City Council Meeting

Tuesday, June 23, 2026 at 7:00 PM
Richard E. Mastrangelo Council Chamber

Agenda

ACCESS INFORMATION:

A. This meeting will be held on Tuesday, June 23, 2026 at 7:00 P.M. Location: Richard E. Mastrangelo Council Chamber - 149 Main Street, Watertown, MA 02472 - Second Floor

B. This is an in-person meeting - any remote access is provided solely as a courtesy and may not be relied upon as alternative access. Therefore, any interruption in remote access technology shall not interrupt the meeting, and the meeting will proceed accordingly in person. In the event of such interruption, in-person attendance is available and encouraged.

C. The in-person meeting will also be televised through WCATV (Watertown Cable Access Television): http://vodwcatv.org/CablecastPublicSite/watch-now?site=3

D. The public may join the in-person meeting online: https://watertown-ma.zoom.us/j/92991331344

E. The public may join the in-person meeting audio only by phone: (877) 853-5257 or (888) 475-4499 (Toll Free) and enter Webinar ID: 929 9133 1344

F. Public may comment through email: vpiccirilli@watertown-ma.gov

G. Please Visit the City Council Website here: https://www.watertown-ma.gov/350/City-Council

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1. ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. PUBLIC FORUM
4. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS
   A. Minutes from City Council Meeting June 9, 2026
5. PRESIDENT'S REPORT
   A. Deliberation and Vote on Approval and Execution of the City Manager Contract for George Proakis
6. PUBLIC HEARINGS
   A. Public Hearing and Vote on Proposed Ordinance Amending the City Manager's Salary
7. MOTIONS, ORDINANCES, ORDER, AND RESOLUTIONS
   A. Resolution Establishing Fiscal Year 2027 Expenditure Limits for Revolving Funds
   B. Resolution Authorizing the Fiscal Year 2027 Retiree Health Insurance and Related

Expenditures from the Other Post Employment Benefits (OPEB) Trust Fund

C. Resolution Authorizing a Transfer of Funds in the amount of $12,400 from the Fiscal Year 2026 City Council Reserve to the Fiscal Year 2026 City Auditor Accounting & Auditing account (Audit Level 1 Review of Watertown Contributory Retirement System and OPEB Plan)

D. Resolution Authorizing a Transfer of Funds in the amount of $246,000 from various Fiscal Year 2026 Police Salary accounts to the Fiscal Year 2026 Police Vehicle Replacement account

E. Resolution Authorizing a Transfer of Funds in the amount of $445,000 from the Fiscal Year 2026 Planned Debt and Fiscal Year 2026 Authorized/Unissued Debt accounts to the Fiscal Year 2026 Transfer to Capital Projects - Public Buildings account (Photovoltaic Array Installation for DPW Roof)

F. Resolution Authorizing a Transfer of Funds in the amount of $70,000 from the Fiscal Year 2026 Authorized/Unissued Debt account to the Fiscal Year 2026 Transfer to Capital Projects - City account (Senior Bus)

G. Resolution Authorizing a Transfer of Funds in the amount of $373,000 from the Fiscal Year 2026 Authorized/Unissued Debt account to the Fiscal Year 2026 Transfer to Capital Projects - Public Buildings account (Parker Renovations)

H. First Reading on a Proposed Loan Order that the sum of $750,000 is appropriate to pay costs of purchasing a fire engine for the Fire Department, as more fully described in the City's Fiscal Year 2027 through 2031 Capital Improvement Plan, and the payment of all costs incidental and related thereto; and that to meet this appropriation, the Treasurer, with the approval of the City Manager, is authorized to borrow said amount under and pursuant to M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

I. Resolution Authorizing a Transfer of Funds in the amount of $500,000 from the Fiscal Year 2026 Fire Full-Time Salaries account to the Fiscal Year Transfer to Capital Projects - Fire Department account (Fire Engine)

J. First Reading on a Proposed Order Establishing Water and Sewer Rates and Charges for Fiscal Year 2027

K. Consideration and Approval of Exemptions of Interests of Existing City Employees in Contracts with the City Including Summer, Winter, Holiday, and After-School Program Employment Positions in Response to Disclosures Filed with the City Clerk by Prospective Employees and Certification by the Recreation Director that No Employee of that Department is Available to Perform those Services as part of their Regular Duties in Accordance with G.L. c. 268A, sec 20(b)

L. Resolution Approving the Acceptance and Expenditure of Gifts to the Watertown Food Pantry

M. First Reading on a Proposed Noise Ordinance

8. REPORTS OF COMMITTEES

A. Committee on Climate and Energy Report regarding its meeting on March 23, 2026 - Palomba, Chair

B. Committee on Public Works Report regarding its meeting on June 11, 2026 - Piccirilli, Chair

ACTION ITEM:
To recommend that the City Council approve the appointment of Christoper Coner to the Stormwater Committee for a term expiring July 15, 2027

ACTION ITEM:
To recommend that the City Council approve the reappointment of Russ Arico to the Solid Waste and Recycling Committee for a term expiring May 15, 2029

C. Committee on Human Services Report regarding its meeting from June 15, 2026 - Palomba, Chair

ACTION ITEM:
To recommend that the City Council direct the Administration to further analyze the Watertown Affordable Housing Incentives Study and develop options for implementing specific programs and policies based on the Study's recommendations

9. COMMUNICATIONS FROM THE CITY MANAGER
   A. Request for Confirmation of Reappointments to the Watertown Affordable Housing Trust
   B. Request for Confirmation of Appointments to the Conservation Commission
10. REQUESTS FOR INFORMATION/REVIEW OF LIST OF PENDING MATTERS
11. ANNOUNCEMENTS
12. PUBLIC FORUM
13. RECESS OR ADJOURNMENT

ELECTED OFFICIALS

Mark S. Sideris, Council President	Vincent J. Piccirilli, Jr., Vice President & District C Councilor	Caroline Bays, Councilor At Large
John G. Gannon, Councilor At Large	Theophilus Offei, Councilor At Large	Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor	Lisa J. Feltner, District B Councilor	Emily Izzo, District D Councilor

JUNE 9, 2026

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

CITY COUNCIL MEETING
TUESDAY, JUNE 9, 2026, 7:00 P.M.
RICHARD E. MASTRANGELO COUNCIL CHAMBER
ADMINISTRATION BUILIDING, 149 MAIN STREET

MINUTES

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1. ROLL CALL

Council President Sideris called to order a regular meeting of the City Council at 7:00 p.m. in the Richard E. Mastrangelo Chamber, Administration Building. Those present were Councilors Caroline Bays, Lisa J. Feltner, John G. Gannon, Nicole Gardner, Emily Izzo, Anthony Palomba, Vice President Vincent J. Piccirilli, Jr., and Council President Mark S. Sideris. Also present were George Proakis, City Manager, Mark Reich, City Attorney, Doug Newton, Council Analyst and Brendan T. McCarthy, Council Clerk. Councilor Theophilus

Offei was absent.

2. PLEDGE OF ALLEGIANCE

3. PUBLIC FORUM

Russ Arico – 49 Fayette Street – Presented a printout of images from Malden Center with the message of not turning Watertown Square into another version of it. He stated that an overflow of modern buildings would clash with existing structures and historic characteristics. He then voiced opposition to the idea of creating Watertown Square as a destination, specifically with regard to building a garage, and stated that Watertown already has a similar complex in Arsenal Yards.

