

1. 6:30 P.M. City Council Personnel Committee Posting

Documents:

[PERSONNEL COMMITTEE 03-02-26.PDF](#)

2. 6:30 P.M. City Council Personnel Committee Packet

Documents:

[PERSONNELPOSTING2026-0302_PACKET.PDF](#)

City of Marlborough Public Meeting Posting

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH

2026 FEB 11 PM 2: 18

Meeting Name: City Council Personnel Committee
Date: March 02, 2026
Time: 6:30 PM
Location: City Council Chamber, 2nd Floor, City Hall, 140 Main Street

This meeting will be held in the City Council Chamber. Public attendance is permitted. The meeting will be televised on WMCT-TV (Comcast Channel 8 or Verizon/Fios Channel 34) or you can view the meeting live on the WMCT-TV website, <https://www.wmct-tv.com/watch>.

02-09-26 – Order No.26-1009652 X 26-1009651: Appointment of Jeffrey F. Gogan as Fire Chief for a 5-year term effective from date of City Council confirmation.

02-09-26 – Order No.26-1009653: Appointment of Pamela McNair to the Commission on Disabilities for a 3-year term, effective from the date of City Council confirmation.

02-09-26 – Order No.26-1009654: Appointment of Karen Thompson to the Commission on Disabilities for a 3-year term, effective from date of City Council confirmation.

02-09-26 – Order No.26-1009655: Appointment of Karen Patti to the Board of Health for a 3-year term to expire on February 29, 2029.

THE LISTING OF TOPICS THAT THE CHAIR REASONABLY ANTICIPATES WILL BE DISCUSSED AT THE MEETING IS NOT INTENDED AS A GUARANTEE OF THE TOPICS THAT WILL HAVE BEEN DISCUSSED. NOT ALL TOPICS LISTED MAY IN FACT BE DISCUSSED, AND OTHER TOPICS NOT LISTED MAY ALSO BE BROUGHT UP FOR DISCUSSION TO THE EXTENT PERMITTED BY LAW.

The public should take due notice that the Marlborough City Council may have a quorum in attendance due to Standing Committees of the City Council consisting of both voting and non-voting members. However, members attending this duly posted meeting are participating and deliberating only in conjunction with the business of the Standing Committee.

Electronic devices, including laptops, cell phones, pagers, and PDAs must be turned off or put in silent mode upon entering the City Council Chamber, and any person violating this rule shall be asked to leave the chamber. Express authorization to utilize such devices may be granted by the President for recordkeeping purposes.

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IN CITY COUNCIL

Marlborough, Mass., FEBRUARY 9, 2026

ORDERED:

That the Appointment of Jeffrey F. Gogan, Jr. as Fire Chief for a 5-year term effective from date of City Council confirmation, be and is herewith referred to the **PERSONNEL COMMITTEE**.

ADOPTED

ORDER NO. 26-1009652
X 26-1009651



City of Marlborough

Office of the Mayor

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH

2026 FEB -5 AM 11:14

J. Christian Dumais, Mayor

140 Main Street
Marlborough, MA 01752
(508) 460-3770
Mayor@marlborough-ma.gov

February 5, 2026

Council President Ossing
Marlborough City Council
140 Main Street
Marlborough, MA 01752

*Pres
CMB*

RE: Contract, Job Description and Appointment of the Fire Chief

Dear Council President Ossing and Councilors,

I am pleased to submit for your review and approval the employment contract and Job Description for our new Fire Chief, Jeffrey Gogan, for a five-year term.

Chief Gogan brings more than two decades of fire service experience, a deep understanding of the Marlborough community, and a proven record of leadership that continues to strengthen public safety for both residents and visitors.

He began his career in 1996 as a dispatcher in Sudbury and joined the Marlborough Fire Department in 2001. Over the past 25 years, he has served the department with distinction, rising through every operational and administrative rank from Firefighter to Assistant Fire Chief.

Most recently, as Chief of Operations, Chief Gogan oversaw the daily operations of a 73-member department, led major apparatus procurement projects, participated in collective bargaining negotiations, and ensured compliance with all applicable fire safety national organizations.

Throughout his career, Chief Gogan has demonstrated steady, disciplined leadership during complex emergencies, including multi-alarm fires, hazardous materials incidents, and natural disasters. He is widely respected for his calm decision-making, commitment to accountability, and emphasis on preparedness and firefighter safety.

