed resolution recognizes World Duchenne Awareness Day, which took place on September 7<sup>th</sup> this year. Duchenne muscular dystrophy is a genetic disorder affecting roughly one in every 5,000 male infants born each year.

I invite you to join me to adopting this resolution so our City can add its voice to those speaking up to educate and advocate for greater awareness of this disorder. You can find out more about Duchenne muscular dystrophy and World Duchenne Awareness Day at <https://worlddduchenne.org/>.

Very truly yours,

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

Kimberley Driscoll  
Mayor  
City of Salem



## **CITY OF SALEM, MASSACHUSETTS**

**In City Council, September 12, 2019**

**Resolved**

### **A RESOLUTION TO RECOGNIZE WORLD DUCHENNE AWARENESS DAY**

**WHEREAS** Duchenne muscular dystrophy (Duchenne) is the most common fatal genetic disorder diagnosed in childhood, affecting approximately one in every 5,000 live male births each year; and

**WHEREAS** the Duchene gene is found on the X-chromosome, it primarily affects boys; however, it occurs across all races and cultures; and

**WHEREAS** Duchenne results in progressive loss of strength and is caused by a mutation in the gene that encodes for dystrophin. Because dystrophin is absent, the muscle cells are easily damaged. The progressive muscle weakness leads to serious medical problems, particularly issues relating to the heart and lungs. People with Duchenne typically live into their late twenties; and

**WHEREAS** Duchenne can be passed from parent to child, but approximately 35% of cases occur because of a random spontaneous mutation. In other words, it can affect anyone. Although there are medical treatments that may help slow its progression, there is currently no cure for Duchenne; and

**WHEREAS** because it is a rare disease, one of our greatest tools in the fight to end Duchenne is raising awareness; and

**WHEREAS:** on September 7, 2019 the fifth World Duchenne Awareness Day will take place and Duchenne organizations around the world will raise awareness for all people living with Duchenne muscular dystrophy;

**THEREFORE** we, the Mayor and City Council of the City of Salem, Massachusetts do hereby recognize September 7, 2019 as World Duchenne Awareness Day and encourage the residents of Salem to increase their awareness and understanding of Duchenne muscular dystrophy.



## CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll  
Mayor

Office of the Mayor

September 12, 2019

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

Ladies and Gentlemen of the City Council:

In July, Salem residents were invited to vote on their preference for naming the park. The overwhelming choice from that vote was Charlotte Forten Park. I am so proud that Salem will be naming this vibrant new space in honor of a woman who contributed so much to the progress of our community and to our country. I hope that this new public park will be a tribute to Charlotte Forten's legacy and a celebration of all that she achieved for generations to come. I am especially proud that of the two most recent public parks created by the City – Charlotte Forten Park and Remond Park – both are named in honor of women of color who fought for the abolition of slavery and for equal rights for women.

The Order additionally authorizes a donations fund so that the City may accept donations for the purposes of designing and constructing a statue or other memorial of Charlotte Forten for the park. We have already received a number of expressions of interest from individuals and organizations who would like to support such an installation and, working in partnership with the Public Art Commission and the Park and Recreation Commission, I believe we can develop a suitable installation to commemorate Forten and her legacy.

I strongly recommend adoption of the enclosed Order and thank you for your ongoing support for the effort to transform the once vacant dirt lot at 289 Derby Street into the remarkable Charlotte Forten Park.

Very truly yours,

A handwritten signature in cursive script, reading "Kim Driscoll".

Kimberley Driscoll  
Mayor  
City of Salem

CC: Salem Park and Recreation Commission



# CITY OF SALEM

In City Council, September 12, 2019

Ordered: The Salem City Council hereby declares that Lot 1, comprising 21,053+/- S.F. of land shown on a Plan entitled "Plan of Land in Salem, 289 Derby Street, Property of City of Salem; 285 Derby Street, Property of South Harbor Holdings, LLC, Scale 1"=20', March 15, 2018, North Shore Survey Corp., 14 Brown Street, Salem, MA," is hereafter to be known as the Charlotte Forten Park in recognition of her tireless advocacy for the end of slavery, equality for women and people of color, and education for all. As an abolitionist, educator, poet, translator, and women's rights advocate, her life embodied activism and social justice.

Be it further Ordered that a donation fund be established by the City Treasurer to be administered by the City's Public Art Commission to fund the construction and installation at the park of a sculpture, statue or other art piece to honor Charlotte Forten.





DERBY STREET

(PUBLIC - VARIABLE WIDTH)

STREET

RAILROAD  
SPUR  
13.10

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

104.87

ASSESSOR'S MAP 34 LOT 442  
CITY OF SALEM  
PL. REC. 33448 P. 332  
PLAN 567/1984

ASSESSOR'S MAP 34 LOT 441  
CITY OF SALEM  
PL. REC. 33448 P. 29  
PLAN 567/1984

ASSESSOR'S MAP 34  
LOT 440  
SOUTH SHORE HOLDINGS LLC  
PL. REC. 33448 P. 215  
PLAN 567/1984  
AREA = 25,187 ± S.F.  
(OVER INCLUDING LOT 2)

ASSESSOR'S MAP 34  
LOT 439  
SOUTH SHORE HOLDINGS LLC  
PL. REC. 33448 P. 327  
PLAN 567/1984  
AREA = 25,187 ± S.F.  
(OVER INCLUDING LOT 2)

LOT 1  
AREA = 21,000 ± S.F.

LOT 2  
AREA = 21,000 ± S.F.

6203

6203

6203

6203

# SALEM PLANNING BOARD

PLANNING BOARD APPROVAL UNDER  
THE SUBDIVISION CONTROL LAW NOT REQUIRED

THE ABOVE INSTRUMENT IS NOT A DETERMINATION  
OF COMPLIANCE WITH ZONING REGULATIONS

## NOTES:

1. LOTS 1 & 2 ARE CURRENTLY THE PROPERTY OF THE CITY OF SALEM. LOT 2 IS TO BE COMBINED WITH ADJACENT LAND OF SOUTH SHORE HOLDINGS LLC TO FORM ONE CONTIGUOUS LOT HAVING A TOTAL AREA OF 25,100 ± S.F.
2. ZONING DISTRICT - CENTRAL DEVELOPMENT.

FOR REGISTRY USE ONLY



PLAN OF LAND  
SALEM  
289 DERBY STREET  
PROPERTY OF  
CITY OF SALEM  
289 DERBY STREET  
PROPERTY OF  
SOUTH SHORE HOLDINGS, LLC  
SCALE 1" = 20' MARCH 18, 2018  
NORTH SHORE SURVEY CORPORATION  
14 BRIMLEY ROAD, MA  
877-244-6000

GRAPHIC SCALE



I CERTIFY THAT THIS PLAN CONFORMS TO THE  
RULES AND REGULATIONS OF THE REGISTRY OF DEEDS.

DATE 3/16/18

REGISTERED PROFESSIONAL LAND SURVEYOR