Bruce Colton – 67 Marion Road – Remarked that voter turnout has continued to dwindle and totaled about 20% of the population of town in the most recent election. He continued by stating that the non-participatory numbers are reflected in public meetings which outcomes have consequential decisions. One member of a recent meeting for Watertown Square claimed that the presented published polls only attract activists, and asked if the administration would commission a polling organization to do a randomized poll of residents. He expressed support for commissioning such a polling organization to help illuminate opinions of non-participatory residents in what he claims to be a broken system.

Josh Rosmarin – 29 Ashland Street – Echoed support for citywide polls of residents to improve civic discourse. He added that he and Bruce Colton have significant differences of opinions, but that they both are interested in seeing the community thrive. He remarked that there is an issue of knowing what the majority of the community wants when you take away the disproportionately vocal parties on either side of issues, and called upon leadership to implement a more rigorous assessment of the community sentiment.

4. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS

A. Minutes from City Council Meeting May 26, 2026

Councilor Piccirilli moved to adopt the minutes and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

5. PRESIDENT'S REPORT

A. Request for Referral to the Committee on Public Safety regarding a Watertown Police Drone

Councilor Piccirilli moved to refer the item to the Committee on Public Safety and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

B. Brief Review of Proposed Contract Extension for City Manager George Proakis

President Sideris remarked that some broad aspects of the proposed contract will extend the current City Manager to four years, with an added fifth year if the City Council at the time does not deliberate on replacing the manager or creating a new contract with him. He also added that there will be a scheduled raise in salary built into the second year, which correlates with most other city positions and union contracts, but that after that, any raise will be year by year.

6. PRESENTATION OF PETITIONS, PROCLAMATIONS, AND SIMILAR PAPERS AND MATTERS

A. Pride Proclamation

President Sideris read the proclamation.

Councilor Piccirilli moved to approve the proclamation and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

B. Juneteenth Proclamation

President Sideris read the proclamation.

Councilor Piccirilli moved to approve the proclamation and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

C. Proclamation Honoring Steve Magoon

President Sideris read the proclamation.

Steve Magoon graciously received the proclamation. He stated that it has been a pleasure serving the community, and that he has taken great pride in his role. He remarked that he has always been impressed with the passion that the public has in their efforts for the community, and has enjoyed working with many boards and commissions. He added that he greatly enjoyed working alongside Council President Mark Sideris, City Manager Proakis & former City Manager Driscoll, and countless other colleagues.

Councilor Piccirilli moved to accept the proclamation and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

7. PUBLIC HEARINGS

A. Public Hearing and Vote on a Petition from NSTAR Electric DBA Eversource

for a Grant of Location in North Beacon Street, northerly from manhole MH9899, approximately 10 feet north of Alfred Road, to install approximately 58 feet of conduit. This work is to provide service to a relocated traffic control box closest to 22 North Beacon St. as part of a MassDOT Local Bottleneck Reduction Program and associated construction project managed by the City. The recommendations and conditions set out by the Department of Public Works shall be required upon approval of this application.

Jackie Duffy – Eversource – Presented the grant of location.

Councilor Piccirilli moved to approve the grant of location and Councilor Feltner seconded.

Councilor Feltner asked for more information about the MassDOT bottleneck reduction program, how it relates to the Arsenal Street work, and what benefits there will be for the community.

Director of Public Works Brady replied that this new traffic cabinet will be the central location for the traffic signal hub throughout the corridor. He added that they are excited to install this conduit as it will propel the improvements forward.

Councilor Feltner voiced concerns about double poles that have gone up in Arsenal and Irving, placement on new poles interfering with sidewalks, and ADA compliance.

Director of Public Works Brady replied that certain issues have been flagged and fixed. He added the benchmark is that poles are not allowed to be placed that would make any existing condition more restrictive. Remaining old infrastructure will be removed with the new work, which should generally create more space.

The motion carried unanimously in a Voice Vote.

8. MOTIONS, ORDINANCES, ORDERS, AND RESOLUTIONS

A. Resolution Authorizing a Transfer of Funds in the amount of $754,600 from the Fiscal Year 2026 City Council Reserve to various Fiscal Year 2026 Capital Projects accounts

City Auditor Langan presented the item and stated that the transfer will fund a range of capital projects including Sterritt Lumber safety weatherization, implementation of a citywide BMS regional server, and multi-sport rink deck system at Moxley and Casey Park.

Councilor Piccirilli moved to approve the transfer and Councilor Feltner seconded.

The motion carried unanimously in a Roll Call Vote.

B. Resolution Authorizing a Transfer of Funds in the amount of $3,000,000 from the Fiscal Year 2026 Watertown Middle School Stabilization Transfer

Out to Other Funds account to the Fiscal Year 2026 Watertown Middle School Feasibility Transfer In from Other Funds account

City Manager Proakis stated that this item is related to the design process of the Middle School, and noted that they are continuing to move along with tests of the financial estimates to determine right moment to pull trigger on the project on a whole.

Councilor Piccirilli moved to approve the transfer of funds and Councilor Feltner seconded.

Councilor Palomba asked what the outcome of the next phase will be.

President Sideris stated that this item is related to the architects designing what would be necessary to put this project out to bid. Essentially, the outcome will be brought forth to the City Council to make a final decision on voting to execute this project. He expected that to be on either the July or August agenda.

The motion carried unanimously in a Roll Call Vote.

C. Request for Authorization to Procure Server Hardware and Software Through a Five-Year Lease Agreement

City Manager Proakis stated that this item relates to server infrastructure for cybersecurity, data storage, backup recovery etc. He added that instead of making an equipment purchase, they opt to do an equipment lease which ensures maintenance.

Councilor Piccirilli moved to authorize a five-year lease agreement and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

D. Motion to Appropriate the Community Preservation Act Funds for Fiscal Year 2027

City Auditor Langan presented the item which is the appropriation and transfer from the Fiscal Year 2027 Community Preservation Funds totaling $3,944,015 – 5% for the administrative expense, 10 % to the affordable housing reserve, historical preservation reserve, and the open space recreation reserve, and 65% to the undesignated fund balance.

Councilor Piccirilli moved to appropriate the Community Preservation Act funds and Councilor Feltner seconded.

The motion carried unanimously in a Roll Call Vote.

E. Consideration and Approval of Exemptions of Interests of Existing City Employees in Contracts with the City Including Summer, Winter, Holiday, and After-School Program Employment Positions in Response to Disclosures Filed with the City Clerk by Prospective Employees and

Certification by the Recreation Director that No Employee of that Department is Available to Perform those Services as part of their Regular Duties in Accordance with G.L. c. 268A, sec 20(b)

City Manager Proakis stated that this item represents 13 requests for employee exemptions in order to staff the Pequossette Summer Camp.

Councilor Piccirilli moved to approve the exemptions and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

F. First Reading on a Proposed Ordinance Establishing the City Manager's Salary

President Sideris stated that this item correlates with the upcoming City Manager's extensions, and that it reflects a 2.5% cost of living adjustment (COLA) and a 2% merit adjustment.

9. REPORTS OF COMMITTEES

A. Committee on Climate and Energy Report regarding its meeting on March 23, 2026 - Palomba, Chair

This item was tabled to a future meeting.

B. Committee on Public Safety Report regarding its meeting from May 19, 2026 - Gardner, Chair

ACTION ITEM:
To reappoint Daniel Grieneisen as a member of the Traffic Commission to a term expiring May 15, 2029

ACTION ITEM:
To reappoint Robert Airasian as a member of the Traffic Commission to a term expiring May 15, 2029

Councilor Gardner read the report.

Councilor Piccirilli moved to accept the report and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

Councilor Piccirilli moved to approve the action items and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

C. Committee on Rules and Ordinances Report regarding its meeting on May

13, 2026 - Gardner, Chair

President Sideris stated that Item 9C & 9D will be read together.

