



CITY OF NEW BEDFORD

JONATHAN F. MITCHELL, MAYOR

March 15, 2016

City Council President Linda Morad &
Honorable Members of the City Council
City Hall
133 William St.
New Bedford, MA 02740

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

I am submitting for your consideration a request for a one-year Waiver of Residency for Ms. Whitney Greene, the Buttonwood Park Zoo's chosen candidate to fill the position of Clinical Veterinarian. Ms. Greene and her husband have recently purchased a home in Dartmouth.

I am also requesting that Ms. Greene be hired at a higher step than the entry level for this position. I ask that you approve her hire at Grade M-9, Step 6 with a salary of \$60,309.

As Keith Lovett's attached memo details, the current salary level for the position is below the industry standard for veterinarians, and after a difficult search process, Ms. Greene was the only qualified applicant to agree to take the position.

Thank you for your consideration.

Sincerely,


Jon Mitchell

JFM/crc
enc.

cc: Keith Lovett, Director of Zoological Services

MAR 7 2016 PM 1:36



BUTTONWOOD PARK ZOO

City of New Bedford



Jon Mitchell
Mayor

Keith Lovett
Director of Zoological
Services

March 7, 2016

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

Dear Mayor Mitchell:

The zoo has been advertising for a new Clinical Veterinary position for several months and received very few applications. Although the overall applicant submissions were significantly lacking in experience, we did receive a strong application from Whitney Greene who grew up in Dartmouth. Ms. Greene will be completing her Doctorate of Veterinary Medicine this spring and be looking to start at the Zoo in mid-June. In addition to her veterinary schooling, Ms. Greene has partaken in an impressive number of zoological externships at the country's leading zoo and aquarium facilities. Zoo staff is of the opinion that Ms. Greene's exposure to the most successful programs in the country along with her passion to make a difference in the New Bedford community, will allow her to be successful at the Zoo.

Considering that the compensation being offered for this position is not completely competitive with industry levels, I would like to hire MS. Greene at Grade M-9, Step 6 (\$60,309). I would also like to request a residency waiver to allow Ms. Greene to reside in her hometown of Dartmouth.

Thank you for considering this request.

Sincerely,

Keith Lovett