



**CITY OF NEW BEDFORD**

**JONATHAN F. MITCHELL, MAYOR**

September 16, 2015

City Council President Brian K. Gomes and  
Honorable Members of the City Council  
133 William Street  
New Bedford, MA 02740

Dear Council President Gomes and Honorable Members of the City Council:

I am pleased to submit for your confirmation the appointment of Warren Gibbons as Buttonwood Park Zoo's Curator of Aquatics. As you will see from the recommendation of Keith Lovett, he is well qualified.

I support the request to start Warren at M9, Step 8, \$68,749.00 and the request for a waiver of residency.

Mr. Gibbons and Mr. Lovett will be present at your September 24<sup>th</sup> meeting to answer any questions you may have.

Sincerely,

Jonathan F. Mitchell  
Mayor

JFM/dlr

Attachments

cc: Keith Lovett  
Warren Gibbons



# BUTTONWOOD PARK ZOO

City of New Bedford

**Jon Mitchell**  
Mayor

**Keith Lovett**  
Director of Zoological  
Services



August 21, 2015

The Honorable Jon Mitchell  
Mayor of New Bedford  
133 William St.  
New Bedford, MA 02740

Dear Mayor Mitchell:

I have recently completed the application and evaluation process for the zoo's vacant Curator of Aquatics position. After an in-depth evaluation, I would like to make the recommendation to hire Warren Gibbons. Mr. Gibbons resume is extensive in meeting and/or exceeding the qualifications required of the position. He has experience with the aquatic animals currently in the zoo's collection and with the species the zoo plans to acquire in the future. In addition, with his background in aquarium design, installation and maintenance he will be instrumental in the development of the zoo's aquatic exhibits, conservation programs, and research programs. I am requesting this hiring at the Grade M-9, Step 8 level with a starting salary of \$68,749. I am requesting the Step 8 hiring due to industry standards for the compensation of a curator at a zoo of our size and as a means to maintain consistency in the zoo's management team by reducing turnover in this key zoo position.

Mr. Gibbons has been a resident and established homeowner in Marion, Massachusetts for over five years and therefore unable to relocate to New Bedford. For this reason, I am also requesting a residency waiver for Mr. Gibbons.

Thank you for considering these requests.

Sincerely,

A handwritten signature of Keith Lovett, consisting of a large, stylized loop.

Keith Lovett