D. Committee on Rules and Ordinances Report regarding its meeting on June 2, 2026 - Gardner, Chair

Action Item:
That the draft Noise Ordinance, amended to reflect the new times for allowed lawn maintenance activities, be recommended to the City Council for a first reading

Action Item:
Recommend that the City Council refer the matter of gas-powered lawn equipment to the Rules and Ordinances Committee for further study and report back with a recommendation

Councilor Gardner read the reports.

Councilor Piccirilli moved to accept the reports and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

Councilor Piccirilli moved to approve the first action item and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

Councilor Piccirilli moved to approve the second action item and Councilor Feltner seconded.

The motion carried unanimously in a Voice Vote.

10. COMMUNICATIONS FROM THE CITY MANAGER

A. Request for Confirmation of Appointment and Reappointments to the Council on Aging

City Manager Proakis requested the confirmations of Phyllis Perrrone, James O'Connor, and Ryan Nicholson as members of the Council on Aging.

President Sideris stated that this item gets referred to the Committee on Human Services.

City Manager Proakis then announced the new tree planting cycle in which the contractor is responsible for care of the newly planted trees which also carry a two-year warranty. He then noted that the Watertown Farmer's Market will begin on June 10th and run to October 21, and remarked on the upcoming holidays of Juneteenth and Treaty Day.

11. REQUESTS FOR INFORMATION/REVIEW OF LIST OF PENDING MATTERS

Councilor Feltner made the following requests for information:

- Residents have contacted me with concerns after recently hearing that there are plans for a new postal facility to serve all of the Watertown schools, in the lot on Marshall Street, behind the Phillips School. What are the plans? Also related to these worries is noise in this area:

- What is being done, or can be done, to mitigate noise generated by the new WPS "Freight Farm" that was installed in the Marshall St lot (40-foot converted shipping container for hydroponic use)?

- Where are the Watertown Annual Reports for 2024 and 2025 and 2026? The latest year showing online is a 2023 report, published Oct 30, 2025. (reference Charter Title III Admin, Ch 31, Sbc 31.03, reports expected in March)

- What are our current parking policies and benefits made available to city employees?

- We need an update on our transportation planning for all users. I'm hearing conflicting information, in that we're working with the MBTA to optimize Arsenal St with bus lanes for #70 route, but word on the street is that staff is moving forward soon to narrow Arsenal St in order to accommodate bikes, instead of prioritizing pursuit of the off-road option previously identified and preferred. So, how are we coordinating and evaluating our different mobility, transit, bike and pedestrian plans for all users in collaboration with City Council?

- When/how/who removes the new tree supports and watering bags for street trees? For example, do these stay in place for 2 years, etc?

12. ANNOUNCEMENTS

Councilor Palomba announced an upcoming Committee on Human Services meeting to discuss the Watertown Affordable Housing Incentives Study.

13. PUBLIC FORUM

Joshua Erikson – 95 Jensen Road – Stated that he is earning his master's in social work and has worked in the mental health field for several years. He called for the School Building Committee to allocate funds dedicated to mental health and counseling spaces in the Watertown Middle School.

14. RECESS OR ADJOURNMENT

Councilor Piccirilli made a motion to adjourn and Councilor Feltner seconded.

The motion was adopted unanimously in a Voice Vote.

The meeting adjourned at 8:27 p.m.

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above minutes were adopted by a vote of __ for, __ against, and __ present on June 23, 2026.

_____
Mark S. Sideris, Council President
s:/BTM

ELECTED OFFICIALS

Mark S. Sideris, Council President	Vincent J. Piccirilli, Jr., Vice President & District C Councilor	Caroline Bays, Councilor At Large
John G. Gannon, Councilor At Large	Theophilus Offei, Councilor At Large	Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor	Lisa J. Feltner, District B Councilor	Emily Izzo, District D Councilor

City Council Meeting

Tuesday, June 9, 2026 at 7:00 PM

Richard E. Mastrangelo Council Chamber

Administration Building, 149 Main Street

List of Documents

1. City Manager Contract – Item 5B
2. Pride Proclamation – Item 6A
3. Juneteenth Proclamation – Item 6B
4. Proclamation Honoring Steve Magoon – Item 6C
5. Grant of Location – Eversource – N. Beacon St – Item 7A
6. Transfer of Funds - $754,600 – CC Reserve – Capital Projects – Item 8A
7. Transfer of Funds - $3mil – Watertown Middle School – Item 8B
8. Hub Tech 5-year Contract – 8C
9. FY27 CPC Budget – Item – 8D
10. Recreation 20-bs – Item 8E
11. Committee on Climate and Energy – 26-03-23 – Item 9A
12. Committee on Public Safety Report – 26-05-19 – Item 9B
13. Committee on Rules and Ordinances Report – 26-05-13 – Item 9C
14. Committee on Rules and Ordinances Report – 26-06-02 – Item 9D
15. Request for Confirmation of Appointments – Council on Aging – Item 10A
16. Arico - Malden Printout

ADDENDUM TO THE MINUTES OF THE JUNE 9, 2026 CITY COUNCIL MEETING

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   A. Pride Proclamation
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   C. Proclamation Honoring Steve Magoon

7. PUBLIC HEARINGS

   A. Public Hearing and Vote on a Petition from NSTAR Electric DBA Eversource for a Grant of Location in North Beacon Street, northerly from manhole MH9899, approximately 10 feet north of Alfred Road, to install approximately 58 feet of conduit. This work is to provide service to a relocated traffic control box closest to 22 North Beacon St. as part of a MassDOT Local Bottleneck Reduction Program and associated construction project managed by the City. The recommendations and conditions set out by the Department of Public Works shall be required upon approval of this application.

8. MOTIONS, ORDINANCES, ORDER, AND RESOLUTIONS

   A. Resolution Authorizing a Transfer of Funds in the amount of $754,600 from the Fiscal Year 2026 City Council Reserve to various Fiscal Year 2026 Capital Projects accounts

   B. Resolution Authorizing a Transfer of Funds in the amount of $3,000,000 from the Fiscal Year 2026 Watertown Middle School Stabilization Transfer Out to Other Funds account to the Fiscal Year 2026 Watertown Middle School Feasibility Transfer In from Other Funds account

   C. Request for Authorization to Procure Server Hardware and Software Through a Five-Year Lease Agreement

   D. Motion to Appropriate the Community Preservation Act Funds for Fiscal Year 2027

   E. Consideration and Approval of Exemptions of Interests of Existing City Employees in Contracts with the City Including Summer, Winter, Holiday, and After-School Program Employment Positions in Response to Disclosures Filed with the City Clerk by Prospective Employees and Certification by the Recreation Director that No Employee of that Department is Available to Perform those Services as part of their Regular Duties in Accordance with G.L. c. 268A, sec 20(b)

   F. First Reading on a Proposed Ordinance Establishing the City Manager's Salary

9. REPORTS OF COMMITTEES

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   B. Committee on Public Safety Report regarding its meeting from May 19, 2026 - Gardner, Chair

      ACTION ITEM:
      To reappoint Daniel Grieneisen as a member of the Traffic Commission to a term expiring May 15, 2029

      ACTION ITEM:
      To reappoint Robert Airasian as a member of the Traffic Commission to a term expiring May 15, 2029

   C. Committee on Rules and Ordinances Report regarding its meeting on May 13, 2026 - Gardner, Chair

   D. Committee on Rules and Ordinances Report regarding its meeting on June 2, 2026 - Gardner, Chair

ACTION ITEM:
That the draft Noise Ordinance, amended to reflect the new times for allowed lawn maintenance activities, be recommended to the City Council for a first reading

