

## CITY OF BROCKTON

In City Council, July 27, 2020 the following 4 Ordinances:

1. Ordinance: Be it ordained by the City Council of the City of Brockton as follows: That Section 2-127 of Chapter II is hereby amended by adding the following: Division 7.-Department of Human Resources

2. Ordinance: Be it ordained by the City Council of the City of Brockton as follows: That Section 2-127 of Chapter II is hereby amended by adding the following: Section 2-127. -Pay plan, (relative to the Director of Human Resources.)

3. Ordinance: That the City Council approve “an Ordinance amending Chapter 27 of the Revised Ordinance of the City of Brockton Concerning Restaurants.”

Be it ordained by the City Council of the City of Brockton as follows:

Sec. 27-28. C-1 Zones, neighborhood commercial zones, Paragraph 3, Special Permitted Uses, is hereby amended.

4. Ordinance: Be it ordained, pursuant to Section 27-5 of the City Ordinances “Zoning Map” whereby reference is made to and incorporation of said boundaries of each of the zones established as shown on the map entitled, “The City of Brockton, Massachusetts Zoning District Map” dated November 10, 1967, and thereafter amended, that said map be amended to reflect zoning changes from C-2/R-2(current) to C-2 (Relative to Quincy St. and Centre St.)

In City Council July 27,2020, Ordinance #1 & #2 passed to a third reading, as amended and Ordinances #3 and #4, passed to a third reading, and on August 24, 2020 the question may be on final passage on all four Ordinances.

The foregoing Ordinances are on file in the City Clerk’s Office and on the City’s website in their entirety for review by interested parties.

Anthony J. Zeoli, City Clerk

**Please publish:  
August 10, 2020  
And  
August 14, 2020  
Use Account # EN00325185**

In City Council May 11, 2020

Amendment to Zoning Map for:

- Parcel ID 143-001, Plot 131, 617 Centre Street
- Parcel ID 143-209, Plot 130, 623 Centre Street
- Parcel ID 143-208, Plot 129, 629 Centre Street
- Parcel ID 143-191, Plot 128-30, old Beaver 143-192 Plot 1 Brockton, parking lots 143-250 plot 3 & 143-187, plot 17, 647 Centre Street
- Parcel ID 143-165, Plot 1 Coolidge, 661 Centre Street
- Parcel ID 143-162, Plot 127-3, 675 Centre Street
- Parcel ID 143-161, Plot 127-2, 679 Centre Street
- Parcel ID 143-110, Plot 127-5, 697 Centre Street
- Parcel ID 143-109, Plot 127-6, 707 Centre Street
- Parcel ID 143-106, Plot 127-1, 725 Centre Street
- Parcel ID 143-105, Plot 126, rear lot 143-103, Plot 17, Quincy, 747 Centre Street


Be it ordained, pursuant to Section 27-5 of the City Ordinances "Zoning Map" whereby reference is made to and incorporation of said boundaries of each of the zones established as shown on the map entitled, "The City of Brockton, Massachusetts Zoning District Map" dated November 10, 1967, and thereafter amended, that said map be amended to reflect the following zoning change:

- Parcel ID 143-001, Plot 131, 617 Centre Street**
- Parcel ID 143-209, Plot 130, 623 Centre Street**
- Parcel ID 143-208, Plot 129, 629 Centre Street**
- Parcel ID 143-191, Plot 128-30, old Beaver 143-192 Plot 1 Brockton, parking lots 143-250 plot 3 & 143-187, plot 17, 647 Centre Street**
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- Parcel ID 143-162, Plot 127-3, 675 Centre Street**
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- Parcel ID 143-110, Plot 127-5, 697 Centre Street**
- Parcel ID 143-109, Plot 127-6, 707 Centre Street**
- Parcel ID 143-106, Plot 127-1, 725 Centre Street**
- Parcel ID 143-105, Plot 126, rear lot 143-103, Plot 17, Quincy, 747 Centre Street**

**C-2/R-2(current) to C-2**

  
 \_\_\_\_\_  
 Jeffrey Thompson, Ward 5

IN CITY COUNCIL

MAY 11 2020  
 READ AND REPORTED TO STANDING  
 COMMITTEE ON ORDINANCE + PLANNING  
  
 \_\_\_\_\_  
 CLERK



# CITY OF BROCKTON

DEPARTMENT OF PLANNING AND ECONOMIC DEVELOPMENT

Planning Board

Historical Commission

Conservation Commission

Robert F. Sullivan  
Mayor

June 29, 2020

Robert May, CEcD  
Director

City Clerk

Anthony Zeoli, City Clerk  
City of Brockton  
45 School Street  
Brockton, MA 02301

RE: Ordinance: Pursuant to Section 27-5 of the City Ordinances the City of Brockton, Massachusetts Zoning District Map dated November 10, 1967, and thereafter amended, be amended to reflect zoning changes from C-2/R-2 (current) to C-2 (Relative to Quincy St. and Centre St.)