As Fire Chief, Chief Gogan brings a leadership philosophy rooted in service instilled in him from his military career, integrity, and collaboration. He prioritizes professional development, mentorship, and a people-first approach while maintaining high standards of operational excellence. His leadership continues to build trust within the department, our office and the community.

For these reasons, I am seeking the approval of Chief Jeffrey Gogan's contract and look forward to his leadership of the Marlborough Fire Department.

Sincerely,

J. Christian Dumais
Mayor

**EMPLOYMENT AGREEMENT
BETWEEN
CITY OF MARLBOROUGH AND JEFFREY GOGAN (2026-2031)**

This Agreement is made and entered into pursuant to Chapter 41, Section 108O of the Massachusetts General Laws, this ____ day of _____, 2026 by and between the City of Marlborough (hereinafter the "City"), and Jeffrey Gogan of Marlborough, Massachusetts (hereinafter "Gogan," "Chief Gogan", or "Fire Chief").

WHEREAS, the City desires to employ the services of Jeffrey Gogan as Fire Chief of the City, and

WHEREAS, the Chief is willing to perform the duties of the position of Fire Chief according to the terms and conditions of this Agreement and other generally accepted practices within the City;

NOW THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. DUTIES:

The Fire Chief shall devote that amount of time and energy reasonably necessary to perform the duties of the Fire Chief under this Agreement.

The operation and administrative control of the Fire Department (hereinafter the "Department") for the City shall be the responsibility of the Fire Chief. The Chief's duties shall include but not be limited to the following:

- A. Supervision and command of the daily operation of the Department; and
- B. Supervision and command of all Department personnel; and
- C. Preparation and submission of the Department budget; and
- D. Responsible for all departmental expenditures, as well as the receipt of funds and property in the custody of the Department; and
- E. Supervision and control of all Department equipment and vehicles; and
- F. Supervision and control of all training programs for Department personnel and the assignment of personnel to such programs; and
- G. Maintaining the discipline of Department personnel and the issuing of orders, rules, regulations, policies and procedures; and
- H. Responsible for planning, organizing, directing, staffing and coordinating fire prevention, firefighting operations and fire administration; and
- I. Available for hearings before any Board or Committee of the City at which the Fire Chief is required to appear and before the City Council, and for other meetings at the request of the Mayor, when necessary; and
- J. Responsible for communicating with the public, including the media, on matters related to fire safety, fire operations, and Department policy; and
- K. Responsible for providing oral or written reports when requested or required to ensure proper

communication between the Department and City Officials; and

- L. Responsible for maintaining records in such detail so as to furnish all information necessary for the operation of the Department and permit analysis and report of same; and
- M. Responsible for conducting fire inspections and review of plans for fire safety, or his designee; and
- N. Other duties as assigned by the Mayor as may from time to time be required, including but not limited to those found within the position description attached hereto, and made a part hereof, as Exhibit "A".

2. APPOINTMENT AND TERM:

The term of appointment shall be for a period of five (5) years in accordance with the requirements of the City Code of the City of Marlborough commencing on February 1, 2026 and ending January 31, 2031, unless terminated sooner under the provisions of this Agreement.

3. DISCIPLINE OR DISCHARGE:

It is agreed that the Fire Chief may be disciplined or discharged by the Mayor only for just cause, upon proper notice and only after a hearing before a hearing officer designated by the Mayor, at which hearing the Fire Chief shall have the right to be represented by counsel. The Fire Chief shall have the option of choosing whether or not any such hearing shall be closed to the public or be held as an open or public hearing. The principle of progressive discipline will apply and the City may provide the Chief with periodic performance evaluations.

4. RESIGNATION:

If Chief Gogan resigns during the term of this Agreement, he must provide to the Mayor of the City a six (6) month written notice unless a lesser time is mutually agreed upon between himself and the Mayor. If Chief Gogan does not provide said six (6) month notice and a lesser time is not mutually agreed to in writing between Chief Gogan and the Mayor, then the maximum amount of the sick leave buy-back benefit set forth in Section 7(D) shall be reduced by fifty percent (50%).

5. REAPPOINTMENT:

If the Mayor decides not to reappoint Chief Gogan for a successive term, for any reason other than those outlined in Section 3, Chief Gogan may choose to serve out the balance of his term as Chief, or he may resign in accordance with Section 4 of this Agreement, in which case, he shall be entitled to his current pay, benefits, and expenses for the balance of the term of this Agreement or until the effective date of his resignation, whichever first occurs, unless, prior to the effective date of his resignation, he is discharged sooner under the provisions of this Agreement.

