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The Committee on Legislative Affairs & Elections met on Monday, April 25, 2022 at 6pm in the Everett City Council Chamber. 2022 APR 26 A 8:35

The meeting was recorded by ECTV and can be viewed on the City of Everett website.

Members present were Councilor Michael Marchese, presiding, Councilors Alfred Lattanzi, Stephanie Smith and Anthony DiPierro.

The Committee considered an Order offered by Councilors Stephanie Smith and Stephanie Martins: That the City Council reviews and updates the Legislative Code for the City Council.

Councilor Smith noted that the members met in a work session on Wednesday March 23rd at City Hall and would be proposing the following ten point recommendation for changes to the Legislative Code at this meeting:

1. Appointment/Reappointment process clarifications for City Clerk/Assistant City Clerk
2. Change in stipend process for absent officers
3. COLA increases – changed it to align with the COLA increases for non-union employees for the City of Everett and to not exceed 2% without City Council approval
4. Review of the salary ranges to occur every 3 years with the City Council President or his designee and Director of HR
5. Changed longevity to align with the non-union employee schedule for the City of Everett
6. Updated years of service for vacation accrual to account for only City of Everett years of service, deleted Massachusetts Contributory Retirement System.
7. Updated vacation policy to align with the non-union employees for the City of Everett
 - a. All carryover vacation time exceeding the one week authorized by the City Council President must be paid out by YE22 or it will be deemed lost
8. Updated sick leave policy for time of separation (retirement, unfavorable reappointment) to align with the non-union employees for the City of Everett
 - a. 5% of accumulated sick time up to \$5K
9. Updated personal leave to align with the non-union employees of the City of Everett
10. Updated Rules of Conduct language to address violations

Councilor Lattanzi obtained a clarification on the vacation policy. Chairman Marchese asked if the intent was to stop large payouts to employees and Councilor Smith responded that the intent was to align the policies with other city employees so that City Council employees were not treated any differently. Councilor DiPierro moved to report out favorably to the City Council.

The Committee voted: to report back to the City Council with a recommendation for favorable action.

Respectfully Submitted,

John W. Burley
Clerk of Committees