

City of Beverly
Regular City Council Meeting
Public Meeting Minutes
Monday, March 16, 2026, 7:00 PM
Council Chambers, 3rd Floor, Beverly City Hall, 191 Cabot Street

CITY OF BEVERLY
RECEIVED AND RECORDED
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2026 MAR 17 A 8:58

Julie Flowers, City Council President, called the meeting to order at 7:03 PM. Lisa Kent, City Clerk, took attendance by roll call.

Members Present: Julie Flowers, Matthew St. Hilaire, Steven Crowley, Kathleen Feldman, Scott Houseman, John Mullady, Todd Rotondo, Keith Sonia, Danielle Spang.

Members Absent: None.

Also Present: Mayor Cahill, Budget Analyst Gerry Perry, Finance Director Bryant Ayles, Commissioner of Public Services Mike Collins, Tracey Reardon, School Committee President and District B School Committee Member Lorinda Visnick, former City Councilor Joyce McMahon, and members of the public.

Councilor Mullady led the pledge of allegiance. A moment of silence was observed in memory of Peter Silva, a longtime Beverly resident and former Essex Police Chief, who recently passed away following a battle with cancer.

Presentations, Awards and Memorial:

Bicycle and Pedestrian Advisory Committee update.

Members of the Bicycle and Pedestrian Advisory Committee, including Carl Kooyoomjian, Jonathan Salt, Paul Gentile, and Jared Porter, provided an update on the Committee's ongoing work.

Mr. Kooyoomjian reported that the Committee has launched a number of initiatives to evaluate and understand bicycle infrastructure and pedestrian safety throughout the city. The Committee reviewed crash and incident data from 2020 through 2025, identifying trends related to bicycle and pedestrian incidents involving motor vehicles. The Committee is working with the Beverly Police Department to better understand incident causes and identify opportunities to improve safety.

Mr. Kooyoomjian noted that the City's 2019 conceptual bicycle network plan has been integrated with the multi-year paving plan and is expected to be approximately 80% complete by the end of the year. Current efforts focus on pavement markings and signage rather than protected bicycle lanes. The Committee also plans to collect bicycle usage data at key intersections to help guide future recommendations.

The Committee has conducted several Ward-based walk audits and developed a database of pedestrian safety concerns in coordination with the Engineering Department. Beginning in spring 2026, the Committee will partner with Beverly Public Schools to conduct walk audits at all schools. Following completion of the audits and collection of bicycle usage data, the Committee anticipates presenting recommendations to the Council later in the year regarding crosswalk improvements, pedestrian beacons, pavement markings, and other safety enhancements.

Mr. Gentile presented an overview of the Vision Zero initiative; a framework focused on reducing traffic fatalities and serious injuries through data-driven safety improvements. Gentile explained that the initiative emphasizes safety over speed, recognizes that human error is inevitable, relies on data collection and analysis, prioritizes vulnerable roadway users, and promotes shared responsibility among City departments.

Mr. Gentile stated that the Committee is focused on practical, low-cost improvements, including targeted safety enhancements, improved data collection, public education efforts, and continued development of the City's bicycle and pedestrian network. The Committee intends to continue collaborating with City departments and return to the Council with additional recommendations later in the year.

St. Hilaire thanked the Committee for its work and inquired about coordination with the Traffic Safety Department and potential funding sources. Mr. Kooyoomjian stated that the Committee has worked closely with Sergeant Nicholson and plans to pursue available state grant opportunities for safety improvements, including high-visibility pavement markings and pedestrian crossing equipment. He further noted that paint on pavement and signage is a start to bicycle infrastructure.

and that the broader definition of bicycle infrastructure includes safe bicycle parking, access to mass transit, and bike share programs.

Spang expressed appreciation for the Committee's efforts, noting that traffic safety remains a significant concern among residents.

Feldman thanked the Committee for its volunteer efforts and asked whether the Committee had considered issues related to school bus safety cameras and e-bike usage. Committee members indicated that these topics would likely be part of future discussions, particularly through upcoming school walk audits and ongoing review of statewide micromobility recommendations.

President Flowers suggested a future Public Services Committee meeting to allow for a more detailed discussion of its work and recommendations.

President Flowers took a minute to open and recess the scheduled 7:30 PM public hearing for Order #084 and then continued to the Trash and Recycling update from the Administration.

Trash and Recycling update from the Administration.

Mayor Cahill provided an update regarding the City's trash and recycling contract, which is scheduled to expire on June 30, 2026.