ACTION ITEM:
Recommend that the City Council refer the matter of gas-powered lawn equipment to the Rules and Ordinances Committee for further study and report back with a recommendation

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John G. Gannon, Councilor At Large	Theophilus Offei, Councilor At Large	Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor	Lisa J. Feltner, District B Councilor	Emily Izzo, District D Councilor

CITY COUNCIL ATTENDANCE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X___	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X___	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	___X___	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to adopt the minutes from City Council Meeting May 26, 2026

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to refer Watertown Police Drone program to the Committee on Public Safety

EMPLOYMENT AGREEMENT
BETWEEN
THE CITY OF WATERTOWN AND
GEORGE J. PROAKIS

This agreement is made this 23rd day of June, 2026 in accordance with the provisions of G.L. c. 41, Section 108N and Section 3-1 of the Watertown Home Rule Charter, between the City of Watertown, a municipal corporation, acting by and through its City Council (hereinafter referred to as "the Council") and George J. Proakis (hereinafter referred to as "the Manager"),

In consideration of the mutual promises and covenants contained herein, the Council and the Manager agree as follows:

1. Duties. In accordance with the authority of the Council under the provisions of the Watertown Home Rule Charter, the Council hereby continues to employ George J. Proakis as the City Manager. Mr. Proakis shall perform the duties and have the powers that are designated in Charter Section 3-2, and shall perform such other duties and tasks as the Council may assign to him by vote, ordinance or resolution. For the purposes of the Fair Labor Standards Act, the Manager shall be an "exempt employee".
2. Term of the Agreement. The term of this Agreement shall be from August 15, 2026 to August 14, 2030. Nothing in the Agreement shall limit the authority of the Council to terminate the employment of the Manager in accordance with the Charter and any applicable ordinances.
    a. To ensure continuity in management for the City, the Council and the Manager shall notify each other in writing whether or not they intend to renew this Agreement no later than six months prior to the end date of this Agreement, i.e. by February 14, 2030. Provided that each party has notified the other of their desire to commence negotiations for a successor contract:
        i. The parties will endeavor to reach agreement on a successor contract no less than three months prior to the end date of this Agreement, i.e. by May, 14, 2030.
        ii. In the event the parties agree to renewal but are unable to reach agreement on a successor contract by May 14, 2030, this Agreement shall automatically renew for an additional year (until August 14, 2031), unless the timeframe for negotiation is mutually extended by the parties.
3. Suspension, Termination and Severance Compensation.
    a. The Council may suspend or terminate the Manager in accordance with the Charter and any procedure the Council shall adopt by ordinance. During any period of suspension, the Manager's health insurance benefit shall not be affected unless otherwise required by the provisions of G.L. c. 32B. Vacation leave and sick leave shall not accrue during any suspension, but may be restored by act of the Council.

b. In the event the Council terminates the employment of the Manager, the Manager shall be entitled to receive the equivalent of twelve months of his salary calculated at his then current salary rate as his sole and exclusive severance compensation. This compensation shall be payable in either a lump sum or periodic payments over no more than twelve months, as the Council shall determine. The Manager shall not be entitled to any additional severance payment or compensation in the event of such termination. In the event the Manager is terminated for criminal conduct or gross misconduct, the Manager shall not be entitled to any severance compensation.
c. The Manager may request to end the term of this Agreement early. To end the term of this Agreement before the end date, the Manager must provide 90 days' prior notice to the Council and the Council must approve the Manager's request made under this subparagraph c. The Council will not unreasonably withhold its approval. Such early termination by the Manager shall not trigger severance compensation as otherwise contemplated in subparagraph b herein.

4. Salary. The Council shall set the salary of the Manager by ordinance. The Council shall cause the Manager's salary to be paid with the same frequency as the salaries of non-unionized department heads of the City.
    a. Effective August 15, 2026, the salary of the Manager shall be set at $255,668
    b. Effective July 1, 2027, the salary of the Manager shall be set at $267,173
    c. Effective July 1, 2028, the Council shall consider adjusting the salary of the Manager following any performance evaluation the Council may conduct or cause to be conducted.
    d. No reduction in salary or benefits shall occur during this Agreement except to the degree such a reduction is part of a general reduction of benefits to the City's non-unionized administrators.
5. Automobile allowance. In recognition that the Manager's duties require that a vehicle be used and mileage incurred, the Council shall provide the Manager with an annual car allowance. Such allowance shall be $4000 annually, and shall be paid with the same frequency as the salaries of non-unionized department heads of the City. The Manager shall be responsible for all costs of operation, maintenance and repair of his vehicle.
6. Vacation Leave. The Manager will accrue vacation leave at the rate of 2.083 days for each complete month of service, the equivalent of twenty-five days each calendar year. The Manager may carry forward from one calendar year to the next calendar year no more than one week of unused vacation leave. The Manager may, at his option, elect to have the City "buy back" up to five (5) vacation days per year. This buy back will be subject to all legally required withholdings. The Manager shall obtain prior approval from the Council President before utilizing more than two consecutive weeks of vacation leave.
7. Sick Leave. The Manager shall accrue sick leave at the monthly rate of 1.25 days for each complete month of service, the equivalent of fifteen days each calendar year. If the Manager's employment is concluded by his death or retirement, but under no other circumstance, the Council shall buy back the Manager's accrued sick leave balance at the rate of 25% of its value, up to a maximum of $6,500.00 (six thousand five hundred

dollars). If the Manager wishes to resume employment with the City within three years after his retirement, he must first reimburse the City the buyback paid to him when he retired. Upon receipt of this reimbursement, the Council shall restore the Manager's accrued sick leave balance to its level prior to the Manager's retirement.

8. Other Leave. The Manager shall be eligible for jury duty, bereavement leave, personal leave and holidays at the same level as non-unionized administrators employed by the City.
9. Other Benefit Programs.
    a. The Manager shall be eligible for the group insurance program available to other non-unionized administrators of the City at the same premium cost as said City administrators.
    b. The City shall reimburse the Manager up to $3,000 annually for premiums for personal long-term disability insurance that he shall obtain.
    c. The Council shall contribute regularly to a Deferred Compensation Plan in an annual amount equal to $15,000.
    d. All provisions of law of the Commonwealth of Massachusetts and the City related to retirement benefits shall apply to the Manager as they generally apply to regular employees of the City.
10. Professional Development. In recognition of the importance of ongoing professional development on the part of the Manager, the Council shall pay the cost of dues for membership in the Massachusetts Municipal Management Association (MMMA), the International City Management Association (ICMA), the American Planning Association (APA) and the Manager's certification dues in the American Institute of Certified Planners (AICP), and subject to the prior approval of the Council President, such other professional associations related to the Manager's professional development. The Council shall pay for subscriptions to professional journals associated with full participation as an active member of such associations. The Council agrees to pay reasonable costs of travel, food and lodging directly associated with the Manager's participation in the ICMA annual conference, the MMA annual conference and an annual conference that will permit the Manager to maintain AICP continuing education credits. Subject to the prior approval of the Council President, the Council will also pay the reasonable costs of travel, food and lodging directly associated with the Manager's participation in such other professional association conferences that would be beneficial to his professional development.
11. Teaching. The Manager shall not be barred from engaging in occasional work limited to teaching as an adjunct lecturer or professor, not in conflict with his official duties, provided such work is performed after the normal business hours and/or on days of leave from work. The Manager shall notify the Council President of all such outside employment prior to its commitment. It is understood and agreed that the Manager's primary professional responsibilities are to the City and such outside teaching will only be undertaken if it constitutes no interference with or diminishment to his primary duty to the City. This provision constitutes the Council's approval of this activity pursuant to Section 3-1(b) of the City Charter. If the Manager seeks to be involved in other

professional work, such work will require approval in advance from the Council, per Section 3-1(b) of the City Charter.