Ordinance: An Ordinance amending Chapter 27 of the Revised Ordinance of the City of Brockton Concerning Restaurants Sec. 27-28. C-1 Zones, neighborhood commercial zones, Paragraph 3, Special Permitted Uses, is hereby amended.

Dear Mr. Zeoli:

The Planning Board held a public hearing on June 23, 2020 and voted unanimously to recommend the above changes favorably to the City Council.

Very truly yours,

  
Robert Pelaggi  
Chairperson

RP:pg



# CITY OF BROCKTON

## DEPARTMENT OF PLANNING AND ECONOMIC DEVELOPMENT

Planning Board

Historical Commission

Conservation Commission

Robert F. Sullivan  
Mayor

June 29, 2020

Robert May, CEcD  
Director

Anthony Zeoli, City Clerk  
City of Brockton  
45 School Street  
Brockton, MA 02301

City Clerk  
781-385-7340

RE: Ordinance: Pursuant to Section 27-5 of the City Ordinances the City of Brockton, Massachusetts Zoning District Map dated November 10, 1967, and thereafter amended, be amended to reflect zoning changes from C-2/R-2 (current) to C-2 (Relative to Quincy St. and Centre St.)

Ordinance: An Ordinance amending Chapter 27 of the Revised Ordinance of the City of Brockton Concerning Restaurants Sec. 27-28. C-1 Zones, neighborhood commercial zones, Paragraph 3, Special Permitted Uses, is hereby amended.

Dear Mr. Zeoli:

The Planning Board held a public hearing on June 23, 2020 and voted unanimously to recommend the above changes favorably to the City Council.

Very truly yours,

  
Robert Pelaggi  
Chairperson

RP:pg

# Brockton Zoning Amendment



Old Colony Planning Council  
70 School Street, Brockton, MA 0230  
Data Sources: City of Brockton, Office  
Geographic Information (MassGIS),  
Planning Council

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In City Council May 26, 2020

ORDINANCE:

AN ORDINANCE AMENDING CHAPTER 27 OF THE REVISED  
ORDINANCE OF THE CITY OF BROCKTON CONCERNING  
RESTAURANTS:

Be it ordained by the City Council of the City of Brockton as follows:

Sec. 27-28. C-1 Zones, neighborhood commercial zones, Paragraph 3, Special Permitted Uses, is hereby amended by deleting the following:

c. Restaurant or coffee shop, or take-out establishment, provided that the serving of food or beverages to patrons waiting in parked automobiles shall not be permitted.

Sec. 27-28. C-1 Zones, neighborhood commercial zones, paragraph 1, Principal permitted uses, is hereby amended by adding the following:

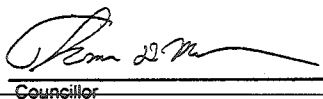
o. Eating and drinking establishments, including seasonal outdoor seating – without drive through service.

Sec. 27-29. C-2 Zones, general commercial zones, Paragraph 3, Special Permitted Uses, is hereby amended by deleting the following:

f. Taverns and restaurants including drive-in type.

Sec. 27-29. C-2 Zones, general commercial zones, Paragraph 3, Special Permitted Uses, is hereby amending by inserting the following:

f. eating and drinking establishments, including seasonal outdoor seating – with drive-through service.



Councillor

Councilor Thomas Monahan



Councilor Jeffrey Thompson

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IN CITY COUNCIL

*May 26* *2020*  
READ AND REFERRED TO STANDING  
COMMITTEE ON *ORD/Planning*  
*Anthony J. Zeoli*  
CLERK

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In City Council February 24, 2020

ORDINANCE:

Be it ordained by the City Council of the City of Brockton as follows:

That Section 2-127 of Chapter II is hereby amended by adding the following:


Sec. 2-127.-Pay plan

Revised Ordinances of the City, Section 2-127-Pay plan is hereby amended by deleting in its entirety from compensation Grade DH5 the title of Director of Personnel and its associated step salaries and replacing it with the following:

Comp Grade

DH5 Director of Human Resources

Minimum	\$115,000
Step 2	\$118,450
Step 3	\$122,003
Step 4	\$125,664
Step 5	\$129,443
Step 6	\$133,316
Step 7	\$137,316

  
Councillor

Council President Shirley Asack

IN CITY COUNCIL

February 24, 2020  
READ AND REFERRED TO STANDING  
COMMITTEE ON Ordinance

  
CLERK

In City Council April 15, 2020

Councillor Thompson motioned to refer back to Ordinance and was properly seconded.