The Mayor outlined the administration's efforts to evaluate future collection and disposal services, including trash, recycling, composting, and waste reduction initiatives. He reported that City staff have met with multiple waste haulers, recycling providers, composting operators, and state officials, including representatives from the Massachusetts Department of Environmental Protection.

The Mayor explained that the City recently issued a Request for Expressions of Interest (RFEI) to gather proposals and information from potential service providers. He noted that responses had been delayed slightly at the request of vendors and were expected later that week.

The administration anticipates that some level of automated collection will be included in the next contract, although certain neighborhoods may continue to require rear-loading service due to roadway and access constraints. The City plans to conduct public outreach and education efforts once additional information becomes available.

St. Hilaire questioned when to expect an update on the status. The Mayor stated that decisions regarding service models and equipment procurement would likely need to occur within the next four to six weeks to ensure timely implementation before the new contract begins on July 1, 2026.

President Flowers questioned on the status of household composting and whether that would shift. The Mayor also indicated that composting remains a priority and that the City is exploring opportunities to expand participation while continuing to promote existing curbside composting options.

Public Hearings:

7:30 PM-Order #084-National Grid-Petition 31247668 to install underground electric conduits on Dodge Street.

President Flowers opened the public hearing at 7:29 PM and a motion to recess the hearing to 8:05 PM was made and seconded. A vote was taken, and motion carried (9-0). The hearing recessed from 7:30 PM to 8:05 PM when President Flowers reopened it and a motion to recess the hearing to 8:30 PM was made and seconded. A vote was taken, and motion carried (9-0). The hearing recessed from 8:05 PM to 8:30 PM when President Flowers reopened it.

Michael Cuzzati spoke as representation for National Grid at 44 River Street, noting that the proposed work consisted of installing approximately five feet of 3-inch conduit from an existing utility pole on Dodge Street to the property at 300 Dodge Street.

Rotondo sought clarification regarding the nature of the property, asking whether the request was associated with a new development at 300 Dodge Street. Mr. Cuzzati explained that the electrical service was being installed to provide power for an automatic gate.

Spang inquired about the anticipated duration of the work. Mr. Cuzzati estimated that the installation would take approximately one half day to complete.

No members of the public were in attendance to speak on the order.

President Flowers closed the public hearing at 8:30 PM and referred the order to the Committee on Public Services.

A motion to recess the Council meeting for Subcommittee work was made and seconded. A vote was taken, and motion carried (9-0). The meeting recessed from 8:31pm until 8:49pm when President Flowers called the meeting back to order for Reports of Committees.

7:45 PM-Order #088-Relative to a request approval to transfer for \$241,250 from the Reserve for union negotiations to fund retroactive costs back to July 1, 2024.

President Flowers opened the hearing at 7:47 PM.

Commissioner of Public Services Michael Collins provided a detailed presentation regarding the wage and classification study. He explained that the study was initiated in response to recruitment and retention challenges and was intended to modernize outdated job descriptions, evaluate compensation against comparable communities, and establish a more equitable and competitive pay structure for DPS employees.

Commissioner Collins reported that the consultant reviewed job duties, certifications, work environments, and responsibilities associated with each position. Updated job descriptions were developed, and a revised pay scale was created to better differentiate positions and recognize varying levels of responsibility and qualifications. The study ultimately resulted in new job classifications, revised pay grades, and recommendations designed to bring compensation closer to market levels while supporting employee retention.

Commissioner Collins noted that the process had taken longer than anticipated due to consultant delays and other factors but that the union had unanimously endorsed the proposed classification and compensation structure. He stated that the requested transfer would fund the retroactive portion of the implementation, while the remaining costs would be absorbed within existing departmental budgets.

Budget Analyst Gerry Perry stated that he was not prepared to render an opinion on the request and recommended that the matter remain in committee. While noting that reclassifying positions is a sound public administration practice, he explained that he still had outstanding questions and wished to continue working with the Department of Public Services before making a recommendation.

Feldman asked how much funding had previously been appropriated. Mr. Perry explained that \$241,250 had been appropriated in line item 11324/57810 and that the current request was for the same amount. Feldman sought confirmation that the transfer request matched the amount previously appropriated, and Mr. Perry confirmed that it did.

St. Hilaire commended the Administration and Commissioner Collins for undertaking the wage and classification study, noting that providing opportunities for career growth is an important employee retention strategy. He expressed questions regarding the financial aspects of the request and asked the Mayor to elaborate on the funding proposal.

