



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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Personnel Sub-Committee

February 25, 2022

8:30AM

Virtual Format Only

SPECIAL MEETING AGENDA

Call to Order

- 1) Revisions to Director of Public Works Classification
- 2) Creation of Deputy Town Engineer Classification – Oral Update
- 3) Animal Control Officer Job Description Updates
- 4) Potential Reappointment of EDC Member

Adjournment



Town of Simsbury

933 HOPMEADOW STREET ~ SIMSBURY, CONNECTICUT 06070

Maria E. Capriola - Town Manager

To: Personnel Sub-Committee

From: Maria E. Capriola, Town Manager

Cc: Eric Gomes, HR Coordinator

Date: February 25, 2022

Re: Proposed Revisions to Director of Public Works Classification

Background – Director of Public Works/Town Engineer

With the retirement of Town Engineer Jeff Shea, I desire to move forward with a reorganization in which Engineering would become a division of Public Works, similar to Highway, Buildings and Grounds (Facilities) and Water Pollution Control (sanitary sewers). With this reorganization the Director of Public Works would function as the Town Engineer, with a Deputy Town Engineer reporting to him. The Deputy Town Engineer would be responsible for the day-to-day operations of the Engineering Division, similar to the responsibilities of our Highway and Sewer Superintendents. The reorganization would not add or decrease the number of overall staffing positions, but the reporting hierarchy and organizational structure would change. I believe there are efficiencies and synergies to be gained by having Engineering become part of Public Works.

Attached is the proposed revised job description changes to the Director of Public Works position to encompass the Director serving as the Town Engineer as well. The new job title would be Director of Public Works/Town Engineer.

This is a model that many other Towns across the state utilize. For the purposes of our salary analysis, we reviewed salary data from approximately 9 council-manager communities that use this same model. Based on the benchmarking analysis, and the increased duties, the proposed revised salary range for the Director of Public Works position is \$125,000 – 158,000.

We are still conducting the classification work for the Deputy Town Engineer position and will present that at a future meeting.

Work Schedule: The position would remain 40 hours per week.

Pay Grade: The salary range would increase from \$87,618 - \$140,232 to \$125,000 - \$158,000.

FLSA Status: This position would remain classified as an exempt position

Chapter 9, Section 902 of the Charter requires that the Town Manager prepare and submit proposed changes to job descriptions to the Board of Selectmen for review and approval. Excerpted Charter language reads:

“...the Town Manager shall cause to have prepared a statement of the duties and responsibilities of each position in the Town service and of the minimum qualifications for appointment to such position. The statement so prepared shall become effective upon the approval by resolution of the Board of Selectmen and may be amended, upon recommendation of the Town Manager, by resolution of the Board.”

Financial Impact

Funding for this position will be included in the FY22/23 budget being presented at the February 28, 2022 Board of Selectmen meeting. Depending on the hiring rate for the Deputy Town Engineer, the reorganization is estimated to be in the range of cost neutral up to a cost of \$15,000. Funds have been budgeted in contingency for FY 22/23 while the reorganization is pending.

Suggested Motion

If the Personnel Sub-Committee is in support of the proposed changes, the following suggested motion is in order:

Move, effective February 25, 2022, to endorse the revised job title, job description, and pay range for the Director of Public Works position as presented. Further move to recommend these changes be forwarded to the full Board of Selectmen for approval.

Attachments

- 1) Proposed Revised Job Description – Director of Public Works & Town Engineer
- 2) External Salary Analysis

TOWN OF SIMSBURY

TITLE: Director of Public Works/~~Town Engineer~~

DEPARTMENT: Public Works

DATE: March 1, 2022

AFFILIATION: Unaffiliated

FLSA STATUS: Exempt

POSITION DESCRIPTION

Serves as a Department Head and member of the Town's leadership team, performing highly responsible and complex administrative and technical work involving a broad range of municipal ~~facilities management~~ public works functions. Responsible for overseeing the following divisions of Public Works: Public Works Administration, Highway; Buildings and Grounds (Facilities); Water Pollution Control (sanitary sewers); Transfer Station, and Engineering. ~~highway maintenance, equipment and fleet maintenance, tree maintenance, bulky waste and recycling, and public building and grounds maintenance services.~~ Position reports to the Town Manager ~~First Selectman~~.