6. INDEMNIFICATION:

The City agrees that it shall defend, where permitted by law, save harmless and indemnify the Fire Chief against any tort, professional liability claim or demand or other civil or criminal legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of his duties, provided that the Chief acted in good faith. The City may compromise and settle any claim or suit, unless prohibited by law, and will pay the amount of any settlement or judgment rendered thereon

without recourse to the Chief. The City shall reimburse the Chief in connection with any claims or suits involving the Chief in his professional capacity. This section shall survive the termination of this Agreement.

7. ADDITIONAL BENEFITS:

The following benefits shall be afforded to Chief Gogan:

- A. Chief Gogan shall be entitled to annual vacation time of six (6) weeks based on a five (5) day week (30 days per year) which vacation time shall accrue on January 1st of each calendar year of this Agreement beginning with January 1, 202___. One year accumulation allowed to carry forward to the next year. Any vacation carried in excess of one year's accumulation must be approved by the Mayor.
- B. Chief Gogan shall be entitled to six (6) annual personal days, and sick time and annual bereavement leave equivalent to other City non-union employees.
- C. In each calendar year of this Agreement, Chief Gogan is entitled to buy back up to ten (10) days of unused sick leave at his current Fire Chief hourly rate.
- D. When Chief Gogan retires as Fire Chief, he shall be entitled to a sick leave buy-back benefit. Provided that he has maintained a balance of 90 sick leave days for the duration of this Agreement, he shall be eligible to buy back ninety (90) days, at his Fire Chief hourly per diem salary rate, up to a maximum amount of \$50,000.00.
- E. Chief Gogan may participate in all health and life insurance plans to the same extent and with the same contribution ratio as may from time to time be made available to other City department heads.
- F. Chief Gogan shall receive an annual uniform clothing allowance payable at his request during each calendar year of this Agreement, in the following amount: \$2,000.00 for the first calendar year of this Agreement, and \$1,000.00 for each remaining calendar year of this Agreement. Chief Gogan shall receive uniform cleaning benefits.
- G. As a sworn fire officer, the Chief shall be entitled to injured-on-duty benefits provided in M.G.L. c. 41, §111F.
- H. The City recognizes its obligation to the professional development of the Fire Chief; and agrees that the Fire Chief shall be given adequate opportunities to develop his skills and abilities as a fire service administrator; accordingly Chief Gogan shall be allowed to attend the Massachusetts, New England, and the International Association of Fire Chiefs training conferences, as well as other short courses, institutes, and seminars that the Chief reasonably judges to be necessary for his professional development. Such course, conferences, and seminars may be attended without loss of vacation or other leave, and any reasonable costs incurred by Chief Gogan in connection with his attendance shall be reimbursed by the City contingent upon approval by the Mayor and the sufficiency of the appropriation therefore.

8. DEATH DURING TERM OF EMPLOYMENT:

- A. If the Fire Chief dies during the term of this Agreement, the City shall pay to his estate all compensation which would have been due the Chief up to the date of his death, including, but not limited to, the value of his accumulated and unused sick leave up to a maximum of \$50,000.00 under the terms and conditions provided in paragraph 7.D herein.

9. COMPENSATION:

- A. The Fire Chief shall receive a comprehensive annual salary of \$192,000.00 payable bi-weekly.
- B. Effective August 1, 2026, the Fire Chief will receive a comprehensive annual salary of \$201,715.00.
- C. Effective February 1, 2027, the Fire Chief will receive a comprehensive annual salary of \$205,749.00.
- D. The Fire Chief shall receive the same percentage increase received by other non-union City employees in subsequent fiscal years.
- E. All salary increases and stipends are subject to appropriation of funds.
- F. The Chief's duties require that he shall have the exclusive and unrestricted use, at all times during employment, of a motor vehicle provided to him by the City. Said motor vehicle may be used by the Chief for reasonable personal reasons, since the Chief is "on-call" in the event of an emergency. The City shall be responsible for the purchase, insurance, maintenance, repair, and regular replacement of said vehicle.
- G. The City agrees that it shall not, at any time during the term of this Agreement, reduce the salary, compensation or other benefits of the Fire Chief, except to the extent that such reduction is evenly applied across-the-board for all other department heads under the employment of the City.
- H. In accordance with Section 10, the Fire Chief's compensation, as outlined in this Section, may be amended at any time by mutual agreement of the parties in writing.