Finance Director Bryant Ayles explained that the requested funding consisted of a couple components to the costs depending on the implementation date. He stated that, because the study was intended to be effective July 1, 2024, a portion of the request represented retroactive payments that had already been calculated, effectively costs that occurred in FY2025, as the budget is currently in FY2025. The remainder of the request, together with reallocation with some DPS line items would cover the additional costs for FY2026, from July 1, 2025, through June 30, 2026.

St. Hilaire further inquired about the long-term impact on the current budget and future fiscal years. Mr. Ayles responded that the total General Fund cost was estimated at approximately \$368,000, representing two years of costs. He noted that

the ongoing annual cost was projected to be approximately \$185,000 and that those expenses had already been incorporated into the City's long-range financial forecasts.

President Flowers paused the public hearing to open and recess the scheduled public hearing for **Order #084**.

Houseman stated that the request involved management, legal, and financial considerations and expressed appreciation that Mr. Perry was taking the time necessary to fully evaluate both the proposal and its broader implications. He commended Mr. Perry's thorough review, noting the importance of fully understanding the proposal before taking action.

Mullady asked Commissioner Collins approximately how many DPS employees fell within the 0-to-4-year service category compared to those with more than 20 years of service. Commissioner Collins responded that, due to the City's recent hiring challenges, most employees had more than four years of service. He estimated that fewer than one-quarter of employees were in the 0-to-4-year category, while approximately 10 of the Department's 40 employees had more than 20 years of service.

Mullady also asked how the Union would respond if the matter were delayed and whether members were expecting action that evening. Commissioner Collins stated that he believed the Union expected a vote and hoped to move the process forward. He noted that failure to implement the study would be difficult for employee morale and retention, explaining that several employees were evaluating their future employment and that some "have one foot over the threshold."

Mayor Cahill thanked everyone involved in the lengthy and challenging process, acknowledging its complexity and emphasizing the importance of reaching a thoughtful resolution.

Mullady asked whether employees had an idea of when they would expect to receive the wage increases. Joe Sanfilippo, Union President of the Laborers and Foremen Units, stated that members hoped to receive the increases as soon as possible, noting that the process had taken approximately two years and that employees had remained patient throughout.

Mr. Ayles explained that, from a technical standpoint, if approved tonight, the increases could be reflected in the next week's payroll run come the following Friday. If action were deferred until the April Council meeting, implementation would likely occur approximately two weeks afterward, with employees receiving the increases by mid-April.

No members of the public were in attendance to speak on the order.

President Flowers closed the public hearing at 8:29 PM and referred the order to the Committee on Finance and Property.

Comments by Citizens:

Aayesha Siddiqui, 14 Windsor Road, first read the Land Acknowledgement. She then addressed the Council, encouraging the City Council to revise the rules and orders around public comment and the requirement to state one's home address to protect the speech rights of all residents, noting community members who she feels may be hesitant to disclose their address.

Acceptance of Minutes of Previous Meeting:

Public Services/Committee of the Whole-February 2, 2026

Regular City Council Meeting-February 2, 2026

A motion to approve was made and seconded. A vote was taken, and motion carried (9-0).

Communications from His Honor the Mayor:

Order #094-Reappointments for James Muse, Diantha Phothisan, Jason Consalvo, Donna Musumeci, Thomas Holland, Christopher Wrenn, Nathan Seavey, Zach Servideo, Dan Allon and Kevin Grant to the Economic and Community Development Council.

Referred to the Committee on Public Services.

Order #095-Reappointment for Timothy R. Creamer, 36 Appleton Avenue, to serve as Constable.

Referred to the Committee on Legal Affairs.

Order #096-Appointment for Christopher Tatnall, 91R Hale Street, to serve on the Economic and Community Development Council.

Referred to the Committee on Public Services.

Order #097- Request approval for the Beverly Golf and Tennis Club 2026 Member Rate schedule.

Referred to the Committee on Public Services.

Order #098-Grant-\$8500 grant from the Department of Fish and Game: Division of Marine Fisheries-Clean Vessel Act Grant Program to support free seasonal pump out boat service.

Referred to the Committee on Finance and Property.

Communications, from other City Officers and Boards:

Order #099-City Clerk- 2026 Renewals for Flammable Registrations.

Referred to the Committee on Legal Affairs.

Order #100-City Clerk-New Secondhand Junk Dealers License for Koorosh Rad Jewelers Corp.-100 Cummings Center.

Referred to the Committee on Legal Affairs.

Order #058A-Assistant City Solicitor Dole-Proposed amendments to Chapter 117-Animals to add a new Chapter V titled Feeding of Wild Animals and /pr Wildlife.

Referred to the Committee on Legal Affairs.