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The motion carried by a roll call vote taken by "yeas" and "nays"; ten members present with all voting in the affirmative. Councillor Monahan absent.

*Anthony J. Zeali*

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City Clerk

H) on agenda

**AS AMENDED**

In City Councilor February 24, 2020

ORDINANCE

*Revised Ordinances of the City, Section 2-127-Pay Plan is hereby amended by deleting in its entirety from compensation Grade DH5 the title of Director of Personnel and its associated step salaries and replacing it with the following:*

Comp Grade

DH5 Director of Human Resources

Minimum	\$106,430
Step 2	\$112,450
Step 3	\$116,003
Step 4	\$119,664
Step 5	\$123,443
Step 6	\$127,316
Step 7	\$131,316

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Council President Shirley Asack

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In City Council February 24, 2020

ORDINANCE:

Be it ordained by the City Council of the City of Brockton as follows:

That Section 2-127 of Chapter II is hereby amended by adding the following:

Division 7.-Department of Human Resources

Sec. 2-379.- Established.

There is hereby established a department of Human Resources.

Sec. 2-380. – Director

The shall be a Director of Human resources who shall be appointed by the Mayor, for a term of three (3) years, subject to confirmation by the City Council. The Director shall appoint (i) and Assistant Director of Human Resources, (ii) a Diversity and Inclusion Manager, and (iii) such other technical and clerical employees as deemed necessary to carry out the functions of the department subject to appropriation.

Sec. 2-381. – Duties

The Director of Human Resources shall:

1. Manage and participate in the development and provision of all human resource services including recruitment, compensation, classification, benefits, training and policy administration and implementation;
2. Establish uniform human resources policies and ensures that the City complies with all local, state and federal human resource laws, rules and regulations including ADA, civil rights and FLSA;

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3. Manage the recruitment and selection process for all positions, working with appointing authorities, to ensure outreach, equal opportunity and compliance with federal and state laws;
  4. Manage the Civil Service process working with appointing authorities and serve as liaison to the Massachusetts Human Resource Division;
  5. Propose and maintain a uniform classification system for municipal positions;
  6. Maintain individual personnel records of all City employees. It shall be the duty of each City officer and employee to furnish to the Human Resource Director such records and reports as the Director may require;
  7. Provide advice and assistance to the Mayor, department heads, supervisors and elected and appointed officials on all human resources matters, including benefits, position classifications, pay administration, recruitment and placement, employee relations, performance evaluations, disciplinary action, workers' compensation, employee grievances and employee training;
  8. Standardize forms and records to be used in the City's personnel administration program other than those forms and records whose format is regulated by statute or by state agency; and
  9. Develop health plans and safety programs for employees as required by, and in accordance with, state and federal laws.

Section 2-381A. Requirements. Shall be deleted in its entirety.

Sec. 2-381B. – Minimum qualifications for Director of Human Resources.

The Director of Human resources have the following minimum qualifications to be eligible for appointment and employment:

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1. A Bachelor's degree in business management, human resources, public administration or related field;
2. At least seven (7) years of full-time work experience in human resources, five (5) years of which shall be at the level of manager or above;
3. Demonstrated experience in collective bargaining, employee relations, performance evaluation, benefits administration, position classifications, pay administration, recruitment and placement, disciplinary action, employee grievances and employee training;
4. Human resources experience in both a union and non-union environment;

This section shall not apply to the current incumbent personnel director at the time of filing this amendment.

This Ordinance shall be effective upon passage.



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Councilor Jeffrey Thompson

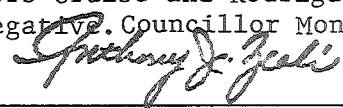
**IN CITY COUNCIL**

February 24, 2020  
READ AND REFERRED TO STANDING  
COMMITTEE ON ordinance

  
\_\_\_\_\_  
CLERK

In City Council April 15, 2020

Councillor Farwell motioned to refer back to Ordinance Committee and was properly seconded. The motion carried by a roll call vote taken by "yeas" and "nays"; ten members present with eight voting in the affirmative. Councillors Cruise and Rodrigues voting in the negative. Councillor Monahan absent.