10. MODIFICATION:

No change or modification of this Agreement shall be valid unless it shall be in writing and signed by both parties.

11. GOVERNING LAW:

This Agreement shall be construed and governed by the Laws of the Commonwealth of Massachusetts.

12. SEVERABILITY:

If any clause or provision of this Agreement shall be determined to be illegal or unenforceable by a court of competent jurisdiction, the remainder of this Agreement shall not be affected thereby.

13. COMPLETE AGREEMENT: This Agreement constitutes the complete agreement of the parties

- a. ASSISTANT CHIEF EMPLOYMENT AGREEMENT: The Parties hereby agree that the Employment Agreement entered into by the City and Chief Gogan dated July 1, 2022 (“Assistant Chief Agreement”) relative to employment with the City as Assistant Chief is terminated as of the commencement date of the term of this Agreement. Chief Gogan acknowledges receipt of all compensation, time accruals, and benefits due to Chief Gogan under the Assistant Chief Agreement, including any amendments thereof.

IN WITNESS WHEREOF, the parties hereunto have set their hands and seals to this instrument the date and year first written above.

FOR THE FIRE CHIEF:



Jeffrey Gogan, Fire Chief

FOR THE CITY OF MARLBOROUGH:

J. Christian Dumais, Mayor

Approved as to form:
Jason D. Grossfield, City Solicitor/Jeremy P. McManus,
Asst. City Solicitor

EXHIBIT "A"

FIRE DEPARTMENT

FIRE CHIEF

The City of Marlborough is committed to the full inclusion of all qualified individuals and, as part of this commitment, will provide reasonable accommodation to perform essential job functions as required by law.

DEFINITION

This position is responsible for managing the daily administration and operation of the department.

ESSENTIAL FUNCTIONS

The essential functions or duties listed below 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.

- Serves as the City's Chief Executive Fire Officer, responsible for planning, directing, coordinating, and overseeing all personnel. Acts as the incident commander during all emergency and non-emergency fire suppression and emergency medical service operations, including responses to man-made and natural disasters.
- Prepares and administers the annual departmental operating and capital budgets.
- Administers the provisions of the collective bargaining agreement, personnel policies and procedures, rules, and regulations. Participates in the receipt and processing of grievances and dispute resolution.
- Establishes and maintains effective communication and coordination with federal, state, and local agencies, civic organizations, and regional public safety entities to ensure seamless responses and promotes public welfare.
- Provides recommendations for the acquisition of capital equipment, apparatus, and all fire suppression-related tools to ensure optimal operational readiness and efficiency.
- Prepares and issues general orders and administrative bulletins. Conducts disciplinary investigations and provides findings and recommendations, as needed.
- Receives and responds to public inquiries regarding fire safety, emergency operations, code compliance, and public safety education, providing accurate information and guidance.
- Actively mentors subordinate fire officers, fostering their professional development, and contributes to leadership succession planning initiatives to ensure a strong future leadership pipeline.
- Performs other related job duties as required.

SUPERVISION RECEIVED

The employee works from policies, goals, and objectives, establishes short-range plans and objectives, and departmental performance standards, and assumes direct accountability for department results; consults with the supervisor only where clarification, interpretation, or exception to policy is required or requested; exercises control in the development of departmental policies, goals, objectives, and budgets; and is expected to resolve matters for divisions/departments under their control.

SUPERVISION EXERCISED

The employee is accountable for the direction and success of programs accomplished through others; analyzes program objectives, determines the various departmental work operations needed to achieve them, estimates the financial and staff resources required, allocates available funds and staff, reports

periodically on the achievement and status of objectives, and recommends new goals; formulates or recommends program goals and develops plans for achieving short and long-range objectives; and determines organizational structure, operating guidelines, and work operations.

JUDGMENT AND COMPLEXITY

The work involves serving as a recognized authority in interpreting and applying guidelines such as executive, administrative, or organizational policies, general principles, regulations, legislation, and directives that pertain to specific functional areas. The employee develops policies and methods to implement such guidelines and requirements.

NATURE AND PURPOSE OF CONTACTS

Contacts are with co-workers, the public, representatives of organizations, and groups and involve interactions with those who have conflicting opinions or objectives, diverse points of view, or differences where achieving compromise is required to secure support, concurrence, or compliance.

CONFIDENTIALITY

The employee has regular access to confidential records and information at the department level requiring discretion in interactions, attention to detail in handling information and records, and responsibility for following security protocols.