ESSENTIAL JOB FUNCTIONS

- Develops and recommends public works policies to the ~~Town Manager~~ ~~First Selectman~~ and plans for the implementation of a broad range of municipal public works goals; plans for short and long term resource and scheduling requirements to meet objectives.
- Directs the operations of the department through the assigned management staff; evaluates and administers public works programs such as highway operations and maintenance, drainage improvements, recycling and bulky waste operations, equipment repair and service, environmental compliance, building and grounds maintenance and operations. ~~Provides information, and works in coordination with the Town Engineer, for capital projects.~~
- Plans and recommends staffing requirements, prepares reports on progress of public works maintenance and operations functions. ~~Maintains and develops systems for personnel and time reporting.~~
- Plans, recommends and directs new projects, alterations and additions or extension of public works, prepares reports on progress and completion of public works projects; participates in subdivision plans' review process, checks work in progress ~~and approves purchase requisitions.~~
- Supervises assigned staff in the Department of Public Works. Coordinates staff work procedures, assignments, schedules and workloads; trains, motivates and evaluates assigned staff; reviews progress and directs changes as needed.
- Develops, coordinates, and implements professional development, systems training and cross-training programs for employees, including safety procedures and OSHA requirements, systems operation, general work methods, and other related training utilizing both in-house and contract services.

- Engages in work related to collective bargaining and labor-management relations such as grievances, contract negotiations, and disciplinary processes in accordance with relevant laws, regulations, personnel policies and collective bargaining agreements.
- ~~Prepares the annual departmental budget and presents and defends budget requests before the Town Manager First Selectman, Board of Selectmen and Board of Finance.~~ Prepares the Department's annual operating and capital budgets and related materials. Provides capital project information associated with bond issuance(s).
- ~~Manages and controls the expenditure of departmental fund allocations within the constraints of approved operating budgets.~~ Monitors and manages departmental operating revenues and expenditures, and assigned capital project budgets, throughout the fiscal year. Provides purchase order and purchasing card review and approval, as needed, in accordance with financial management policies and procedures.
- Prepares specifications for consulting services in engineering and capital program design. Selects consulting engineers and architects for capital and special projects; supervises and administers performance of inspections of capital improvement projects by Town staff and consultants. Supervises and administers the provision of traffic engineering services by Town staff and consultants.
- Directs the technical developments of engineering plans and specifications for capital improvement projects, of subdivision reviews, or reviews of private development affecting public property, and of other division assignments.
- Participates directly in monitoring the design and development of plans and specifications for selected complex projects including water, street, sewer and drainage systems and landfill and recycling systems.
- ~~Develops and maintains~~ Requests and recommends and supports the implementation of ~~computer databases for~~ technology to support public works operations.
- Responsible for management of all Town owned buildings and grounds, with the exception of those facilities and grounds managed by Parks and Recreation. Oversees vendor responsible for property management of town owned residential rental units. ~~properties including, but not limited to, maintaining a current list of all rental properties, both residential and farm land, doing the maintenance and inspections, and collecting the rents.~~
- ~~Responsible for management and supervision of all department personnel including training.~~
- ~~Responsible for training of public works personnel to ensure that the Town meets all OSHA requirements.~~
- Responsible for notifying the public of all public health and safety issues including such operations such as snow plowing, road surfacing, sewer line construction and maintenance.
- Staffs commission/agency meetings, as related to public works operations, public buildings, public safety or other related commissions, which may occur during early morning, evening and weekend hours.
- Confers with Town officials and the public to provide information and to resolve problems.
- Confers with local, State and federal officials as needed regarding any issues or program affecting the Town.
- Responsible for compliance with State and Federal regulatory programs, such as facility storm water, underground fuel tanks, recycling, closed landfill monitoring, MS4 stormwater and Tier II reporting.

