



**CITY OF NEW BEDFORD**  
JONATHAN F. MITCHELL, MAYOR

January 14, 2019

City Council President Linda M. Morad and  
Honorable Members of the City Council  
133 William Street  
New Bedford, MA 02740

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

Enclosed is a letter from Keith Lovett, Director of Zoological Services for Buttonwood Park Zoo, pertaining to his recommendation of Dr. Erica Lipanovich currently of Sherwood, Oregon for the position of Clinical Veterinary for the Buttonwood Park Zoo.

At this time I am asking for your consideration to approve Dr. Lipanovich's salary at Step 8, Grade M-11 (\$83,261).

Director Keith Lovett will be available at the City Council meeting to answer any questions you may have.

I support Director Lovett's recommendation and appreciate your consideration in this matter.

Sincerely,

  
Jonathan F. Mitchell  
Mayor

JFM/sds

Attachments

cc: Keith Lovett  
Dr. Erica Lipanovich



# BUTTONWOOD PARK ZOO

City of New Bedford

Jon Mitchell  
Mayor

Keith Lovett  
Director of Zoological  
Services



December 20, 2018

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

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PERSONNEL DEPARTMENT

Dear Mayor Mitchell:

The zoo advertised for our vacant Clinical Veterinary position for several months and unfortunately received only five applications. Although most of the applicants lacked zoological veterinary experience, we did receive a strong application from Dr. Erica Lipanovich. Dr. Lipanovich's experience includes eight years of zoological medicine work at AZA accredited institutions and six years working in small animal veterinary practices. Additionally, she has significant experience in the areas of geriatric elephant care, wildlife rehabilitation, and endangered species conservation.

Dr. Lipanovich currently resides in Sherwood, Oregon and is willing to relocate to New Bedford if offered the position. Taking into consideration the average compensation for zoological and small animal veterinarians in the region, I am requesting that Dr. Lipanovich be hired Grade M-11, Step 8 (\$83,261).

Thank you for considering this request.

Sincerely,

Keith Lovett