MINIMUM QUALIFICATIONS

Any equivalent combination of the below-listed education, training, certification, and experience, is qualifying:

- Bachelor's degree in business administration, leadership, fire science, emergency services, or related field
- 7 to 10 years of related experience
- Professional Fire Fighter Certification
- Fire Officer
- Fire Instructor
- Valid driver's license

BENEFICIAL QUALIFICATIONS

- Master's Degree
- National credentials

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of fire prevention tactics, code compliance, fire suppression tactics, emergency medical services, hazardous material response, and labor relations.
- Effective incident management, communication, community engagement, budgeting, and financial management skills.
- Ability to lead a team, make decisions under pressure, resolve conflict, confidently present to the public, and use a variety of fire equipment and apparatus.

PHYSICAL & ENVIRONMENTAL WORKING CONDITIONS

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

- Performs administrative work in an office environment; field work may involve exposure to conditions such as uneven terrain, confined spaces, heights, hot or cold temperature extremes, dirt, grease, fumes, intense odors, unkept residences, and loud noises.
- When performing administrative functions, sits or stands, with intermittent periods of stooping and walking; when in the field, stands or walks for extended periods and applies agility and physical strength to move in or about construction sites.
- Applies close eye-hand coordination and physical dexterity; uses physical manipulation and motor control under conditions which may require extreme accuracy.
- Routinely reads documents for general understanding and analytical purposes, including handwriting, spreadsheets, and forms; inspects surroundings and fine details to assess conditions of materials and equipment; and reviews detailed information displayed on a computer screen.

Jeffrey Gogan



November 10, 2025

City of Marlborough
Human Resources Department
140 Main Street
Marlborough, MA 01752

Subject: Application for Fire Chief – City of Marlborough Fire Department

Dear Mrs. Purple,

It is with great pride and a deep sense of commitment to the City of Marlborough that I submit my application for the position of Fire Chief. Having dedicated over twenty-five years to this department and having served in every operational and administrative rank from Firefighter to Assistant Fire Chief, I bring a lifetime of local service, proven leadership, and a strategic vision aligned with the City's mission of public safety, efficiency, and accountability.

As Chief of Operations, I have managed the daily functions of a department comprising of seventy-three line personnel, balancing tactical experience with fiscal responsibility. I have overseen multimillion-dollar operating and capital budgets, led major apparatus procurement projects, administered collective bargaining agreements, and ensured operational compliance with NFPA, OSHA, and NIMS standards. In my capacity as Acting Fire Chief, I have assumed full command of departmental operations, represented the department in executive forums, City Council meetings, and worked collaboratively across departments and with regional partners to maintain Marlborough's reputation for professionalism and readiness.

Throughout my career, I have demonstrated the leadership traits required of a Chief Executive Fire Officer, strategic planning, disciplined command, and people-centered management. I have acted as Incident Commander at multi-alarm fires, hazardous materials events, mass-casualty incidents, and natural disasters. These experiences have reinforced my belief that preparedness, accountability, and calm leadership under pressure are the necessary traits of an effective fire service leader. I have also prioritized professional development, mentoring emerging officers, and fostering a culture of continuous learning and safety.

My approach to leadership is grounded on service, integrity, and collaboration. I believe that a Fire Chief must not only be an administrator, but a servant leader, one who connects with the community, empowers personnel, and ensures every decision improves operational capability and public trust. As part of the department's administrative team, I have helped lead initiatives in

policy development and modernization, technology integration, and interagency coordination, always keeping needs of the department and community at the forefront.

I hold an Associate of Fire Science from Quinsigamond Community College and am a graduate of the Chief Fire Officer Management Program through the Massachusetts Firefighting Academy and UMASS Boston Collins Center. I am accredited as a Fire Chief by the Massachusetts Fire Service Commission. My professional credentials include Fire Officer I, II, and III, Fire Instructor, and prior EMT certification.

The City of Marlborough has always been my home, and leading its fire department would be both a professional honor and a personal commitment to continue strengthening the safety, preparedness, and confidence of our community. My dedication to service, to both country and city, stems from the discipline and resilience I developed while serving in the U.S. Navy as a Damage Controlman aboard the *USS Samuel B. Roberts* (FFG-58). That experience instilled in me the value of teamwork under pressure and the responsibility of safeguarding and caring for others, principles that guide me every day.

I am confident that my operational experience, administrative skill, passion for service, and deep connection to this community align fully with the City's expectations for its next Fire Chief. Thank you for considering my application. I would welcome the opportunity to further discuss my qualifications and vision for the continued success of the Marlborough Fire Department.