12. General Expenses. The Council shall cause the City to reimburse the Manager for usual expenses incurred in the performance of his duties. Such expenses shall be evidenced by receipts, petty cash vouchers, statements or personal affidavits.
13. Performance Evaluation. The Council shall evaluate the performance of the Manager during July of each year and at such other times as the Council may determine. The Council will review with the Manager the written evaluation tool to be used in the evaluation process as well as the criteria upon which his performance will be evaluated and will consider the Manager's suggestions for appropriate and additional criteria upon which the evaluation might be based. The evaluation tool will be completed by September 15th of each year of the contract.
    a. The Manager will receive a copy of the completed evaluation, and a copy shall be placed in the Manager's personnel file. Upon the conclusion of the evaluation, and at such other times as it deems appropriate, the Council shall identify goals and performance objectives for the next evaluation of the Manager's performance.
14. Indemnification. The parties acknowledge that the City has accepted G.L. c. 258 regarding indemnification of municipal officials. Pursuant to G.L. c. 258, the Council shall cause the City to defend, indemnify, and safe harmless the Manager from personal financial loss, all damages and expenses including reasonable legal fees and costs, if any, in an amount not to exceed one million dollars, arising out of any claim, demand, suit, award, compromise, settlement or judgement by reason of any act or omission if at the time of such act or omission the Manager was acting within the scope of his official duties or employment. In the event separate counsel for the Manager is recommended by the City Attorney and/or insurer, separate counsel will be provided by the City.
    a. This section 14 shall survive termination of the agreement.
    b. In the event the Manager is requested by the City, after the termination of this agreement, to actively participate in any matter, including but not limited to testifying in any legal proceeding, related to his duties and responsibilities while serving as Manager, the Council shall compensate the Manager on an hour for hour basis. Said rate will be determined by converting the annual salary in effect at the termination of this agreement into an hourly rate using a 40 hours per week, 52 weeks a year basis. In addition, the Manager will be reimbursed for any reasonable expenses incurred by him in relation to such participation.
15. General Provisions. This agreement constitutes the entire agreement between the Council and the Manager. In the event any provision of this agreement is held to be invalid or unenforceable, the remainder of this agreement shall not be affected and shall remain in full force and effect. If there is any conflict between this agreement and the Charter, the Charter shall govern.
16. Notices. Notices pursuant to this Agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

CITY: City Council President

City of Watertown
City Hall
149 Main Street
Watertown, MA 02472

CITY MANAGER: George J. Proakis
188 Florence Street
Melrose, MA 02176

Alternatively, notices required pursuant to this Agreement may be personally served. Notice shall be deemed as given as of the date of personal service or as of the date such written notice is placed in the United States postal mail.

IN WITNESS WHEREOF, the Council President, acting through a majority of its City Council, and the manager have signed and executed this Agreement on the date written above.

City of Watertown
City Council

_____
Mark S. Sideris, Council President

_____
George J. Proakis, Manager

Approved as to Form

_____
City Attorney

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to accept the Pride Proclamation

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

PROCLAMATION CELEBRATING JUNE AS PRIDE MONTH – 2026

WHEREAS: Our nation has officially celebrated Pride Month in June since 1999; and

WHEREAS: During Pride Month, Americans everywhere recognize the right of each of us to live freely and authentically, consistent with our country's vision of equality for all; and

WHEREAS: Society has made progress toward Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual and more (LGBTQIA+) equality, we know that discrimination, violence, and systemic barriers—especially against transgender, nonbinary, gender nonconforming, and intersex people—remain pervasive, underscoring the urgent need for education, awareness, and protective policies; and

WHEREAS: The City of Watertown stands firmly and unequivocally in solidarity with LGBTQIA+ individuals, especially transgender and gender-diverse residents, and calls upon all members of our community to reject hate, dismantle prejudice, and promote dignity, equity, and safety for all; and

WHEREAS: The Watertown Free Public Library and Watertown Public Arts and Culture are offering a robust month of programs including Pride Extravaganza to show the vibrancy and strength of the City of Watertown because of this diversity; and

WHEREAS: Celebrating Pride Month is not only a recognition of LGBTQIA+ identities and contributions, but also a call to action to advocate for and defend inclusive laws and policies, support access to affirming healthcare services and public accommodations, protect LGBTQIA+ youth and elders, and engage in open, ongoing dialogue that advances acceptance and human rights.

NOW, THEREFORE BE IT PROCLAIMED that the City of Watertown hereby proclaims the month of June 2026 Pride Month and urges all citizens to join the celebrations and affirm their commitment to supporting, uplifting, and defending the LGBTQIA+ community.

IN WITNESS HEREOF,
I have hereunto set our hand and caused the Great Seal of the City of Watertown to be affixed on this 9th day of June 2026.

Mark S. Sideris, Council President

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to accept the Juneteenth Proclamation

Watertown City Council
Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

JUNETEENTH PROCLAMATION

WHEREAS: Juneteenth Independence Day was established as a federal holiday in 2021; and

WHEREAS: Juneteenth celebrates the end of legal slavery in the United States, commemorating the announcement by a Union officer in Galveston, TX on June 19, 1865 of the end of the civil war and of slavery almost 2-1/2 years after the Emancipation Proclamation went into effect; and

WHEREAS: Many Black Americans have chosen since 1866 to celebrate their independence on Juneteenth, as their enslavers and those of their ancestors excluded them from the benefits of national independence declared in 1776 and observed on July 4; and

WHEREAS: Juneteenth celebrates the freedom, achievements, and contributions of African Americans to the United States, and recognizes the historical struggles of Black Americans in the face of slavery, racism, and inequality; and

WHEREAS: The people of Watertown acknowledge the past and ongoing impacts of racism and discrimination in our community, and affirm our commitment to promoting social justice, equity, and inclusion for all residents, recognizing the need to learn from the past, confront the present, and strive towards a better future for all;

NOW, THEREFORE BE IT PROCLAIMED that the City of Watertown hereby proclaims Friday, June 19, 2026 as Juneteenth Day and urges all residents to celebrate and honor the history and contributions of African Americans, to learn more about the legacy of slavery and racism, and to work towards creating a more equitable and just society for all.

IN WITNESS WHEREOF,
I have hereunto set our hand and caused the Great Seal of the City of Watertown to be affixed on this 9th day of June 2026

Mark S. Sideris, City Council President

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to accept the Steve Magoon Proclamation

Watertown City Council
Administration Building
149 Main Street
Watertown, MA 02472

PROCLAMATION HONORING STEVE MAGOON

WHEREAS, Steve Magoon moved from Charles County, Maryland, where he was the Planning Director in 2004, to Wakefield Massachusetts and became the City of Gloucester's Chief Administration Officer. In 2008, he began working for the City of Watertown as the Director of Community Development and Planning, and was promoted to Assistant City Manager for Community Development and Planning; and,

WHEREAS, Steve has been an integral part of the City and has provided essential leadership on planning, dedicating extensive time and resources to design and execute numerous long range plans which will continue to shape our community, including the 2011 Strategic Framework for Economic Development, multiple Comprehensive Plans, the 2015 Design Standards & Guidelines, the Open Space & Recreation Plan, the 2021 Resilient Watertown Climate and Energy Plan, and the Watertown Square Area Plan; and,

WHEREAS, Steve has contributed to many community projects including substantial park redesigns for Filippello Park and Arsenal Park, implementation of the Watertown Community Path, and spin-off efforts for new public art installations. He has led the process to transform major corridors by prioritizing planning first and then implementing zoning updates, which resulted in several re-development projects such as Arsenal Yards and The Arsenal on the Charles. Steve also played a major role on the School Building Committee and the "Building for the Future" projects, resulting in two new world class elementary schools, a renovated historic Lowell Elementary School, and the new LEED Platinum 4.0 and net zero Watertown High School, the first in the United States achieve both designations; and,

WHEREAS, Steve lives life to the fullest traveling the world alongside his beloved wife Sheilla, spending time with Billy, Savannah, & the kids, cooking homemade specialty smoked meats & chili, tinkering away at camp projects in New Hampshire, and of course, playing hockey as often as he can.

