

**REPORT – ORDINANCE COMMITTEE**  
**August 7, 2025**

The Standing Committee on Ordinances and Rules to which was referred the following reports as follows:

1. Ordinance: An Ordinance Amending Article III, Div. 2, Sec. 2-137 “Vacation Leave” to amend vacation leave and personal days.

having considered the same, report FAVORABLE by Motion of Councilor Griffin, 2<sup>nd</sup> by Councilor Teixeira.

2. Ordinance: An Ordinance to Amend the Pay Plan Ordinance to include the Position “Deputy Director of Public Works” and to set the wage scale for the position.

having considered the same, report FAVORABLE AS AMENDED by Motion of Councilor Griffin, 2<sup>nd</sup> by Councilor Teixeira.

3. Ordinance: An Ordinance to Amend the Pay Plan Ordinance to include the Position “Director of Social Services” and to set the wage scale for the position.

having considered the same, report TABLED by Motion of Councilor Griffin, 2<sup>nd</sup> by Councilor Teixeira.

4. Ordinance: An Ordinance to reestablish the R-5 Senior Residential Community Zone to Section 27-4 Designation of Zones of the Brockton City Ordinances and to amend Sec. 27-27.6 “R-5 senior residential community.”

having considered the same, report POSTPOEND by Motion of Councilor Farwell, 2<sup>nd</sup> by Councilor Teixeira.

5. Ordinance: An Ordinance to Amend the Fairgrounds Overlay Ordinance to amend language relative to parking minimum.

having considered the same, report FAVORABLE by Motion of Councilor Griffin, 2<sup>nd</sup> by Councilor Farwell.

**MINUTES – ORDINANCE COMMITTEE**  
**August 7, 2025**

Held in City Council Chambers at Brockton City Hall. The Standing Committee on Ordinances and Rules was called to order at 6:19 p.m. by Councilor Farwell, Teixeira and Griffin present.

Agenda read into the record.

The Committee first considered the following:

**#1 on agenda**

Comments by Dr. Troy Clarkson, Chief Financial Officer

(looking to be competitive, leadership positions to attract best candidates, salaries reviewed a few years back, pay scale attraction, next step is the vacation ordinance, not updated in more than 20 years, vacation time well below what the people they supervise get, need to work an entire year before vacation is acquired, chart for unions, to remain competitive, final stages making an offer and rescinded when they learned they could not get vacation for a year, available after 90 days, 4 personal days, reasonable and comparable to what is offered to other employees in the cities)

Comments by Councilor Griffin

(carrying over policy)

Comments by Dr. Troy Clarkson, Chief Financial Officer

(personal days have to be used, can't have more than double the allotment, personal days to be used by June 30<sup>th</sup>, would like to discuss education incentives at a later time)

Comments by Councilor Teixeira

(discussion re union policies on the same)

Comments by Councilor Farwell

(section K, vacation credit for prior experience, concern re comparison to career department head, discretion)

Comments by Dr. Troy Clarkson, Chief Financial Officer

(intent is not to have them bring accumulation of vacation, but not have to start at the very beginning, example for restoring time, qualify within the parameters to get this time, equitable public service, trying to correct, equitable allotment)

Comments by Councilor Farwell

(as attractive as possible for sensitive position, could they get 4 weeks after 90 days? Worried about the morale factor, might make a suggestion for a change at a later date)

Comments by Dr. Troy Clarkson, Chief Financial Officer  
(yes that is the intent, union position costs, not cost to the city during the vacation time)

Motion to report FAVORABLE by Councilor Griffin, 2<sup>nd</sup> by Councilor Teixeira. Motion carried unanimously.

Next, the Committee considered the following:

## **#2 on agenda**

Comments by Patrick Hill, DPW Commissioner  
(struggling to fill water position, license mandate, 4D operators, no applications with license experience, working with the Mayor and Solicitor, attempts to look at water system manager to upgrade it, value to attract, stop gap attempt with Veolia, some form of a solution, value not amenable by the City, took 2 positions and combine them for Deputy Commissioner, paygrade could attract and fill some other gaps within the DPW)

Comments by Councilor Teixeira  
(positions combined to pay for this position)

Comments by Patrick Hill, DPW Commissioner  
(max for position on the pay scale, will need to post, will still be difficult to fill, call from DEP, distribution operator, ACO expected)

Councilor Asack enters.

