

CITY CLERK  
GLOUCESTER, MA  
2020 OCT -1 AM 10:47



GLOUCESTER CITY COUNCIL  
**Ordinances & Administration Committee**  
Monday, October 5, 2020 - 6:00 p.m.  
**REMOTE MEETING**  
**AGENDA**

(Items may be taken out of order at the discretion of the Committee)

Consistent with the Governor's orders suspending certain provisions of the Open Meeting Law and banning gatherings of more than 25 people, this meeting will be conducted by remote participation to the greatest extent possible. The public may not physically attend this meeting but every effort will be made to allow the public to view and listen to the meeting in real-time. Persons who wish to do so are invited to view the meeting at:

Join from Computer, Smart Device: <https://gloucester-ma-gov.zoom.us/j/88110652875>  
Join via Phone: 1-301-715-8592 or 1-312-626-6799  
Meeting ID: 881 1065 2875

Please visit <http://gloucester-ma.gov/remote-public-meetings> for instructions and guidance on how to join a remote meeting

1. New Appointment:  
Human Rights Commission (TTE 2/14/23) Hannah Kimberley
2. Memorandum from Fire Chief re: request amendment to GCO Sec. 8-21(d) "Qualifications and appointments of firefighters"

**COMMITTEE**  
**Chair, Councilor Sean Nolan**  
**Vice Chair, Councilor Steven LeBlanc**  
**Councilor Jamie O'Hara**

CC: Mayor Sefatia Romeo Theken  
Joanne Senos  
Vanessa Krawczyk  
Chip Payson  
Chief Smith

**The listing of matters is those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.**

City Hall  
Nine Dale Avenue  
Gloucester, MA 01930



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stheken@gloucester-ma.gov

CITY OF GLOUCESTER  
OFFICE OF THE MAYOR

September 15, 2020

Hannah Kimberley  
15 South Kilby Street  
Gloucester, MA 01930

Dear Hannah:

Thank you for your interest in serving on the **Human Rights Commission**. I am pleased to appoint you to a three year term to the commission.

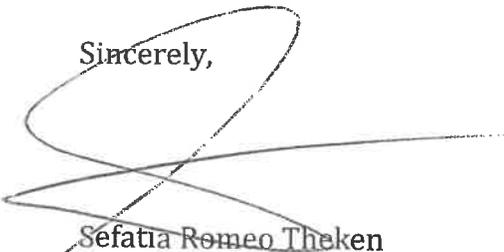
Your appointment will be sent to the City Council for their meeting of September 22, 2020, at which time it will be referred out to the Ordinance and Administration subcommittee. You will be notified by the Clerk of Committees as to the date on which your appointment will be reviewed by the O&A Committee.

On behalf of the City of Gloucester, I greatly appreciate your dedication to public service and look forward to continuing to work with you in the coming years to help make Gloucester a better place for all of us to live.

If you have any questions or if you require additional information, please feel free to contact my office.

Thank you again,

Sincerely,



Sefatia Romeo Theken  
Mayor

cc: Mayor's Report to the City Council

Dear Mayor Romeo Theken,

Gloucester's Human Rights Commission's stance that all citizens deserve human and civil rights is the building block of a multicultural society in which differences become strengths in a collaborative effort. Celebrating our diversity, as well as our common interests, helps unite us all while promoting tolerance and inclusion. Gloucester's Human Rights Commission's aim -- to "improve the life of our city by enlisting individuals and community-based groups in educational programs and campaigns to increase mutual self-respect, harmonious intergroup relations and the peaceful enjoyment of life in our diverse community" -- is essential to promoting and protecting the constitutional, civil, and human rights of all people within our city.