NOW THEREFORE BE IT PROCLAIMED That the City Council of Watertown hereby congratulates Steve Magoon on his retirement after seventeen years of dedicated service to Watertown and wishes him and his family well in the exciting years ahead.

IN WITNESS WHEREOF,
I hereunto set my hand
And caused the Great Seal of
The City of Watertown on this
9th day of June 2026

Mark S. Sideris, Council President

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to approve the grant of location for Eversource in North Beacon Street

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

RESOLUTION # 55 **2026 – R -** 55

BE IT RESOLVED: That the Watertown Department of Public Works has reviewed the attached petition by N'STAR Electric DBA Eversource for consideration of a Grant of Location in North Beacon Street, northerly from manhole MH9899, approximately 10 feet North of Alfred Road, install approximately 58 feet of conduit.

This work is to provide service to a relocated traffic control box closest to 22 North Beacon St, as part of a MassDOT Local Bottleneck Reduction Program and associated construction project managed by the City. Said Grant of Location shall be subject to the following recommendations and conditions.

Standard Conditions

1. This Grant of Location does not authorize physical excavation. The Applicant or its Contractor must apply for and receive a Street Opening Permit and/or a Sidewalk Crossing Permit from the Watertown Department of Public Works (DPW) prior to the commencement of any site activities.
2. The Applicant or their Contractor must contact DIGSAFE (811) at least 72 hours (excluding weekends and holidays) prior to the commencement of any excavation. A valid DIGSAFE Ticket Number must be provided to the DPW as part of the Street Opening Permit application. It is the Contractor's responsibility to verify that all underground infrastructure has been marked in the field before breaking ground..
3. If subsurface infrastructure not shown on the approved plans is encountered, or if a conflict arises between the proposed installation and existing public or private utilities, work shall cease in the affected area. The Applicant shall contact the City Engineer immediately to determine an appropriate resolution or redesign.
4. The Contractor shall coordinate with the City of Watertown Health Department to ensure compliance with all applicable rodent control and integrated pest management (IPM) requirements prior to and during construction.
5. Unimpeded pedestrian access, or temporary accessible facilities meeting The Americans with Disabilities Act (ADA), Massachusetts Architectural Access Board (MAAB), and City of Watertown standards, shall be maintained at all times. Any temporary path must be clearly delineated, stable, and slip-resistant.
6. All work within the Right-of-Way (ROW) shall be performed in strict adherence to the Manual on Uniform Traffic Control Devices (MUTCD) and MassDOT Work Zone Safety Guidelines. The Contractor is responsible for scheduling and funding any required police details and implementing safety measures as mandated by OSHA.
7. Equipment, materials, and stockpiles shall be staged in a clean and orderly fashion. No materials or equipment shall be placed in a manner that obstructs intersectional sightlines or creates hazards for motorists or pedestrians.

8. The Applicant and its Contractor are responsible for the protection of all public and private property. Any damage to City-owned infrastructure (valves, hydrants, manholes) or private utilities shall be repaired or replaced at the Applicant's sole expense.
9. All disturbances to curbing, grass strips, sidewalks, and roadway surfaces shall be restored "in-kind" to the satisfaction of the DPW.
10. If a segment of sidewalk is removed, it must be replaced to full width. All restoration work must comply with current Americans with Disabilities Act (ADA), Massachusetts Architectural Access Board (MAAB), and City of Watertown construction standards.
11. All material stockpiled on-site must be protected with erosion control devices. The Contractor is strictly liable for the removal of any sediment, construction materials, or debris, that enters the City's MS4 drainage system or sanitary sewer system as a result of the work.
12. Public shade trees within or adjacent to the work zone shall be protected per City standards. Individual tree protection is required for impacted trees. No equipment or materials shall be stored within the Critical Root Zone (CRZ) of any public shade tree without prior written approval from the City's Tree Warden. The Contractor shall refer to the City's standard tree protection detail for additional information.
13. Upon completion of the work, the Applicant shall submit an As-Built Survey Plan to the DPW. This plan shall be recorded with the City and must include the precise horizontal and vertical locations of all installed infrastructure. The Applicant shall refer to the Engineering Division's As-Built Requirements for additional information.
14. The Applicant shall indemnify, defend, and hold harmless the City of Watertown and its employees from all claims, damages, or losses arising out of the installation, maintenance, or failure of the utility infrastructure authorized by this Grant of Location.
15. Unless otherwise authorized in writing by the DPW or the Watertown Police Department (WPD), or in the event of a documented emergency, work within the Public ROW shall be limited to the hours of 7:00 AM to 4:00 PM, Monday through Friday. Work may be permitted to occur on Saturday from the hours of 8:00 AM to 4:00 PM at the sole discretion of the DPW and WPD.
16. The Applicant shall provide the DPW and the Watertown Police Department with a 24-hour emergency contact name and phone number for a representative authorized to address site safety or infrastructure issues.
17. The Contractor shall install catch basin filter inserts (e.g., "Silt Sacks") in all storm drains within 100 feet of the work zone or as directed by the DPW. To prevent "track-out" onto public ways, the Contractor shall perform street sweeping of the work area and adjacent streets, as necessary or as determined by the DPW. If sediment enters the MS4 system due to inadequate controls, the Contractor shall be responsible for the professional cleaning of the affected reach at no cost to the City.
18. No trench backfilling, utility covering, or permanent surface restoration shall proceed until the work has been inspected and authorized by a DPW Inspector. The Applicant must provide a minimum of 24-hour notice to the DPW to schedule these inspections. At the City's discretion, the Applicant may be required to provide certified compaction testing results from an independent laboratory for any trenching within the roadway travel lane before the final paving courses are applied.

BE IT FURTHER RESOLVED: That the petitioner shall deposit sufficient cash surety as determined by the Superintendent of Public Works to be held in escrow until the Superintendent of Public Works is satisfied with the condition of repair and restoration of the street.

BE IT FURTHER RESOLVED: That a copy of said petition is forwarded to the City Clerk for processing.

Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above resolution was adopted by a vote of 9 for, 0 against, and 0 present on June 9, 2026.