Respectfully Submitted,



Jeffrey Gogan

Assistant Fire Chief

Marlborough Fire Department

Jeffrey F. Gogan

PROFESSIONAL SUMMARY

Highly accomplished and dedicated fire service professional with over 25 years of leadership experience in fire suppression, emergency medical response, operations management, training, and administrative oversight. Demonstrated success in leading complex emergency incidents, developing operational policies, managing multimillion-dollar budgets, and fostering interagency coordination.

As Chief of Operations for the Marlborough Fire Department, I have demonstrated my commitment to public safety, professional development, operational excellence, and my community. I am committed to advancing the department's goals and continued successes through professional development, inclusive leadership, and strategic planning to ensure readiness for both current and emerging challenges.

CORE COMPETENCIES

- Incident Command & Emergency Management
- Strategic Planning & Organizational Leadership
- Budget Development & Fiscal Accountability
- Labor Relations & Personnel Management
- Fire Suppression & Emergency Medical Services
- Policy Development & Code Compliance
- Capital Equipment Acquisition & Apparatus Management
- Interagency Coordination & Public Engagement
- Training, Recruitment & Succession Planning

PROFESSIONAL EXPERIENCE

Assistant Fire Chief, Marlborough Fire Department – Marlborough, MA, April 2017 – Present

- Serve as Chief of Operations, directly overseeing all daily functions of a department comprising of seventy-three-line personnel.
- Function as Incident Commander on multi-alarm fires, hazardous materials incidents, mass casualty events, and natural disasters.
- Lead the development and enforcement of operational policies and procedures.
- Serve as Acting Fire Chief during the Fire Chief's absence, assuming full command of departmental operations, emergency response, and interagency coordination, represented the department at city executive meetings, managed critical incidents, and directed all administrative and operational functions.

- Direct recruitment, hiring, training, and assist in promotional processes.
- Oversee specifications, procurement, and deployment of apparatus and capital equipment.
- Manage department-wide maintenance programs and ensure regulatory compliance.
- Represent the department in city planning meetings, public forums, and regional initiatives.

Deputy Fire Chief, Marlborough Fire Department – Marlborough, MA, February 2015 – April 2017

- Commanded emergency scenes and enforced departmental safety standards.
- Reviewed building plans and oversaw fire protection system inspections.
- Supported budgeting and strategic planning alongside senior leadership.

Captain, Marlborough Fire Department – Marlborough, MA, June 2013 – February 2015

- As Shift Commander, supervised shift operations for 18 officers and firefighters.
- Led monthly training and life safety drills; performed fire origin investigations.

Lieutenant, Marlborough Fire Department – Marlborough, MA, October 2011 – June 2013

- Supervised engine, ladder, and rescue company operations; directed rescue and suppression efforts.

Firefighter/EMT, Marlborough Fire Department - Marlborough, MA, April 2001 - October 2011

- Performed fire suppression, rescue, and emergency medical services as part of first responder operations.

EDUCATION

- **Associate of Fire Science, Quinsigamond Community College – Worcester, MA (2025)**
- **Graduate, Chief Fire Officer Management Program, Massachusetts Firefighting Academy & UMASS Boston – Collins Center (2025)**
- **Graduate, Recruit Firefighter Training Program, Class #127, Massachusetts Firefighting Academy – Stow, MA (1998)**
- **High School Diploma, Marlborough High School – Marlborough, MA (1989)**

CERTIFICATIONS & CREDENTIALS

- **Fire Chief Credential – Massachusetts Fire Service Commission**
- **Pro Board Certifications – Massachusetts Fire Training Council**
 - Firefighter I/II
 - Fire Officer I, II, III
 - Fire Instructor I

REFERENCES – Available upon request



IN CITY COUNCIL

Marlborough, Mass., FEBRUARY 9, 2026

ORDERED:

That the Appointment of Pamela McNair to the Commission on Disabilities for a 3-year term, effective from the date of City Council confirmation, be and is herewith referred to the **PERSONNEL COMMITTEE**.