I have the skills needed to contribute to the commission in an effective and meaningful way. As an educator, since 1996, I have dedicated my career to serving students who have been academically, socially, or economically disadvantaged. In the last three years, as a humanities teacher at a newly founded, all-girls' high school, my responsibilities reach well beyond the classroom. I teach my students to become critical consumers of information and engaged global citizens who act with empathy and an awareness of historical and current systems of power. I also promote positive and productive relationships between colleagues, students, parents, and the community by organizing community outreach and programming between our school and local organizations such as The Open Door Food Pantry, Period Partners, which provided menstrual products to people who need them on Cape Ann, and the Judith Sargent Murray Museum. One of the best parts of working with community partners is watching students realize that they have the power to enact change in the world. I am most proud of the work I do to build relationships between the administration and the faculty, the institution and the families it serves, and between myself and the students in my classroom. Relationships built on trust and respect are the foundation of any successful education endeavor.

When I am not teaching, I volunteer my time and expertise in the Gloucester community. As the president of the League of Women Voters of Cape Ann, I work closely with our members to encourage informed and active participation in government and increase understanding of public policy issues through education and advocacy. We work with local high school students to present election ballot questions to the public; we host/moderate debates for municipal elections; and we give forums on such topics as campaign finance and environmental conservation. Recently, we worked to pass "An Act relative to voting options in response to COVID-19" in both the House and the Senate to ensure that all people in Massachusetts have equal access to vote during the Coronavirus Pandemic; this will provide the most robust vote-by-mail ever in the

history of Massachusetts. Likewise, we are currently working on other bills right now for transforming public safety, establishing a special commission on structural racism, and establishing a commission to implement a statewide system to certify local police officers and enable de-certification for misconduct and abuse.

I am also a founding member of Women's Equality Cape Ann, an intersectional feminist group of people working for equality, human rights, social justice, and fair treatment for all. What started as a two-person band in my living room just over three years ago has developed into a mailing list of over 300 people. We cover current events affecting women (of which there are clearly many) and how we can address them locally. Some of these issues include working with newly arrived refugees in our community and with our senators and representatives on matters such as sexual and reproductive healthcare and the environment.

These skills and others outlined in my resume make me a great candidate for Gloucester's Human Rights Commission. I hope that you will consider me to serve on the commission. I am happy to provide references that speak to any and all of the skills outlined above and in my resume. I look forward to hearing from you.

In solidarity,

Hannah Kimberley  
15 South Kilby Street  
Gloucester, MA 01930

## **Hannah Kimberley**

[hannah.s.kimberley@gmail.com](mailto:hannah.s.kimberley@gmail.com) 757.652.3118

15 South Kilby Street Gloucester, MA 01930

### **Educator**

- Created and taught a wide range of history, literature, and interdisciplinary courses at the high school and college levels
- Designed and implemented engaging, student-centered lessons involving discussions, activities, and interactive lectures
- Fostered critical thinking skills and a growth mindset in all courses
- Mentored, trained, and supported new teachers
- Promoted positive and productive relationships between colleagues, students, parents, and the community
- Involved in the supervision and evaluation of educators at various levels and provided timely and constructive feedback on a regular basis
- Involved in the recruitment, screening, and hiring of new teachers
- Assisted Director of Admissions with production of marketing materials at a new startup high school
- Provided support to Director of Communications at a startup high school, including help with marketing and recruitment
- Organized community outreach and programming between a startup high school and local organizations including The Open Door and Salem Public Schools

### **Author**

- Self-directed and motivated author
- Wrote *A Woman's Place Is at the Top: A Biography of Annie Smith Peck*
- Translated large and complex content into manageable parts to communicate effectively with diverse groups
- Edited for clarity, uniformity, correctness, and style both in print and online
- Communicated effectively and efficiently with publisher, editors, publicity manager, and other consultants throughout all editorial processes
- Enthusiastic, engaging and effective public speaker in both small and large settings including live audiences, television, and radio