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris, Council President	Vincent J. Piccirilli, Jr., Vice President & District C Councilor	Caroline Bays, Councilor At Large
John G. Gannon, Councilor At Large	Theophilus Offei Councilor At Large	Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor	Lisa J. Feltner District B Councilor	Emily Izzo, District D Councilor

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

NOTICE OF PUBLIC HEARING – NSTAR ELECTRIC DBA EVERSOURCE

Grant of Location: North Beacon Street
WO # 23740012

May 14, 2026

Dear Abutters:

The City Council of the City of Watertown will hold a public meeting on Tuesday, June 9, 2026 at 7:00 p.m. in the Richard E. Mastrangelo Council Chamber, 149 Main St., Watertown, MA along with remote opportunities for participation with public access provided as follows:

ACCESS INFORMATION:

A. The meeting will be televised through WCATV (Watertown Cable Access Television): http://vodwcatv.org/CablecastPublicSite/?channel=3
B. The Public may join the virtual meeting online: https://watertownma.zoom.us/j/92991331344
C. Public may join the virtual meeting audio only by phone: (877) 853-5257 or (888) 475-4499 (Toll Free) and enter Webinar ID: 929 9133 1344 #
D. Public may also comment through email: vpiccirilli@watertown-ma.gov

On a petition from NSTAR ELECTRIC DBA Eversource for consideration of a Grant of Location for the following installations:

North Beacon Street – Northerly from manhole MH9899, approximately 10 feet North of Alfred Road, install approximately 58 feet of conduit.

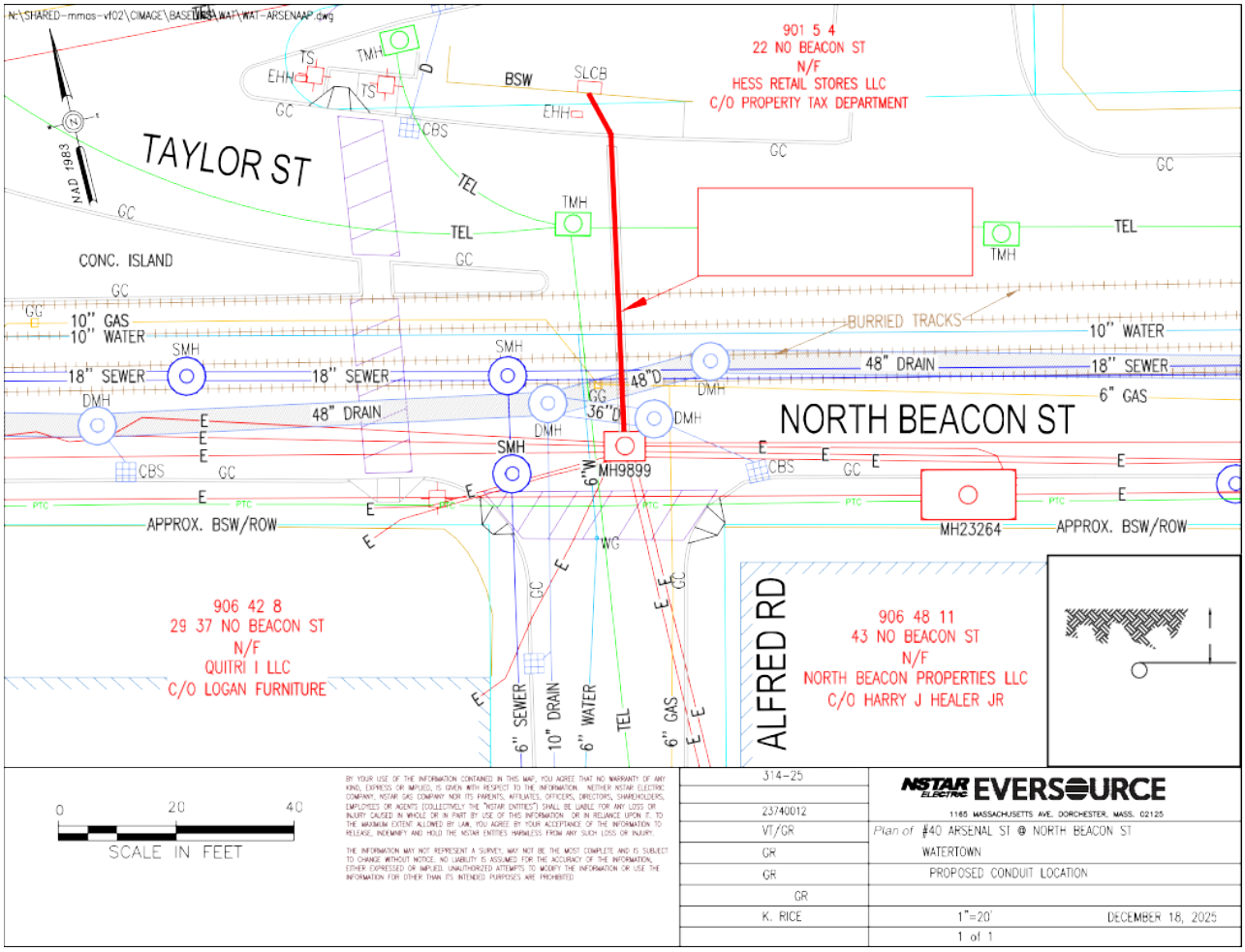
This work is to provide service to a relocated traffic control box closest to 22 North Beacon St, as part of a MassDOT Local Bottleneck Reduction Program and associated construction project managed by the City. We are submitting the following recommendations and conditions for consideration by the City Council should this Grant of Location application be approved. A photo of the location of the proposed work is attached to this document.

Standard Conditions

1. This Grant of Location does not authorize physical excavation. The Applicant or its Contractor must apply for and receive a Street Opening Permit and/or a Sidewalk Crossing Permit from the Watertown Department of Public Works (DPW) prior to the commencement of any site activities.
2. The Applicant or their Contractor must contact DIGSAFE (811) at least 72 hours (excluding weekends and holidays) prior to the commencement of any excavation. A valid DIGSAFE Ticket Number must be provided to the DPW as part of the Street Opening Permit application. It is the Contractor's responsibility to verify that all underground infrastructure has been marked in the field before breaking ground..
3. If subsurface infrastructure not shown on the approved plans is encountered, or if a conflict arises between the proposed installation and existing public or private utilities, work shall cease in the affected area. The Applicant shall contact the City Engineer immediately to determine an appropriate resolution or redesign.
4. The Contractor shall coordinate with the City of Watertown Health Department to ensure compliance with all applicable rodent control and integrated pest management (IPM) requirements prior to and during construction.
5. Unimpeded pedestrian access, or temporary accessible facilities meeting The Americans with Disabilities Act (ADA), Massachusetts Architectural Access Board (MAAB), and City of Watertown standards, shall be maintained at all times. Any temporary path must be clearly delineated, stable, and slip-resistant.
6. All work within the Right-of-Way (ROW) shall be performed in strict adherence to the Manual on Uniform Traffic Control Devices (MUTCD) and MassDOT Work Zone Safety Guidelines. The Contractor is responsible for scheduling and funding any required police details and implementing safety measures as mandated by OSHA.
7. Equipment, materials, and stockpiles shall be staged in a clean and orderly fashion. No materials or equipment shall be placed in a manner that obstructs intersectional sightlines or creates hazards for motorists or pedestrians.
8. The Applicant and its Contractor are responsible for the protection of all public and private property. Any damage to City-owned infrastructure (valves, hydrants, manholes) or private utilities shall be repaired or replaced at the Applicant's sole expense.
9. All disturbances to curbing, grass strips, sidewalks, and roadway surfaces shall be restored "in-kind" to the satisfaction of the DPW.
10. If a segment of sidewalk is removed, it must be replaced to full width. All restoration work must comply with current Americans with Disabilities Act (ADA), Massachusetts Architectural Access Board (MAAB), and City of Watertown construction standards.
11. All material stockpiled on-site must be protected with erosion control devices. The Contractor is strictly liable for the removal of any sediment, construction materials, or debris, that enters the City's MS4 drainage system or sanitary sewer system as a result of the work.
12. Public shade trees within or adjacent to the work zone shall be protected per City standards. Individual tree protection is required for impacted trees. No equipment or materials shall be stored within the Critical Root Zone (CRZ) of any public shade tree without prior written approval from the City's Tree Warden. The Contractor shall refer to the City's standard tree protection detail for additional information.
13. Upon completion of the work, the Applicant shall submit an As-Built Survey Plan to the DPW. This plan shall be recorded with the City and must include the precise horizontal and vertical locations of all installed infrastructure. The Applicant shall refer to the Engineering Division's As-Built Requirements for additional information.