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City Clerk

#1  
AS AMENDED

In City Council February 24, 2020

ORDINANCE:

Be it ordained by the City Council of the City of Brockton as follows:

That Section 2-127 of Chapter II is hereby amended by adding the following:

DIVISION 7. - Department of Human Resources

Sec. 2-379. - Established. Establishment and Employment Policy

There is hereby established a department of Human Resources. The City of Brockton maintains a sincere commitment to the principles of equal employment opportunity, affirmative action and non-discrimination in order to rectify past and present patterns of discrimination. This policy applies to every aspect of employment, including the recruitment, hiring and terms and conditions of service of all full-time and part-time municipal employees. Employment decisions shall be made in accordance with state and federal law and without regard to race, creed, color, religion, national origin, sex, sexual orientation, gender identity, age, or physical/mental disability.

Sec. 2-380. - Director.

There shall be a director of Human Resources who shall be appointed by the Mayor, for a term of three (3) years, subject to confirmation by the city council. The director, with the Mayor's approval, shall appoint (i) an Assistant Director of Human Resources, (ii) a Diversity and Inclusion Manager, and (iii) such other technical and clerical employees as deemed necessary to carry out the functions of the department subject to appropriation.

Sec. 2-381. - Duties.

The Director of Human Resources shall:

1. Manage and participate in the development and provision of all human resource services including recruitment, compensation, classification, benefits, training, and policy administration and implementation;
2. Establish uniform human resources policies and ensures that the City complies with all local, state and federal laws, rules and regulations including EEO, ADA, civil rights, FMLA and FLSA;
3. Work with City's legal counsel and other relevant staff to coordinate City's response to all reports and/or complaints of discrimination;
4. Serve as City's ADA coordinator;
5. Manage the recruitment and selection process for all positions, working with appointing authorities, to ensure outreach, equal opportunity, and compliance with federal and state laws;
6. Manage the Civil Service process working with appointing authorities and serve as liaison to the Massachusetts Human Resources Division;
7. Propose and maintain a uniform classification system for municipal positions;
8. Maintain individual personnel records of all City employees. It shall be the duty of each City officer and employee to furnish to the Human Resources Director such records and reports as the Director may require;
9. Provide advice and assistance to the Mayor, department heads, supervisors and elected and appointed officials on all human resources matters, including benefits, position classifications, pay administration, recruitment and placement, employee relations, performance evaluation, disciplinary action, workers' compensation, employee grievances and employee training;
10. Standardize forms and records to be used in the City's personnel administration program other than those forms and records whose format is regulated by statute or by state agency; and
11. Develop health plans and safety programs for employees as required by, and in accordance with, state and federal laws.

SECTION 2-381A. - Requirements. shall be deleted in its entirety.

I. Subject to the provisions of applicable collective bargaining agreements, Massachusetts State Wide Records Retention Schedule and applicable state and federal law, the following shall apply to employment with the city:

A. Every vacant position shall be advertised on the city's website, in the news media and/or social media, and on such other job boards or websites as the Human Resources director shall deem appropriate. The posting of an open position shall be for at least fourteen (14) calendar days. If a position is posted and remains vacant after ninety (90) days a new posting shall be made to attract an updated list of applicants. A record shall be kept of each posting and the dates and places when the posting appeared.

B. The Human Resources director shall use best efforts to obtain all relevant information from prior employment references and personal references prior to selection for employment with the City of Brockton.

C. Every appointment or promotion in a department shall be accompanied by written certification from the department head that the most qualified person was selected.

Sec. 2-381B. - Minimum qualifications for director of Human Resources.

The director of Human Resources shall have the following, minimum qualifications to be eligible for appointment and employment:

1. A bachelor's degree in business management, human resources, public administration, or related field;
2. At least seven (7) years of full-time work experience in human resources, five (5) years of which shall be at the level of manager or above;
3. Demonstrated experience in collective bargaining, employee relations, performance evaluation, benefits administration, position classifications, pay administration, recruitment and placement, disciplinary action, employee grievances and employee training;
4. Human resources experience in both a union and non-union environment;

This section shall not apply to the current incumbent personnel director at the time of filing this amendment.

This Ordinance shall be effective upon passage.

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Councilor Jeffrey Thompson