ADOPTED

ORDER NO. 26-1009653



City of Marlborough

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH

J. Christian Dumais, Mayor

Office of the Mayor

2026 FEB -5 AM 11:15

140 Main Street
Marlborough, MA 01752
(508) 460-3770

Mayor@marlborough-ma.gov

February 5, 2026

City Council President Michael Ossing
Marlborough City Council
140 Main Street
Marlborough, MA 01752

PASW

Re: Appointment of Pam McNair to the Commission on Disabilities

Honorable President Ossing and Councilors:

I am pleased to submit the appointment of Pam McNair to the Commission on Disabilities, for a three-year term, pursuant to Chapter 19 § 27.

Ms. McNair had been involved with many organizations and causes within the city. She is no stranger to advocating for all individuals within the community. The attached letter describes specifically her advocacy work with Special Olympics and Thrive.

I would like to take this opportunity to thank Pam as she states in her attached letter "I have always answered the call to assist people". I cannot think of a more fitting candidate for the Disabilities Commission.

Thank you in advance for your consideration.

Sincerely,

J. Christian Dumais
Mayor

January 23, 2026

Pamela McNair

40 Linda Circle

Marlborough, MA 01752

I am still eager to serve on the Commission on Disabilities to advise and help others navigate our beautiful city. As you wrote, you have my resume on file.

I have enjoyed advocating for others that can't or don't know how to since I was a child. In addition to advocating for my uncle, classmates, son, Special Olympics players and friends at Thrive (formerly GMPI) I have also helped other people I did and didn't know. I was an Educational Surrogate Parent for some children that were in residential placements through the Department of Children & Families when nobody would advocate for them at school. I have always answered the call to assist people.

Typically I am not very good at selling myself but when it comes to helping people I will tell you that I am skilled at finding a way to help navigate any services they may need that are available, advocating for what they need and networking. Being a part of the Commission on Disabilities would be one of my greatest pleasures. As a person that identifies as neurodivergent I am often able to relate to people in different ways. I know that I would be a great addition to this commission.

I really appreciate being considered for this very important commission.

Thank you,

Pamela McNair



IN CITY COUNCIL

Marlborough, Mass., FEBRUARY 9, 2026

ORDERED:

That the Appointment of Karen Thompson to the Commission on Disabilities for a 3-year term, effective from the date of City Council confirmation, be and is herewith referred to the **PERSONNEL COMMITTEE**.

ADOPTED

ORDER NO. 26-1009654



City of Marlborough

Office of the Mayor

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH

J. Christian Dumais, Mayor

2025 JAN 22 AM 11:15

140 Main Street
Marlborough, MA 01752
(508) 460-3770
Mayor@marlborough-ma.gov

January 21, 2026

City Council President Michael Ossing
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Pass

Re: Appointment of Karen Thompson to the Commission on Disabilities

Honorable President Ossing and Councilors:

I am pleased to submit the appointment of Karen Thompson to the Commission on Disabilities, for a three-year term, pursuant to Chapter 19 § 27.

Ms. Thompson and I met during the opening of Alta French Hill where she lives. During our conversation, she shared concerns regarding accessibility for individuals with disabilities. I mentioned to her that the City has a Commission on Disabilities and is looking for volunteers. She expressed interest, and after reconnecting at several events at the Senior Center, we were able to discuss its work in greater detail. Following those conversations, she decided to join the Commission.

I'd like to take this opportunity to thank Karen as she says in her letter "to step up and be positive person for the disability people in the City of Marlborough".

Thank you in advance for your consideration.

Sincerely,

J. Christian Dumais
Mayor

January 21, 2026

Karen Thompson

303 Lincoln Street

#352

Marlborough, MA 01752

I am interested in being on the committee for disability. I would like to help out in any way that I can and willing to step up and be a positive person for the disability people in the city of Marlborough. I will come with an open mind and do whatever I can do.

I would love to listen to problems and other ideas that people have to offer the city.

Thank you,

Karen Thompson



IN CITY COUNCIL

Marlborough, Mass., FEBRUARY 9, 2026

ORDERED:

That the Appointment of Karen Patti to the Board of Health for a 3-year term to expire on February 5, 2029, be and is herewith referred to the **PERSONNEL COMMITTEE**.

ADOPTED

ORDER NO. 26-1009655



City of Marlborough

Office of the Mayor

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH
J. Christian Dumais, Mayor
140 Main Street
Marlborough, MA 01752
(508) 460-3770
Mayor@marlborough-ma.gov

2025 JAN 22 AM 11:15

January 21, 2026

Council President Michael Ossing
Marlborough City Council
140 Main Street
Marlborough, MA 01752

pasw

Re: Appointment of Karen Patti to the Board of Health

Honorable President Ossing and Councilors:

I am pleased to submit for your approval the appointment of Karen Patti to the Board of Health which will expire on February 5th, 2029, the first Monday in February pursuant to M.G.L. Chapter 111 § 26.