- Monitors, supervises and enforces construction contract work; oversees engineering aspects of construction personnel interpreting plans and specifications; administers contracts prepared internally and by outside consulting engineers and architects.
- Assists in ordinance development. Serves as an authorized enforcement agent of the town as assigned, such as but not limited to stormwater management and water shortage.
- Participates in grant application development and management of grant awards.
- Responsible for insuring that legal requirements are met such as proper licensing of personnel and random drug testing.
- Responsible for the Pavement Management Program development, operation and implementation.
- Supports sustainable and clean energy efforts for the town, including coordination with town committees, residents, and utilities.
- Implements and reports on clean energy and renewable energy strategies related to town properties.
- Responsible for the annual procurement of Town energy needs, including liquid fuels, electricity and natural gas.
- Serves as the Tree Warden.
- Serves as Municipal Drought Liaison / Drought Coordinator for the Town.
- Serves as a member of the Emergency Operations Team and coordinates Public Works responses during emergencies.
- Responds to emergency calls on a 24-hour basis.
- Performs other related work as assigned.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

- Thorough knowledge of the principles and practices of municipal public works functions and public administration as applied to municipal public works.
- Thorough knowledge of the material, methods, and practices essential to the construction, maintenance, and repair of roads, highways, bridges, drains, bulky waste/recycling and modern water pollution control, related laws and regulations.
- Thorough knowledge of the principles and practices of modern civil engineering, particularly as applicable to municipal public works, planning subdivisions, zoning site plans, special studies and investigations, and construction of general public facilities projects.
- Thorough knowledge of the investigation, design and construction of general public works projects.
- Considerable knowledge of the maintenance and operations procedures as applied to public works activities including a working knowledge of the plan of development, zoning and sewer system.
- Considerable knowledge of public works budgets, cost accounting, contracts and office procedures.
- ~~Working knowledge of Connecticut Department of Transportation Permit Program.~~
- Considerable knowledge of employee relations and practices, specifically for a union work environment.
- Working knowledge of tools, equipment, materials used in public works projects, highway, water and sewers, and building and grounds maintenance.

- Ability to plan and direct the Town tree maintenance program, coordinate work with other Town agencies, Connecticut Department of Transportation officials and utility companies.
- Ability to plan, direct, train and evaluate the work of staff with economy and efficiency in the use of time, equipment and materials.
- Ability to administer the activities of a municipal public works department, [including engineering](#), and to direct the work of others.
- Ability to develop operational plans and maintenance programs.
- Ability to investigate and prepare comprehensive reports, to analyze work procedures and develop new techniques; directs the preparation and maintenance of public works records.
- Ability to make difficult decisions within deadlines in an environment of limited resources and competing claims.
- Ability to prepare clear and concise written reports and correspondence and to communicate clearly in both a written and oral manner.
- Ability to establish and maintain effective working relationships with superiors, peers, subordinates, contractors, officials of other agencies, and the general public.

REQUIRED EQUIPMENT OPERATION

Drive a motor vehicle, operate office equipment including but not limited to a personal computer.

REQUIRED PHYSICAL EFFORT

Must be able to sit or stand at work station for long periods of time while performing job functions, navigate construction sites, and to work in inclement weather.

REQUIRED MINIMUM QUALIFICATIONS

Graduation from an accredited college or university with a B.S. degree in Civil Engineering or related field plus ~~6-7~~ [a minimum of 7](#) years of progressively responsible public works administration, construction and maintenance experience including at least 3-4 years in a supervisory capacity, or equivalent combination of experience and training. [A master's degree in a relevant field may substitute for some experience.](#)

SPECIAL REQUIREMENTS

- Must possess a valid ~~State of Connecticut~~ driver's license [eligible for use in Connecticut](#).
- [Must possess a State of Connecticut Professional Engineer's license, or ability to obtain within 1 year of appointment.](#)
- [Must obtain certification as a Tree Warden within 18 months of appointment, and maintain thereafter.](#)

