

NEW BEDFORD, MASSACHUSETTS

MEETING: COMMITTEE ON WAIVERS OF RESIDENCY
DATE: MARCH 11, 2020
TIME: 7:01 P.M.
PLACE: COUNCILLOR WILLIAM SALTZMAN ANTECHAMBER,
ROOM 213, MUNICIPAL BUILDING

PRESENT: COUNCILLORS LINDA MORAD, CHAIRPERSON; BRIAN
GOMES; JOSEPH LOPES; WILLIAM BRAD MARKEY

ABSENT: COUNCILLOR NAOMI CARNEY, VICE-CHAIRPERSON

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Councillor Morad called the Waivers of Residency Committee Meeting to order and took attendance. The Clerk read a Communication from Councillor Carney, explaining her absence from the meeting. This Communication was received and placed on file by Councillor Lopes and seconded by Councillor Markey.

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Councillor Morad asked the Clerk to read item one (1) into the record and items two (2), three (3), four (4) and five (5) read just the name of the person and if they are in favor or opposed to eliminating the Residency Requirement for the City of New Bedford. They are as follows:

Notice, City Clerk of reference of a WRITTEN MOTION, Council President Lopes, requesting that the Special Committee on Waivers of Residency review all current and existing Residency Waivers and consider granting them as permanent waivers and establish conditions, if needed, for revocation of any permanent waivers (Ref'd 02/13/20) was received and placed on file by Councillor Gomes and seconded by Councillor Lopes. (1)

Notice, City Clerk of reference of a COMMUNICATION, Councillor Morad, submitting a copy of an email from Joyce Rowley, New Bedford, MA, in opposition of eliminating the City's Employee Residency Requirement (Ref'd 2/13/20) was received and placed on file by Councillor Gomes and seconded by Councillor Lopes. (2)

Notice, City Clerk of reference of a COMMUNICATION, Councillor Morad, submitting a copy of an email from Shayne Trimbell, New Bedford, MA, in support of eliminating the City's Employee Residency Requirement (Ref'd 2/13/20) was received and placed on file by Councillor Gomes and seconded by Councillor Lopes. (3)

Notice, City Clerk of reference of a COMMUNICATION, Councillor Morad, submitting a copy of an email from Arthur Motta, New Bedford, MA, in opposition of eliminating the City's Employee Residency Requirement (Ref'd 2/13/20) was received and placed on file by Councillor Gomes and seconded by Councillor Lopes. (4)

Notice, City Clerk of reference of a COMMUNICATION, Councillor Morad, submitting a copy of an email from Brandon Roderick, New Bedford, MA, in opposition

of eliminating the City's Employee Residency Requirement (Ref'd 2/13/20) was received and placed on file by Councillor Gomes and seconded by Councillor Lopes. (5)

On motion by Councillor Gomes and seconded by Councillor Lopes, the Committee VOTED: To have the Clerk of Committee's Office send emails to the five (5) individuals who were either in support of or in opposition to eliminating the City of New Bedford's Waiver of Residency requirement, informing them that their email was received and placed on file and they will be taken under consideration. This motion passed on a voice vote.

The Personnel Office provided a Boards and Commissions Residency list which was received and placed on file by Councillor Gomes and seconded by Councillor Lopes.

Councillor Morad provided a list of Unit C people that have Waivers, this list was received and placed on file by Councillor Lopes and seconded by Councillor Gomes.

Several items were discussed informally between the Committee Members, Attorney Gerwatowski and Solicitor McDermott. The Committee was not sure they received a complete list of Board and Commissions residency waivers. They specifically mentioned Dr. Andrade on the Health Board, she lives in Dartmouth and is not on the list. Estelle Ribeiro lives in Fairhaven, she used to work in the City but has since retired from that job but is still on the Human Relations Commission and is not on this list. Councillor Morad asked Solicitor McDermott to check on an updated list and she said she would.

The consensus of the Committee was that some form of residency requirement needs to be in place and that it should be fair, equal and reasonable across the board for all city positions, whether they are employed or serving on a Board or Commission.

The following ideas presented for further review and discussion are as follows:

1. An employee who has a waiver now would be granted a permanent waiver for the residence they are currently living at. If they sell or relocate their home a new waiver would have to be considered or they would be required to move into the city.
2. A proposed incentive to attract employees to New Bedford instead of a waiver. If the job paid \$100,000 you would be required to move to the city. If not, and you are qualified, you could be given the job but at a reduced rate for example of \$95,000. You would never make the full step unless you lived in the city. (a formula would need to be determined.)
3. Temporary residency waivers would be issued for family emergency type occurrences. Two can be granted, one for nine months and the second for three months. If you are unable to return to the city after that one year, you would forfeit your job.
4. If you accept a job and live in the city you would be paid the regular rate. You would be required to live in the city for ten years, after that you would be able to move from the city. This would address the fairness concern for all employees, you would need to have the Police, Fire and AFSCME Unions agree to the same language. This would be for new employees; it does not include current employees. Current employees,

if they have lived in the city for ten years or more, they would be able to move out of the city and retain their job without a financial penalty.

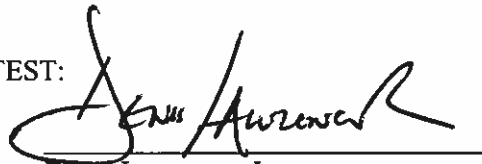
5. Increase the payment rate for EMT's, Nurses and Lifeguards that live in the city and a reduced rate for those who do not. A dollar amount or percentage was not discussed.

On motion by Councillor Lopes and seconded by Councillor Gomes, the Committee VOTED: To table this matter to the next meeting scheduled for Monday, March 30, 2020 at 7 pm. This motion passed on a voice vote.

Councillor Lopes made a motion to adjourn, which was seconded by Councillor Markey.

This meeting adjourned @ 8:17 p.m.

ATTEST:

A handwritten signature in black ink, appearing to read "Denis Lawrence, Jr.", written over a horizontal line.

Denis Lawrence, Jr.,
Clerk of Committees