## Conferences/ Symposia/Talks/Appearances

- TV appearance, PBS's *American Masterpiece*, "Unladylike 2020: Annie Smith Peck, Record-breaking Mountaineer," 2020
- Panelist, "Tipping the Scales: Writing Women's Lives in Biography & Historical Fiction," Association of Writers & Writing Programs, March 2019
- Speaker, "A Woman's Place Is at the Top: The Life of Mountaineering Suffragist, Annie Smith Peck" The Harvard Press Warner Free Lecture Series, January 2018
- Radio guest speaker, "Author Traces Life Of Annie Smith Peck, 'Queen Of The Climbers,'" *National Public Radio's* "Here and Now with Meghna Chakrabarti," February 2018
- TV appearance, "Who Knew: Mapping the Mountains," *Chronicle WCVB* with Ted Reinstein, October 2017
- Speaker, "Annie Smith Peck: Climber, Scholar, Suffragist," League of Women Voters and Women's Suffrage Celebration Coalition of Massachusetts, Needham, MA, October 2017
- Speaker, "Annie Smith Peck: Mountain Climber, Suffragist, and Daughter of Providence," Brown University, Providence, RI, September 2017
- Radio guest speaker, "One Leg at a Time: The History of Women in Pants," National Public Radio's *The Colin McEnroe Show*, August 2017
- Speaker, "A Woman's Place Is at the Top," Sawyer Free Library sponsored by The Bookstore of Gloucester, Gloucester, MA, August 2017
- Speaker, "Women's Equality from the Revolution to Today," Sargent Murray House Museum, Gloucester, MA, October 2016
- Speaker, "Forum on Money in Politics," League of Women Voters of Cape Ann, Rockport, MA, September 2016
- Speaker, Cape Ann Public Forum on State Referendum Questions, Gloucester, MA, October 2014
- Panelist, "Beneath the Mask There is an Idea: Re/Framing Identities in the Materialities of Print and Digital Texts" Conference of the Rhetoric Society of America, Philadelphia, May 2012.
- Panelist, "That's What She Said: Women's Rhetorics, Feminism, and Engagement in Public Discourse." *Feminisms and Rhetorics*, Minnesota State University, October 2011.
- Panelist, "Breaking Annie Out of the Basement: Library Archival Materials as Systems of Knowledge." *Women in the Archives*, Brown University, April 2011.
- Panelist, "Nurturing Mother Nature: An Ecofeminist Perspective on the Visual Rhetoric of Environmental Activism." International Conference on the Image, University of California in Los Angeles, December 2010.
- Panelist, "Women, History, and Procedural Writing: Writing Instructions, Writing Ourselves." The Conference on College Composition and Communication, San Francisco, March 2009.
- Panelist, "Grand Theft Rhetoric: The Ford Motor Company's Remediation of Environmental Rhetoric." Thomas R. Watson Conference, University of Louisville, October 2008

## **Honors**

- Listed in “Stories of Mighty Women: New Biographies for Adult Readers,” *A Mighty Girl*, 2019
- Listed in “These Travel Books Will Fuel Your Wanderlust,” *Forbes Magazine*, 2018
- Listed in “Ten Inspiring and Thought-provoking Reads about Female Groundbreakers,” *The Daily Beast*, 2018
- Listed in “13 Best Nonfiction Books Coming Out this Summer,” *Bustle Magazine*, 2017
- Nu Upsilon Chapter recognized by Sigma Tau Delta for 5 Years of Excellence, 2013
- Old Dominion University Shining Star Award for exhibiting extraordinary service to students’ development (academically, professionally, and personally, inside and outside of the classroom setting), 2010 and 2011
- Henry Regnery Endowed Scholarship, Sigma Tau Delta, 2009
- Pegasus Travel Scholarship, Old Dominion University, 2009
- Nominated for Outstanding Instructor, Johns Hopkins University, CTYOnline, 2008, 2015
- 2007-2009 Doctoral Research/Teaching Assistantship, Old Dominion University