| | Director of PW Raw Data | | | | | | | |
|---------------|---|---------------|-----------|-----------|-----------|----------------|----------------|----------------|
| | Title | Annual Salary | | Current | PE Status | | Masters Degree | |
| | | Min. | Max | | Required? | Currently Have | Required? | Currently Have |
| Simsbury | Director of Public Works | \$87,618 | \$140,232 | \$140,232 | No | Yes | No | Yes |
| Cheshire | Director of Public Works & Engineering | \$83,907 | \$140,000 | \$139,485 | No | No | Preferred | 2 |
| Cromwell | Director of Public Works | \$101,981 | \$143,485 | \$130,156 | Preferred | No | No | No |
| Farmington | Director of Public Works/Town Engineer | \$143,813 | \$161,957 | \$161,957 | Yes | Yes | Preferred | No |
| Glastonbury | Town Engineer/Manager of Physical Services | \$109,726 | \$148,122 | \$148,120 | Yes | Yes | No | |
| Mansfield | Public Works Director | \$104,906 | \$146,891 | \$146,890 | Yes | Yes | No | Yes |
| Rocky Hill | Director of Public Works and Community Development Services/Town Engineer | | | | | Yes | | |
| South Windsor | Director of Public Works | \$100,000 | \$150,000 | \$123,168 | Preferred | | No | No |
| Wethersfield | Director of Physical Services | | | | | | | |
| Windsor* | Director of Public Works | \$99,645 | \$145,340 | \$136,339 | | | | |
| | AVERAGE | \$106,283 | \$147,971 | \$140,874 | | | | |
| | MEDIAN | \$101,981 | \$146,891 | \$139,485 | | | | |
| | MINIMUM | \$83,907 | \$140,000 | \$123,168 | | | | |
| | MAXIMUM | \$143,813 | \$161,957 | \$161,957 | | | | |

*Current salary gathered from CCM's CT Municipal Salary Survey



Town of Simsbury

933 HOPMEADOW STREET ~ SIMSBURY, CONNECTICUT 06070

Maria E. Capriola - Town Manager

To: Personnel Sub-Committee

From: Maria E. Capriola, Town Manager

Cc: Eric Gomes, HR Coordinator; Nicholas Boulter, Chief of Police; Chris Davis, Deputy Chief of Police

Date: February 25, 2022

Re: Proposed Revisions to Animal Control Officer Job Description

Background – Animal Control Officer

With the recent retirement of the Animal Control Officer, the Town has reviewed the current job description. The job description hasn't been updated since 2007. The proposed job description changes are minor and reflect a housekeeping update that reflects the membership of a state wide organization having an updated name since 2007, as well as updating the pay grade to reflect the change that happened in 2009.

Job Description: Attached please find the proposed revised job description for the Animal Control Officer. The Chief of Police, Deputy Chief of Police, a Police Lieutenant, Police Sergeant, and the retired Animal Control Officer were involved in revising the job description. Between them, one change was suggested. In the current document, one required minimum qualification is membership in the CT Strategic Animal Response Team. The name of that team changed years ago to CT State Animal Response Team and they believe that it is best suited under the category of ESSENTIAL DUTIES AND RESPONSIBILITIES, instead of the current category of REQUIRED MINIMUM QUALIFICATIONS.

Work Schedule: The position would remain 35 hours per week.

Pay Grade: The position would remain on the A1 CSEA A&P pay scale.

FLSA Status: This position would remain classified as a non-exempt position

Staff has requested a response from the Union no later than March 4th due to the minor nature of the updates and made them aware of a review being done by the Personnel Sub-Committee.

Chapter 9, Section 902 of the Charter requires that the Town Manager prepare and submit proposed changes to job descriptions to the Board of Selectmen for review and approval. Excerpted Charter language reads:

“...the Town Manager shall cause to have prepared a statement of the duties and responsibilities of each position in the Town service and of the minimum qualifications for appointment to such position. The statement so prepared shall become effective upon the approval by resolution of the Board of Selectmen and may be amended, upon recommendation of the Town Manager, by resolution of the Board.”

Financial Impact

Because the edits are just updates to the job description there is no financial impact at this time.

Suggested Motion

If the Personnel Sub-Committee is in support of the proposed changes, the following suggested motion is in order:

Move, effective February 25, 2022, to endorse the proposed job description changes to the Animal Control Officer position. Further move to recommend that the job description be forwarded to the full Board of Selectmen for approval.

Attachments

1) Proposed Revised Job Description – Animal Control Officer

TOWN OF SIMSBURY

TITLE: Animal Control Officer

GRADE: ~~A0~~-A1

DEPARTMENT: Police

DATE: ~~6/12/07~~ February 28, 2022

POSITION DESCRIPTION:

Performs routine and complex public safety work in the enforcement of animal control ordinances.