A motion to recess the Council meeting was made and seconded. A vote was taken, and motion carried (9-0). The meeting recessed from 7:43 PM until 7:47 PM when President Flowers called the meeting back to order to open the scheduled public hearing.

Unfinished Business from a previous meeting:

Order #061-Councilors St. Hilaire and Mullady-A request to hold a public meeting on the City's utilization and plan for Camp Paradise located at 44 Cole Street.

No action was taken.

Reports of Committees:

Legal Affairs:

Order #058-Proposed Amendments to Chapter 117-Animals.

A motion to receive and place on file as recommended by the subcommittee was made and seconded. A vote was taken, and motion carried (9-0).

Order #074-Motion to reconsider the vote taken at our February 2, 2026, meeting on Order #058.

A motion to receive and place on file as recommended by the subcommittee was made and seconded. A vote was taken, and motion carried (9-0).

Order #099-City Clerk- 2026 Renewals for Flammable Registrations.

President Flowers put the question of acceptance of the proposal and adoption of the order as recommended by the subcommittee. A motion was made and seconded. A vote was taken, and the motion carried (9-0).

Order #100-City Clerk-New Secondhand Junk Dealers License for Koorosh Rad Jewelers Corp.-100 Cummings Center.

President Flowers put the question of acceptance of the proposal and adoption of the order as recommended by the subcommittee. A motion was made and seconded. A vote was taken, and the motion carried (9-0).

Finance and Property:

Order #098-Grant-\$8500 grant from the Department of Fish and Game: Division of Marine Fisheries-Clean Vessel Act Grant Program to support free seasonal pump out boat service.

President Flowers put the question of acceptance of the proposal and adoption of the order as recommended by the subcommittee. A motion was made and seconded. A vote was taken, and the motion carried (9-0).

Public Services:

Order #040-Public Services Committee Priorities.

A motion to receive and place on file as recommended by the subcommittee was made and seconded. A vote was taken, and motion carried (9-0).

Order #084-National Grid-Petition 31247668 to install underground electric conduits on Dodge Street

President Flowers put the question of acceptance of the proposal and adoption of the order as recommended by the subcommittee. A motion was made and seconded. A vote was taken, and the motion carried (9-0).

President Flowers reminded Councilors and the public of the Joint Meeting of the City Council and School Committee scheduled for March 18, 2026 at 6:30 PM, at Beverly High School. The meeting agenda would include updates from Superintendent Dr. Peter Cushing, legislative update from state partners, and presentations regarding the FY27 School Department and City budgets. She also noted that the meeting coincided with other events at the high school and encouraged attendees to allow extra time for parking and arrival.

Ms. Kent extended birthday wishes to President Flowers and Ms. Kirker in recognition of their upcoming birthdays.

A motion to adjourn was made and seconded. A vote was taken, and motion carried (9-0). The meeting adjourned at 8:54 PM.

Kathleen M. Feldman, Chair
Julie R. Flowers
Scott D. Houseman

Finance and Property / Committee of the Whole Meeting Minutes
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Feldman called the meeting to order at 8:34 PM.
Members present: Feldman, Flowers, Houseman
Members absent: None
Also present: Mayor Cahill, Budget Analyst Gerry Perry, Commissioner Mike Collins.

Order Number	Date to Committee	Description	Action Taken
#088	03/16/2026	An FY2026 Inter Departmental Transfer request of \$241,250 from the Reserve for union negotiations to fund retroactive costs back to July 1, 2024.	Hold
#098	03/16/2026	Grant-\$8,500 grant from the Department of Fish and Game: Division of Marine Fisheries-Clean Vessel Act Grant Program to support free seasonal pump out boat service.	Recommend the Council to approve (3-0).

Mullady joined the meeting at 8:37 PM

Order #088-Flowers expressed her appreciation for the process and acknowledged the significant amount of work involved. She emphasized the importance of reaching a decision in an expeditious manner.

Housman acknowledged the importance of the initiative and stated that the Council has a responsibility to fully understand the matter and conduct its due diligence. He noted the importance of hearing from Mr. Perry once his analysis has been completed.

Flowers reiterated her appreciation for the work that has already been undertaken and recognized the complexity of the process led by Commissioner Collins. She also acknowledged the patience demonstrated by members of the Union throughout the process.

Houseman stated that, through conversations with members of the Highway Division and the Water and Sewer Division working on East Lothrop Street, he had heard about the study and the long wait and is empathetic for employees seeking a resolution and acknowledged the hiring challenges faced by Commissioner Collins.