## **Volunteer Work**

- Mentor for new faculty, Academy at Penguin Hall, 2017 – present
- Co-president, Women’s Equality Cape Ann (WECANN), 2016 – present
- President, League of Women Voters of Cape Ann, 2015 – present
- Volunteer at The Open Door Food Pantry, 2014 – present
- Faculty Advisor for Sigma Tau Delta English Honor Society (Nu Upsilon Chapter), Old Dominion University, 2011 – 2012
- Adjunct faculty mentor, Old Dominion University, 2010 – 2012
- Advising Committee, Old Dominion University, 2010 – 2012
- Composition Committee, Old Dominion University, 2009 – 2012
- English Student Advisor, Old Dominion University, 2009 – 2012

## **Leader**

- Founded Women's Equality Cape Ann, a group of concerned women and men on Boston's north shore, working for equality, social justice, and fair treatment for all
- Headed the League of Women Voters of Cape Ann as president of the league

## **Employment**

- Humanities teacher, The Academy at Penguin Hall, Wenham, MA; 2017 – present
- Author and Adjunct Instructor of English, Endicott College (on campus and Online); 2012 – 2017
- Lecturer of English, Old Dominion University; 2009 – 2012
- Graduate Teaching Assistant, Old Dominion University; 2008 – 2009
- Online Instructor, Johns Hopkins University, Center for Talented Youth; 2008 – 2016
- Assistant Director of Composition, Old Dominion University; 2007 – 2008
- Teacher at the elementary, middle, and high school levels; 1996 – 2007

## **Education**

- PhD English specializing in rhetoric and textual studies, Old Dominion University, 2012
- Gifted Education Endorsement, University of Virginia, 2000
- MA in Education, University of New Mexico, 1998
- BA in History and BA in Latin American Studies, University of New Mexico, 1996
- Additional Coursework: Universidad Nacional Autónoma de México (Spanish Language, Composition and Mexican Art History), summers 1995 and 2005

## **Publications**

- In progress: *The Shark Lady: A Biography of Eugenie Clark, Scientific Pioneer*
- *A Woman's Place is at the Top: A Biography of Annie Smith Peck, Queen of the Climbers*, St. Martin's Press, 2017
- *Woman at the Top: Rhetoric, Politics, and Feminism in the Texts and Life of Annie Smith Peck*. Old Dominion University Dissertation, ProQuest, 2012.
- With Julia Romberger, "Nurturing Mother Nature: An Ecofeminist Perspective on the Visual Rhetoric of Environmental Activism," *International Journal of the Image*, 1.3, 2011.
- With David Metzger, "Writing in the Third Space from the Sun," *Rhetorics, Literacies and Narratives of Sustainability*. Ed. Peter Goggin. New York: Routledge, 2009.



# Gloucester City Council

## CERTIFICATE OF VOTE

### Certificate Number: 2019-118

The Gloucester City Council, at a meeting held on **Tuesday, June 25, 2019** at 7:00 p.m. in the Kyrouz Auditorium, City Hall, voted to approve the following:

#### **IN CITY COUNCIL:**

**MOTION:** On a motion by Councilor LeBlanc, seconded by Councilor Gilman, the City Council voted 8 in favor, 0 opposed, 1 (Nolan) absent, to Amend GCO Ch. 2 "Administration," Div. 8-"Human Rights Commission," by **ADDING** following sections: 2-502 "Disabilities Rights Commission Established; Terms," 2-503 "Election of chairperson; rules of procedure", 2-504 "Purposes," 2-505 "Definition of person with disability," 2-506 "powers and duties," and 2-507 "Records" as follows:

#### **Sec. 2 – 502. - Disabilities Rights Commission Established; Terms.**

- (a) There shall be a sub-commission under the Human Rights Commission known as the "Gloucester Disabilities Rights Commission," which shall consist of seven members appointed by the mayor and approved by the city council, to serve without compensation. A majority of said commission members shall consist of people with disabilities, one member may be a member of the immediate family of a person with a disability, one member shall be either an elected or appointed official of the city, and one member shall also serve as a member of the Human Rights Commission to ensure consistent goals and practices.
- (b) The commissioners shall be selected and appointed from a list developed by the mayor through an application process which shall include public notice as provided in section 7-6 of the Charter. Said list shall be updated as vacancies on the commission occur. All such appointments by the mayor shall be confirmed by the city council pursuant to section 2-10(a) of the Charter.
- (c) The commissioners shall serve a term of three years; provided, however, that of the members first appointed to the commission, two shall be appointed to a term of one year, two shall be appointed to a term of two years, and three shall be appointed to a term of three years. Thereafter, the mayor shall appoint each successor to a term of three years. In the event of the death or resignation of any member, a successor shall be appointed to serve for the unexpired term for which the member has been appointed.
- (d) The loss of office by a commissioner due to excessive absence shall be governed by section 7-14 of the Charter.
- (e) Said commission shall follow all applicable laws including, without limitation, Section 504 of the federal Rehabilitation Act of 1973, which requires inclusion and integration of persons with disabilities in the programs, services and employment opportunities of organizations and agencies that receive federal money; Amendment Article 114 of the Massachusetts Constitution, which prohibits discrimination on the basis of disability under any service or program within the Commonwealth; and the regulations of the Architectural Access Board, which require access in newly built and renovated buildings.

#### **Sec. 2 – 503. - Election of chairperson; rules of procedure.**

- (a) The members of the commission shall annually elect a chairperson from among its members who shall not hold that office for more than three consecutive terms.
- (b) Subject to the approval of the mayor, the commission shall adopt rules of procedure for its administration which are consistent with the laws of the commonwealth, ordinances of the city and Parliamentary Authority.

**Sec. 2 – 504. - Purposes.**

The purposes of the commission shall be to promote the full integration and participation of people with disabilities in the City of Gloucester's activities, services and employment opportunities or the community and to coordinate or carry out programs in coordination with programs of the Massachusetts Office of Disability. The commission shall:

- (1) Research local problems and challenges of people with disabilities.
- (2) Advise municipal officials and employees in ensuring compliance with state and federal laws and regulations that affect people with disabilities.
- (3) Work closely with the ADA Coordinator, inventory all of the programs and services that are currently in place in the City for people with disabilities and promote public awareness of such services to bring about maximum participation of people with disabilities.
- (4) Recommend to the mayor and the ADA Coordinator new programs and services needed to meet the problems and challenges of people with disabilities and to ensure equal access by persons with disabilities.
- (5) Review and make recommendations to the mayor about current policies, procedures, services, activities and facilities of departments, boards and agencies of Gloucester as they affect people with disabilities.
- (6) Provide information and referrals for guidance and technical assistance in all matters pertaining to disability to individuals, public agencies, businesses and organizations in the city.

**Sec. 2 – 505. - Definition of person with a disability.**

For the purpose of this ordinance a person with a disability shall be defined as any person who (1) has a

Physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such impairment; or (3) is regarded as having such impairment.

**Sec. 2 – 506. - Powers and duties.**

The powers and duties of the commission shall include the following:

- (1) To ensure the equal status of persons with disabilities in the areas of education, employment, the economy, politics, housing, and health.
- (2) To acquire, analyze, use and store disability related statistics and related materials for program planning and evaluation purposes.
- (3) To keep and make public records of its meetings and actions and to publish reports and other documents.
- (4) To provide a public forum in which citizens with disabilities may identify specific barriers that may prevent them from taking full advantage of city programs, initiatives, and facilities. The commission may advise the mayor on any recommended corrective actions.
- (5) To assist in public awareness and inclusion of persons with disabilities through participation in public events, including but not limited to, City sponsored recreational, educational and development activities.
- (6) To refer complaints or grievances to the appropriate local, state or federal agency for resolution.
- (7) To receive donations in the name of the city, subject to the approval of the mayor and city council, consistent with the city's gift acceptance ordinance.
- (8) To provide the mayor, the city council and the school committee with a complete annual report of its activities and its recommendations, which shall be included in the City's Annual Report.