SUPERVISION RECEIVED:

Works under the general supervision of the Chief of Police or his/her designee.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Patrols streets to locate stray animals and promptly captures animals (domestic/wildlife) and transports them to an animal shelter.
- Responds to complaints concerning animal problems or violations of animal control ordinances, including but not limited to animals running at large, bites, property damage, or injuries. The word “animals” shall include all domestic animals as well as all wildlife which may be encountered.
- Removes dead, injured or dangerous animals from streets and residential premises.
- Compiles a variety of data regarding animal control data; prepares daily, monthly, and annual reports of activities.
- Investigates violations of animal control ordinances and issues warnings or citations as required; appears in court to testify regarding animal control cases.
- Serves various criminal or civil notices or papers related to enforcement of animal control ordinances.
- Coordinates a public relations program in order to foster public awareness of ordinances regarding animal control and humane treatment of animals by taking a proactive approach to issues such as bear awareness and management, rabies vaccinations and clinics, animals left in vehicle, and sick wildlife.
- Works closely with the media, public interest groups and businesses to promote improved care and control of animals.
- Works an assigned shift and may be required to use own judgment in deciding course of action being expected to handle difficult and emergency situations without assistance.
- Maintains normal availability by radio or telephone for consultation on major emergencies or precedent.
- Carries out duties in conformance with Federal, State laws, and Town ordinances.
- Maintains contact with police supervisory personnel to coordinate investigation activities, provide mutual assistance during emergency situations and provides general information about Department activities.
- Maintains departmental equipment, supplies and facilities, paying strict attention to disinfecting the vehicle and equipment used to transport sick, injured, deceased, and found animals between each transport so as not to infect uninfected animals.
- Participation in development and monitoring of Animal Control budget, and purchasing of equipment and supplies.
- Serves as a member of various employee committees.
- Maintain uniform and grooming standards as described in General Order (GO) 22-3.
- [Membership in the CT State Animal Response Team](#)

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of law enforcement principles, procedures, techniques, and equipment.
- Working knowledge of animal restraint and care techniques.
- Skill in operating the tools and equipment listed below.
- Ability to learn the applicable laws, ordinances, and department rules and regulations; Ability to communicate effectively orally and in writing.
- Ability to establish and maintain effective working relationships with peers, supervisors and the public. Ability to interact and establish productive relationships with the public geared towards proactive problem solving measures.
- Ability to develop public service announcements and speak on public access television and other media.
- Ability to work independently and exercise sound judgment in evaluating situations and in making decisions.
- Ability to follow verbal and written instructions.
- Ability to meet the special requirements listed below.
- Ability to learn the Town's geography.
- Willingness to be "on call" at all hours of day and night.
- Ability to demonstrate proficiency with a firearm and obtain annual firearms qualification.
- Ability to achieve certification as an Animal Control Officer
- Ability to obtain state certification and licensing for Nuisance Wildlife Control; certification for Emergency First Aid and CPR for Animals.
- Ability to achieve certification in the Collect System.

TOOLS AND EQUIPMENT USED:

Patrol vehicle (truck, van, car) animal capture equipment, (firearm/rifle) police radio, ASP baton, oc spray, pager, first aid equipment, personal computer.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- While performing the duties of this job, the employee is frequently required to sit and talk and/or hear.
- The employee is occasionally required to stand; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.
- The employee must occasionally lift and/or move more than 50 pounds
- Specific vision abilities required by this job include close vision, distance vision, color vision, and peripheral vision, and the ability to adjust focus.
- Ability to be vaccinated for pre-exposure rabies.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- While performing the duties of this job, the employee frequently works in all types of outside weather conditions: (not limited to cold, heat, rain, snow)
- The employee occasionally works near moving mechanical parts; in high, precarious places; and is occasionally exposed to wet and/or humid conditions.
- The noise level in the work environment is usually moderate.

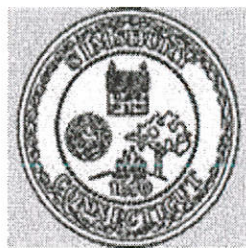
REQUIRED MINIMUM QUALIFICATIONS:

- Education and Experience: High school diploma or GED equivalent; and experience in the behavior and handling of both domestic and wild animals; or an equivalent combination of education and experience.
- **Membership in the CT Strategic Animal Rescue Team.**

SPECIAL REQUIREMENTS:

Must possess a valid State Driver's License.

NOTE: The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.



