**Finance Committee**

Video of meeting can be found at <https://youtu.be/iNcNzCJMpUs?feature=shared>

Members present: Chair Patti Devine, Vice Chair Kocayne Givner, Kevin Jourdain, Carmen Ocasio, Michael Sullivan

Other councilors present: Israel Rivera, Meg Magrath-Smith

Chair Devine called the meeting to order at 6:30 PM

Councilor Jourdain made a motion to remove item 1 from the table.

Item 1: Minutes of January 31, 2024 meeting

--->Approved 5-0.

DISCUSSION:

Councilor Sullivan asked if something that was tabled can be taken off the table.

Chair Devine suggested that could only be done in the Ordinance Committee. She then asked what he was referring to.

Councilor Sullivan stated that two executive sessions had been held for an order tabled in this committee. He then stated that he would like to see it brought up and sent to the Council for the next meeting.

Chair Devine suggested handling item 1 first.

Councilor Jourdain made a motion to approve item 1. Councilor Givner seconded the motion. Motion passed.

(1:20)

Councilor Sullivan stated that there was a tabled transfer order of $300,000 from stabilization to the Law Department. He then made a motion to remove the transfer from the table. Councilor Jourdain seconded the motion.

Councilor Givner asked if the City Council had to pull it from committee.

Chair Devine expressed her understanding that the Ordinance and Finance Committees can pull items from their jackets.

12-19-23 MCGIVERIN — that there be and is hereby appropriated by transfer in the fiscal year 2024, THREE HUNDRED THOUSAND AND 00/100 Dollars ($300,000) as follows:
FROM:
8810-10400 CITY STABILIZATION $300,000
TOTAL: $300,000
TO:
19412-57630 CLAIMS & DAMAGES $300,000
TOTAL: $300,000

---> Denied 3-2

DISCUSSION:

Councilor Sullivan made a motion to deny the transfer.

Chair Devine asked to clarify that he wanted to deny it instead of sending it to the full Council without a recommendation. She suggested that it could go nowhere if there was a lopsided vote.

Councilor Sullivan expressed his preference to deny it.

Councilor Jourdain seconded the motion, expressing that he was against it.

Motion to deny approved on a call of the roll of the yeas and nays--Yeas 3--Nays 2 (Devine, Givner)--Absent 0.

Councilor I. Rivera asked for clarification that the vote to deny would still allow the Council to vote on it.

Chair Devine stated that everyone would get a chance to vote on it.

Councilor Jourdain added that it would be a recommendation to deny, noting the roll call vote. He then stated that the Council could do whatever they wanted.

(5:00)

Chair Devine made a motion to remove item 2 from the table. Councilor Jourdain seconded the motion.

Item 2: 2-6-24 DEVINE - Ordered, that in accordance with M.G.L. Chapter 44 Sec. 53A, the City Council hereby accepts the provisions of the "2024 MASSDEP RECYCLING DIVIDENDS/SUSTAINABLE MATERIALS RECOVERY PROGRAM , $9,100, NO MATCH " grant and authorizes the establishment of a Fund or other method appropriate for the accounting of the receipts and expenditures of all resources associated with the administration of said grant.

--->Approved 5-0.

DISCUSSION:

Chair Devine stated that DPW Director, Carl Rossi, was unable to be in attendance but had spoken with him. She then explained that it was a no match grant to sustain recycling.

Councilor Jourdain asked who was providing the grant.

Tanya Wdowiak, City Auditor, stated that it was MassDEP, adding that they provided it every year.

Councilor Jourdain made a motion to approve item 2. Chair Devine seconded the motion. Motion passed.

(6:05)

Councilor Jourdain made a motion to remove item 3 from the table. Councilor Givner seconded the motion.

Item 3: 2-6-24 Devine- Ordered, that there be and is hereby appropriated by transfer in the fiscal year 2024, NINETY THOUSAND EIGHT HUNDRED SIXTY ONE AND 00/100 Dollars ($90,861) as follows:
FROM:
12201-51105    FIREFIGHTER        $90,861
TOTAL:    $90,861
TO:
12201-51102    DEPUTY FIRE CHIEF        $65,588
12201-51300    OVERTIME        8,307
12201-51500    VACATION/PERSONAL DAY BUYBACK        4,506
12201-51510    SICK LEAVE/INCENTIVE BUYBACK        12,460
TOTAL:    $90,861

--->Approved 5-0.

DISCUSSION:

Item was briefly tabled to allow Fire Chief Kadlewicz to arrive.

(7:10)

Councilor Jourdain made a motion to remove item 4 from the table. Councilor Givner seconded the motion.