Feldman echoed the comments made by Houseman and Flowers, commending the work of the Department of Public Works and the effort that has gone into the study. She expressed a desire to retain the current hardworking team and for the City to be able to hire at the best levels to keep pace with the market. While supportive of the initiative and recognizing that action is needed, Feldman stated that she would prefer to hold the matter to allow the Committee sufficient time to conduct its due diligence and reach a decision with confidence rather than under pressure. Houseman and Flowers agreed.

A motion to adjourn the Committee on Finance and Property was made and seconded. A vote was taken, and motion carried (3-0). The meeting adjourned at 8:43 PM.

Todd C. Rotondo, Chair
Matthew J. St. Hilaire
Steven M. Crowley

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Legal Affairs / Committee of the Whole Meeting Minutes
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Rotondo called the meeting to order at 8:34 PM.

Members present: Rotondo, St. Hilaire, Crowley

Members absent: None

Also present: Councilor Sonia, Councilor Spang, Assistant Solicitor Dole

Order Number	Date to Committee	Description	Action Taken
#058	02/02/2026	Proposed Amendments to Chapter 117-Animals.	Recommend the Council to receive and place on file (3-0).
#058A	03/16/2026	Assistant City Solicitor Dole-Proposed amendments to Chapter 117-Animals to add a new Chapter V titled Feeding of Wild Animals and /pr Wildlife.	Hold
#074	02/17/2026	Motion to reconsider the vote taken at our February 2, 2026, meeting on Order #058.	Recommend the Council to receive and place on file (3-0).
#095	03/16/2026	Reappointment for Timothy R. Creamer, 36 Appleton Avenue, to serve as Constable.	Hold
#099	03/16/2026	City Clerk-2026 Renewals for Flammable Registrations.	Recommend the Council to approve (3-0).
#100	03/16/2026	City Clerk-New Secondhand Junk Dealers License for Koorosh Rad Jewelers Corp.-100 Cummings Center.	Recommend the Council to approve (3-0).

Order #058A-Assistant City Solicitor Dole noted that the proposed amendments incorporated prior recommendations and comments. He explained that the proposed height requirements were not arbitrary, but rather based on research and best practices, including Mass Audubon's recommendation that feeders be placed at least 10 feet from structures to prevent access by leaping rodents.

Rotondo called the Committee of the Whole meeting to order at 8:37 PM, with Councilors Sonia and Spang in attendance.

Sonia questioned the purpose of the amendment. Dole responded that the intent was to deter rodent nuisances, noting that there are currently no Board of Health regulations addressing the issue.

Joyce McMahon, 15½ Rowell Avenue, addressed the Committee, stating that her contention is with bird feeders. She acknowledged Mass Audubon's recommendations are for squirrel deterrence but expressed concern that the requirement for

feeders to be located at least 10 feet from any structure would limit most of the population. Spang shared concerns that the 10-foot setback requirement was overly restrictive.

St. Hilaire stated that he was leaning against the proposal. A motion to hold **Order #058A** was made and seconded. A vote was taken, and motion carried (3-0)

A motion to adjourn the Committee of the Whole was made and seconded. A vote was taken, and motion carried (5-0). Committee of the Whole adjourned at 8:46 PM. A motion to adjourn the Committee on Legal Affairs Committee was made and seconded. A vote was taken, and motion carried (3-0). The meeting adjourned at 8:46 PM.

Danielle M. Spang, Chair
John J. Mullady
Keith A. Sonia

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Spang called the meeting to order at 8:34 PM.
Members present: Spang, Mullady, Sonia
Members absent: None

Order Number	Date to Committee	Description	Action Taken
#040	01/20/2026	Public Services Committee Priorities.	Recommend the Council to receive and place on file (3-0).
#84	03/16/2026	National Grid-Petition 31247668 to install underground electric conduits on Dodge Street.	Recommend the Council to approve (3-0).
#094	03/16/2026	Reappointments for James Muse, Diantha Phothisan, Jason Consalvo, Donna Musumeci, Thomas Holland, Christopher Wrenn, Nathan Seavey, Zach Servideo, Dan Allon and Kevin Grant to the Economic and Community Development Council.	Hold
#096	03/16/2026	Appointment for Christopher Tatnall, 91R Hale Street, to serve on the Economic and Community Development Council.	Hold
#097	03/16/2026	Request approval for the Beverly Golf and Tennis Club 2026 Member Rate schedule.	Hold

A motion to adjourn the Committee on Public Services was made and seconded. A vote was taken, and motion carried (3-0). The meeting adjourned at 8:36 PM.