Comments by Dr. Troy Clarkson, Chief Financial Officer  
(spending will be less, will need to transfer within the budget but will be less if we fill the other 2 positions)

Comments by Councilor Farwell  
(second in command of DPW, structure of the DPW, contract negotiations, employee morale, would rather wait for a new administration, 1 year contract with Veiola, we don't have a deputy of police)

Comments by Councilor Asack  
(if this does not pass, what happens, job description)

Comments by Patrick Hill, DPW Commissioner

(35 hours a week, needs to find a contractor to fill it, \$225k, its been almost 2 years since we have had one, certification part of job description)

Motion to TABLE by Councilor Farwell, 2<sup>nd</sup> by Councilor Teixeira. Motion failed 3-1.

Motion to Amend to change ‘Director’ to “Commissioner” by councilor Griffin, 2<sup>nd</sup> by Councilor Tei Favorable

Motion to report FAVORABLE AS AMENDED by Councilor Griffin, 2<sup>nd</sup> by Councilor Teixeira. Motion carried 3-1, Councilor Farwell in opposition.

Next, the Committee considered the following:

### **#3 on agenda**

Comments by Councilor Asack  
(Mayor unable to attend)

Comments by Dr. Troy Clarkson, Chief Financial Officer  
(Under the last 3 Mayors, important positions, social and economic, quality of life issues, department of health and human services, this position would fall under that department, would be an ordinance position)

Comments by Councilor Farwell  
(union negotiations, no job description, election year, social services, would Table to wait for the next administration)

Comments by Councilor Asack  
(agrees, no urgency, new director coming before the Council for approval)

Motion to TABLE by Councilor Griffin, 2<sup>nd</sup> by Councilor Teixeira . Motion carried unanimously.

Next, the Committee considered the following:

### **#4 on agenda**

Comments by Councilor Asack  
(waiting on information, this was referred back to the Council)

Comments by Councilor Farwell  
(important issue, appropriate to postpone, other councilors unable to attend)

Motion to report POSTPONED by Councilor Farwell, 2<sup>nd</sup> by Councilor Teixeira. Motion carried unanimously.

Next, the Committee considered the following:

**#5 on agenda**

Comments by Councilor Asack  
(recognizes Attorney Burke as being present)

Comments by Councilor Farwell  
(sponsor, parking requirement policy which may or may not be advantageous, no number in mind to work with developers to advance the interest of the City)

Comments by Rob May, Director of Economic Development and Planning  
(Fairgrounds Overlay, mapped, trying to avoid a sea of parking surface, promote podium style parking, retained in the front and parking under the podium, still the goal, ratio of 30% is probably too low to be able to go in the opposite direction, could be handled in a development agreement, could give up at this point and how parking is dealt with in the development agreement)

Comments by Councilor Farwell  
(okay to delete the requirement?)

Comments by Rob May, Director of Economic Development and Planning  
(would allow a more solid number there, but could be left to the Mayor in the development agreement)

Comments by Councilor Asack  
(if it is stricken, nothing else goes in?)

Comments by Rob May, Director of Economic Development and Planning  
(only affects where they are located on the site)

Comments by Attorney James Burke, Law Office of James M. Burke  
(language came up late in discussions, had said it would be a problem, better for the development stage, developers want this out, vote in favor of suggestion to strike it)

Comments by Councilor Griffin  
(agrees, will be voting in favor)

Comments by Councilor Farwell  
(observations, surface parking can be tastefully done, does not want to be restrictive)

Comments by Councilor Asack  
(will support for investment, questions on parking decisions)

Comments by Rob May, Director of Economic Development and Planning  
(finance discussion)

Comments by Councilor Asack  
(do we need to add anything?)

Comments by Rob May, Director of Economic Development and Planning  
(Thatcher Street language,)

Comments by Councilor Asack  
(in the development agreement or the ordinance)

Comments by Councilor Farwell  
(trusting the executive to including this, trying to do the right thing by not being so restrictive for developer)

Comments by Rob May, Director of Economic Development and Planning  
(tech review, planning board, public hearing)

Motion to report FAVORABLE by Councilor Griffin, 2<sup>nd</sup> by Councilor Farwell. Motion carried unanimously.

Motion to adjourn by Councilor Farwell, 2<sup>nd</sup> by Councilor Teixeira. Motion carried unanimously.

Meeting was adjourned at 7:12pm.

Documents: Spreadsheet on position, personal days, vacation time and ed incentives for Unions