Item 4: 2-6-24 DEVINE - Ordered, that in accordance with M.G.L. Chapter 44 Sec. 53A, the City Council hereby accepts the provisions of the "FY2024 SHANNON COMMUNITY SAFETY INITIATIVE (CSI), $576,814.28, 25% MATCH PAID BY SUBRECIPIENTS" grant and authorizes the establishment of a Fund or other method appropriate for the accounting of the receipts and expenditures of all resources associated with the administration of said grant.

--->Approved 5-0.

DISCUSSION:

Sgt. Zurheide stated that the match was paid by the recipients. He then explained that the grant was a long recurring grant from the Executive Office of Public Safety. He added that Holyoke had been a recipient for multiple years. He further explained that they partnered with multiple initiatives on this, including the Holyoke and Chicopee Boys and Girls Clubs, Pa'lante, Holyoke Community College, the Hampden County Sheriff Department, MassHire and their Center for Resilience Opportunities Academy. He also noted that President of the Holyoke Boys and Girls Club, Eileen Cavanaugh, was also in attendance for this item.

Chair Devine recalled seeing this grant come up often when she previously served on the City Council.

Councilor I. Rivera asked if data could be provided on the impact of the funds spent from this grant over the past 10+ years. He then expressed an expectation that this would past because the funds were needed in the community but preferred that there be a tracking system informing the public how it was impacting the community.

Sgt. Zurheide stated that for this specific grant, a budget breakdown was provided explaining where the funds were going. He also stated that he and Ms. Cavanaugh were working on submitting the year end reporting for the FY23 version of the grant. He added that they would be submitting it to the state and the Council.

E. Cavanaugh stated that they were also working with a third-party research partner from UMass Amherst who helped evaluate each of the Shannon-funded partners. She emphasized that they had no stake in the grant and were hired directly by the Executive Office of Public Safety to evaluate the effectiveness within the initiative. She also emphasized that the areas of focus were very specific, intended to help youth between the ages of 14 to 24 with suppression intervention and prevention activities. She then stated that the FY22 data should have been provided with the FY23 grant request showing the impact. She then emphasized that as this was a competitive annual grant, they wouldn't get the money if they weren't doing the work.

Chair Devine suggested that they provide a quarterly report showing what was being done with the grant.

Councilor I. Rivera suggested that they and their partners could come to a future Public Safety Committee meeting to present the data and impact from over the years.

Councilor Jourdain noted that one of the partners was the Pa'lante Transformative Justice Program with one person making $30 an hour, another making $50 an hour, and one person making $400 a day, 25 days of the year. He then noted that another person was receiving $14,987 but had a match of $45,000. He then asked how all of that was calculated.

E. Cavanaugh explained that the grant required a minimum 25% match, but it could be more if funding supported it. She further explained that Pa'lante had several other funding sources to help them do their work. She then stated that this grant was supporting only a small portion of their work in the community. She added that the $45,000 match was an additional grant award they received that could be used as a funding source for the position. She then stated that the other position were consultants providing community and staff training around their restorative circle work. She further stated that the grant allowed consultants to be paid up to $150 an hour.

Councilor Jourdain questioned that they would allow up to $150 an hour for public sector work.

E. Cavanaugh stated that they would. She then stated that she was not sure what he would consider public sector work.

Councilor Jourdain stated that this was public sector work, emphasizing that these were nonprofits.

E. Cavanaugh stated that they were also working with other agencies and organizations to provide the training and consultant work.

Councilor Jourdain noted that one of the consultants was labeled as "alumni fellow," assuming that was someone that graduated from the program. He then suggested that a typical consultant would work the occasional day training, sometimes once a month. He then emphasized that this was a full time position.

E. Cavanaugh clarified that not all of people within that line item were consultants. She further clarified that the alumni fellow was a Pa'lante staff position. She then explained that under the grant, subrecipients were all considered under contract so staffing positions and consulting positions were under the same section supporting a portion of their work.

Councilor Jourdain suggested that it would be the full thing.

E. Cavanaugh clarified that that it was supporting a little under $15,000 and then they were matching it.

Councilor Jourdain asked to clarify that the position was paying $60,000 and the grant was paying $15,000 of that.

E. Cavanaugh stated that was correct.

Councilor Jourdain asked if there was data showing that the crime rate was going down in this age group as a result of this grant.

E. Cavanaugh stated that they could ask their local action research partner to aggregate the data. She then explained that since it was an annual grant, they were only aggregating annual data. She then emphasized that this was only one part of addressing what causes youth violence in the community. She added that many people come in and out of the community and youth laws have changed over time with respect to arrests. She added that they could present a trend report if asked to come back in.

Councilor Jourdain recalled that when he left the Department of Youth Services in 2003, it was a shell of what it used to be. He noted that he and other case workers averages around 70 kids each and it was likely now around 150 total for the entire region. He then suggested that crime may not have gone down, but youth were now not being committed through juvenile court. He then asked what the metric would be in the current day and to present the answer to that question at a future meeting.