**Sec. 2 – 507. – Records.**

**All commission records shall be public except those that are necessary to ensure privacy rights under other local, state or federal laws.”**

  
Joanne M. Senos, City Clerk

Date: June 27, 2019

**APPROVED BY THE MAYOR**

  
Sefatia Romeo Theken

**VETOED BY THE MAYOR**

\_\_\_\_\_  
Sefatia Romeo Theken

SIGNED THIS 27<sup>th</sup> DAY OF JUNE, 2019

All Ordinances shall become effective 31 days after passage except  
Emergency Orders and Zoning Amendments shall become effective the next day



Office of the Fire Chief  
Eric L. Smith  
CITY OF GLOUCESTER FIRE DEPARTMENT  
8 School St.  
Gloucester, MA 01930  
978-281-9760 office

## Memorandum

**TO:** Mayor Romeo Theken  
**FROM:** Chief Smith  
**RE:** Ordinance 8-21 (d) revision  
**DATE:** 9-15-20  
**cc:** Interim CAO Krawczyk

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Mayor,

I am requesting your review, approval and inclusion in the Mayor's Report to City Council the attached revision of *City Ordinance, Sec. 8-21. - Qualifications and appointments of firefighters paragraph (d)*. The Legal Department assisted me in revising this section of the Ordinance so newly hired city firefighters are not forced to attend the Fire Academy when they already have the exact same training qualifications and documentation thereof. The current ordinance does not truly allow for this exception and sending a fully trained newly hired firefighter to the State Academy is a waste of funding. I have met with the Union and they also support this change.

If you have any questions please let me know

Fire Chief Eric L Smith

Sec. 8-21. - Qualifications and appointment of firefighters.

- (a) The mayor shall have the power to appoint all firefighters who shall hold their office at the discretion of the mayor subject to the laws pertaining to civil service and to the collective bargaining agreement. The fire chief is exempt from civil service laws and the terms of the collective bargaining agreement. All firefighters are required to be citizens of the United States and within nine months of his/her appointment, to reside within 15 miles of the limits of the city as required by M.G.L. c. 41 § 99A.
- (b) Appointment of fire fighter shall be subject to the age restrictions (32 years or veterans of up to 36 years) of M.G.L. c. 31, § 58A.
- (c) Any firefighter of the fire department who shall fail to meet the requirements of subsection (a) of this section may be discharged from the department in accordance with the provisions of civil service regulations and any applicable contract.
- (d) All newly hired city firefighters shall either attend and successfully complete the recruit training program at the state firefighting academy~~with satisfactory completion of the recruit training program or submit satisfactory documentation that the newly hired firefighter has completed an equivalent training program with the same certifications as the state firefighting academy as~~be a condition of employment. Completion of the program shall be, whenever possible, with the employees' probationary period prescribed by M.G.L. c. 31, § 61. If a firefighter begins the recruit training program during the probationary period, the probationary period shall be suspended until the firefighter completes the program. If the probationary period would expire prior to the firefighter entering the academy, the mayor will make a written request to the personnel administrator to extend the probationary period until the program is completed.

(Code 1970, §§ 9-18, 9-23; Ord. No. 4-1992, § I, 2-11-1992; Ord. 6-1992, § I, 2-18-1992; Ord. No. 34-1995, § I, 6-13-1995; Ord. No. 47-1995, § I, 11-14-1995; Ord. of 1-11-2011; Ord. of 3-22-2011(01); Ord. of 9-10-2013(217))

**State Law reference**— Qualifications of municipal firefighters, M.G.L. c. 31, § 58.

**Note**— See the editor's note to § 8-18.