Mrs. Patti is a practicing veterinarian and a resident of Marlborough. Karen has extensive knowledge in the medical field as a veterinarian and with that medical background would be an asset to the Board of Health. You have seen Karen attend many City Council meetings and I am thankful for her to step up and get involved by joining the Board of Health with your approval.

Thank you in advance for your consideration.

Sincerely,

J. Christian Dumais
Mayor

FROM THE DESK OF

Karen M Patti

January 9, 2026

Amanda Belliveau & Marlborough City Council
140 Main St
Marlborough, MA 01752

Dear Marlborough City Council Members,

I am currently a practicing veterinarian and a resident of Marlborough, Massachusetts. I am writing to formally express my interest in serving on the Marlborough Board of Health. I currently have 20 years of experience in clinical medicine and public advocacy, and am eager to contribute my perspective to health and safety in our community.

Thank you for your time and for the opportunity to give back to the community that has supported my practice for many years. I have attached my CV for your review and look forward to the possibility of discussing how my background can best serve the Marlborough Board of Health.

Sincerely yours,

Karen Patti, DVM

Karen M Patti, DVM

343 Pleasant St
Marlborough, MA 01752

Objective: To better serve the community of Marlborough Massachusetts by serving as a member of the Board of Health.

Education:

Doctor of Veterinary Medicine: Oklahoma State University, College of Veterinary Medicine, Stillwater, OK
Graduation- May, 2005

Elective courses: Advanced Endocrinology, Histology, Avian Biology, Advanced Physiology, Advanced Ophthalmology, Internal Medicine, Research Electives, Advanced Cytology, Animal Shelter

Bachelor of Science, Zoology: The University of Oklahoma, Norman, OK
Concentrated on Neuroscience and Development

Emergency Medical Technician: Oklahoma City Community College, OKC, OK
Emergency Medical Technician Basic and Advanced

Professional Experience:

October 2022- Present

- Artemis Veterinary- Northborough, MA. Business owner and veterinarian of Artemis Veterinary providing in clinic and mobile veterinary medicine.

March 2020- October 2022

- Rockingham Emergency Clinic- Windham, NH, Providing emergency medicine and surgery for small and exotic animals.

June 2010- April 2020

- Marlboro Animal Hospital- Small animal and Exotic practice, main veterinary surgeon, routine wellness, illness treatment and internal medicine cases. Diagnostics include bloodwork, cytology, radiology, and ultrasounds.

August 2005 – June 2010

- Banfield of Millbury- small and exotic animal practice, proficient in surgeries to include routine spay/neuter, entropion, cherry eye, enucleation, mass removal, leg amputation, cystotomy, gastrotomy/enterotomy, cesarian section, and pyometra; good diagnostic knowledge to include: radiology, cytology, and bloodwork evaluation

Relief veterinary work

- Banfield of Bellingham- 213 Hartford Ave. Bellingham, MA. 508-966-4365
- Blackstone Valley VCA- 615 Douglas St. Uxbridge, MA. 508-278-6581
- Banfield of Framingham- 1 Worcester Rd. Framingham, MA. 508-370-7299
- Banfield of Everett- 5 Mystic View Rd. Everett, MA. 617-387-1143
- Banfield of Cambridge- 160 Alewife Brook Pkwy. Cambridge, MA
617-354-1333

May –August 2002

- Laboratory Animal Internship- Massachusetts Institute of Technology, Cambridge, MA
Education included surgery and handling of exotics such as monkeys, rabbits, ferrets, snakes and mice; embryo transfer in mice; rodent colony management and treatment; quarantine and processing of monkeys; and research in *Citrobacter rodentium* infection in mice as an animal model for human inflammatory bowel disease.

Jan – April 2002

- Research Technician- OSU CVM, Pathobiology Lab, Responsibilities included Western Blot analysis, PCR, gel electrophoresis and bleeding and processing of bovine samples

Jan 1997 – March 1999

- Veterinary Technician- Animal Eye Clinic, Oklahoma City, OK; Duties included assisting in exams, preparation and assistance in surgery, anesthesia, inventory and ordering, and bookkeeping

Professional Affiliations:

Board of Veterinary Medicine for the State of Massachusetts 2003- 2023

American Veterinary Medical Association

Massachusetts Veterinary Medical Association