E. Cavanaugh encouraged councilors to visit mass.gov and look up the Shannon Community Safety Initiative where program briefs show aggregated data from across the state. She added that it also showed data to specific regions around the state.

Councilor Sullivan expressed his assumption that Pa'lante was a political action committee.

Councilor I. Rivera stated that Pa'lante was not a political action committee but a youth civic participatory engagement nonprofit, focused on educating youth and empowering them on taking civic agency over themselves and their community. He noted that he worked for them when we first got out of prison and knew of many youth he worked with that were now doing well, including working in the DPW, running small businesses, and successful in their own right. He then explained that this was what motivated him to get the data that showed their engagement with positive institutions.

Chair Devine stated that they would be holding an open house on February 28th at 220 Linden Street.

Councilor Sullivan made a motion to approve item 4. Councilor Jourdain seconded the motion. Motion passed.

(27:50)

Councilor Givner made a motion to remove item 3 from the table. Councilor Sullivan seconded the motion.

Chief Kadlewicz stated that the transfer was to fund the contract that the deputy chiefs just negotiated with the city, in line with the contract negotiated by the firefighters. He then explained that the surplus in the firefighter account was due to vacancies, adding that their timeline to fill those positions provided the funding to cover this.

Councilor Jourdain asked for explanation of language and cost changes. He noted there was a 2.5% wage increase and a detail about an active shooter requirement with a related 2.5 and 1% increase. He then asked if there was comparison to contracts in neighboring communities.

Chief Kadlewicz stated that the percentages of the raises were tied to a new requirement that they take a more active role in hostile events, including active shooter or bomb events, putting them at more of a forward role. He noted that in the past, they would wait back for the police to address a situation before going in to treat people. He then explained they throughout the U.S., it had become apparent that more people could be saved with a more active rescue intervention.

Councilor Jourdain asked if that meant they would be going in to help rescue people if there were an active shooter situation.

Chief Kadlewicz stated that it would be like a rescue task force where they would have forward staging to send people into a more exposed environment rather than waiting in a safe area. He further explained that this would put them into a more forward area with a patrolman who would go with them to take care of these incidents.

Councilor Jourdain asked if this required additional training.

Chief Kadlewicz stated that it did and was starting within the state. He then stated that they had bought tactical gear for them to use for these situations to be able to perform lifesaving measures.

Councilor Jourdain noted that there should have been a redline copy of the agreement providing the changes made from the old language. He added that there should have been a financial analysis of the total impact. He then asked how long this agreement was for.

Chief Kadlewicz stated that it was for two years, dating back to the previous fiscal year.

Councilor Jourdain asked for explanation of additional details in the agreement, including agency service fees and overtime for the first 30 minutes.

Chief Kadlewicz stated that they rolled Juneteenth into the holidays in accordance with everyone else. He then explained that a reference to removing references to agency service fees was to fall in line with a new law. He further explained that deleting "for the first 30 minutes" was related to when they send out or receive mutual aid with other communities, which previously required them to call people back after 30 minutes, now putting it at the Chief's discretion.

Councilor Jourdain asked if this was now beneficial.

Chief Kadlewicz stated that it was beneficial to him as well as to the city.

Councilor Jourdain asked for an explanation of a change to personal liability.

Chief Kadlewicz stated that when someone was on injured on Duty (IOD), the Chief could call them back to light duty after 30 days, adding that this change lowered it to 15 days. He emphasized that it was better to get people back to work.

Councilor Jourdain emphasized that this was also beneficial to the city.

Chief Kadlewicz agreed that it was.

Councilor Jourdain noted that there had been extensive discussion of workplace injuries and the related costs, emphasizing that these changes were helpful.

Chief Kadlewicz explained that with personal days, the normal time someone would take one was when someone else on their apparatus was off on a vacation day. He added that use of a personal day would normally cause overtime. He then stated that rolling personal days into the salary by allowing people to sell them back, it helped to limit overtime exposure. He added that it was mutually beneficial.

Councilor Jourdain asked for an explanation of out of grade pay.

Chief Kadlewicz stated that it would give the department a pay scale if someone needed to take over for him in the Chief's position for more than 60 days.

Councilor Jourdain asked if they would get their normal pay under 60 days.

Chief Kadlewicz stated that they would.

Councilor Jourdain asked what the current standard was.

Chief Kadlewicz stated that there was currently nothing, and this would give them something if they were taking over for more than 60 days.

Councilor Jourdain suggested that it would be odd for the Chief to be out for more 60 days.

Chief Kadlewicz agreed that there would be something going on to cause that.

Councilor Jourdain made a motion to approve item 3. Councilor Sullivan seconded the motion. Motion passed.

Meeting adjourned at 7:09 PM