Simsbury, CT
933 Hopmeadow Street

Phone: (860) 658-3200

Volunteer Form

Good Government Starts with You

Date Submitted: February 23, 2022

Name: Caroline C Meckel

Home Address:

Mailing Address:

Phone Number(s):

Email Address:

Party Affiliation: D

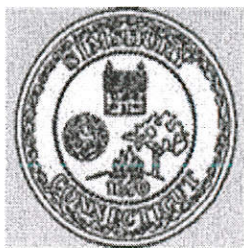
Current Occupation/Employer: IT Compliance, Benistar Admin Services, Inc. / Girls Varsity Rugby Coach, Simsbury High School

Narrative: I served as the Vice Chair of the Economic Development Commission from November 2018 to August 2019. I was also liaison to the Sustainability Committee. I stepped aside from the commission when offered a teaching position and have regretted it, since, especially because the position was not a good fit. I am excited to hear that the EDC is looking to fill a vacancy and would like to apply to fill it.

I currently work as an IT Compliance specialist for a third-party administrator. I played an integral role in helping the company achieve a rigorous, risk-based cybersecurity framework certification. They had been trying, unsuccessfully, for years; no one on their team possessed the requisite skill set or will to push forward and complete the projects necessary to achieve certification. So, they called me! I am a lawyer, yet do not practice in the traditional sense. I leverage my teaching and coaching background, choosing to use my research, writing, and analysis skills for project management and documentation. I help the IT team translate legalese and navigate the universe of complex regulatory requirements into which they've been thrust - they help me learn new technical skills.

Outside of my paid work, I am passionate about serving my community by bringing my unique skillset to different volunteer groups and projects. I currently serve as Secretary of the Simsbury Greater Together Community Fund. Together with the Chair and the Liaison from the Hartford Foundation for Public Giving, we launched a new participatory grant-making process, in which Simsbury residents get to direct funds directly to non-profits serving the Town of Simsbury. We successfully completed our first grant cycle, awarding \$25,000 between the Simsbury Volunteer Ambulance Association, Gifts of Love, and A Promise to Jordan.

I also have the honor and privilege of coaching girls varsity rugby at Simsbury High School. I have been with the program since 2019, served as the interim head coach in 2021, and have just applied for the head coach position for 2022. Despite living in Simsbury since I was a child and despite the volunteer work I have done in town for years, nothing has made me feel more a part of the fabric of the community than being able to teach my favorite game to these amazing young athletes, some of whom are the children of my teachers. My rugby team was always my extended family when I played - and now, as a coach, I really feel like part of the Simsbury family. When I was awarded a grant from the US Rugby Foundation to attend a professional international coaching course, I meant it when I said: "I don't have children, I have a rugby team."



Simsbury, CT
933 Hopmeadow Street

Phone: (860) 658-3200

Volunteer Form

Good Government Starts with You

When I first applied to work with the EDC I was interested in doing so because none of my friends who grew up here stayed. It has been hard to convince them to come home; both because of negative experiences they had as kids and because they can't afford to move back, even if they wanted to. I wanted (and still do want) to make Simsbury a place where they can and want to raise their families. I have seen so much positive progress over the past decade, both in terms of the diversity of my neighbors and how those of us who were born a little different are openly accepted and respected as valued members of the community. If the EDC will have me back, I am excited to continue the work of developing economic opportunities in town for businesses and for families.

Respectfully,

Carrie Meckel

(P.S. I saw some other vacancies while filling out this form and ticked some boxes - I am always happy to accept a new challenge if the board feels there is a better candidate for the EDC or that my skill-set is needed elsewhere. In college, I majored in English and Philosophy (with a focus on medical ethics) and minored in Women, Gender, Sexuality studies. During law school, I focused on public health law. My internship was based on a community health project in New Haven and I actually wrote my thesis on epidemics and infectious disease response. I also very much enjoyed Land Use and Environmental Law. Thank you for the opportunity to serve!)

Board(s) / Committee(s): ☐ BOARD OF ETHICS
☐ CLEAN ENERGY TASK FORCE
☐ COMMUNITY FOR CARE COMMITTEE
☐ CULTURE PARKS & RECREATION COMMISSION
☐ ECONOMIC DEVELOPMENT COMMISSION