14. The Applicant shall indemnify, defend, and hold harmless the City of Watertown and its employees from all claims, damages, or losses arising out of the installation, maintenance, or failure of the utility infrastructure authorized by this Grant of Location.
15. Unless otherwise authorized in writing by the DPW or the Watertown Police Department (WPD), or in the event of a documented emergency, work within the Public ROW shall be limited to the hours of 7:00 AM to 4:00 PM, Monday through Friday. Work may be permitted to occur on Saturday from the hours of 8:00 AM to 4:00 PM at the sole discretion of the DPW and WPD.
16. The Applicant shall provide the DPW and the Watertown Police Department with a 24-hour emergency contact name and phone number for a representative authorized to address site safety or infrastructure issues.
17. The Contractor shall install catch basin filter inserts (e.g., "Silt Sacks") in all storm drains within 100 feet of the work zone or as directed by the DPW. To prevent "track-out" onto public ways, the Contractor shall perform street sweeping of the work area and adjacent streets, as necessary or as determined by the DPW. If sediment enters the MS4 system due to inadequate controls, the Contractor shall be responsible for the professional cleaning of the affected reach at no cost to the City.
18. No trench backfilling, utility covering, or permanent surface restoration shall proceed until the work has been inspected and authorized by a DPW Inspector. The Applicant must provide a minimum of 24-hour notice to the DPW to schedule these inspections. At the City’s discretion, the Applicant may be required to provide certified compaction testing results from an independent laboratory for any trenching within the roadway travel lane before the final paving courses are applied.

Location Photos



Your participation is not necessary if you choose not to object to the above petition.

Sincerely,

Watertown City Council

ELECTED OFFICIALS

Mark S. Sideris, Council President	Vincent J. Piccirilli, Jr., Vice President & District C Councilor	Caroline Bays, Councilor At Large
John G. Gannon, Councilor At Large	Theophilus Offei, Councilor At Large	Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor	Lisa J. Feltner, District B Councilor	Emily Izzo, District D Councilor

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X__	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to authorize a transfer of funds in the amount of $745,600 from the Fiscal Year 2026 City Council Reserve to various Fiscal Year 2026 Capital Projects

Watertown City Council
Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

RESOLUTION # 56 **2026 – R –** 56

RESOLUTION APPROVING A TRANSFER OF FUNDS FROM THE FISCAL YEAR 2026 CITY COUNCIL RESERVE TO VARIOUS FISCAL YEAR 2026 CAPITAL PROJECTS ACCOUNTS

BE IT RESOLVED: That the City Council of Watertown hereby approves the transfer of funds in the amount of $745,600 from the Fiscal Year 2026 City Council Reserve to Various Fiscal Year 2026 Capital Projects Accounts

BE IT FURTHER RESOLVED: That a copy of said transfer is forwarded to the City Auditor and City Treasurer/Collector.

Council Member

I hereby certify that at a meeting of the City Council for which a quorum was present, the above resolution was adopted by a vote of 8 for, 0 against, and 0 present on June 9, 2026.

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris, Council President	Vincent J. Piccirilli, Jr., Vice President & District C Councilor	Caroline Bays, Councilor At Large
John G. Gannon, Councilor At Large	Theophilus Offei, Councilor At Large	Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor	Lisa J. Feltner, District B Councilor	Emily Izzo, District D Councilor

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER

FROM: MEGAN LANGAN, CITY AUDITOR

DATE: JUNE 09, 2026

RE: AMENDED AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request to Various Capital Projects accounts for capital improvements totaling $754,600 for Fiscal Year 2026.

The breakdown of various projects is noted below:

1. **Transfer to Capital Projects Public Buildings ($75,000)**
    a. Sterritt Lumber Safety/Weatherization ($35,000): Funds new request for immediate implementation
    b. Implementation of a city-wide BMS Regional Server ($40,000): Funds new request for immediate implementation
2. **Transfer to Capital Projects – Recreation ($516,000)**
    a. Multi-Sport Rink Dek Systems ($116,000) Funds new multi-purpose surfaces at Moxley Park & Casey Park
    b. Fillipello Park Pickleball Courts ($400,000): Accelerates the design and installation of this high priority community project, which is slated for FY30 in the current CIP.
3. **Transfer to Capital Projects – City ($148,000)**
    a. Library Lobby Recarpeting ($46,000): Accelerates the project which is slated for FY28 in the current CIP
    b. Police Department UPS Battery Replacement ($52,000): Accelerates the project which is slated as a borrowing in FY28 in the current CIP
    c. Procurement Processing System ($50,000): Funds new FY27 operational efficiency request
4. **Transfer to Trust/Other Fund – ($15,600)**
    a. Light Show & Treaty Dinner ($15,600): Covers cost of community event expenses related to FY27

The utilization of unspent monies for the acquisition and payment of capital equipment items is consistent with the Honorable City Council's Ongoing Budget Policy Guideline to make annual capital expenditures (including debt and exclusive of the school Building for the Future Initiative funding and enterprise funds) equal to 7.5 – 8% of the operating budget in order to maintain and improve its infrastructure, facilities, and equipment

Therefore, I respectfully request the attached transfer be placed on the June 09, 2026, City Council Agenda.

Thank you for your consideration in this matter.

AMENDED TRANSFER
TOTAL AMOUNT: $ 754,600

FROM:	FY 2026 CITY COUNCIL RESERVE 0111152-570780	$	754,600
TO:	FY 2026 TRANSFER TO CAP PROJECT - PUBLIC BUILDINGS 0193059-596509	$	75,000
	FY 2026 TRANSFER TO CAP PROJECT - RECREATION 0193059-590963	$	516,000
	FY 2026 TRANSFER TO CAP PROJECT - CITY 0193059-596502	$	148,000
	FY 2026 TRANSFER TO TRUST/OTHER FUND 0194000-590966	$	15,600

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

6/9/2026
DATE

CITY AUDITOR

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X__	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to authorize a transfer of funds in the amount of $3,000,000 from the Fiscal Year 2026 Watertown Middle School Stabilization Transfer Out to Other Funds account to the Fiscal Year 2026 Watertown Middle School Feasibility Transfer In from Other Funds account

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

RESOLUTION # 57 **2026 – R –** 57

RESOLUTION APPROVING A TRANSFER OF FUNDS FROM THE FISCAL YEAR 2026 WATERTOWN MIDDLE SCHOOL STABILIZATION TRANSFER OUT TO OTHER FUNDS ACCOUNT TO THE FISCAL YEAR 2026 WATERTOWN MIDDLE SCHOOL FEASIBILITY TRANSFER IN FROM OTHER FUNDS ACCOUNT

BE IT RESOLVED: That the City Council of Watertown hereby approves the transfer of funds in the amount of $3,000,000 from the Fiscal Year 2026 Watertown Middle School Stabilization Transfer Out to Other Funds Account to the Fiscal Year 2026 Watertown Middle School Feasibility Transfer In from Other Funds Account.

BE IT FURTHER RESOLVED: That a copy of said transfer is forwarded to the City Auditor and City Treasurer/Collector.

Council Member

I hereby certify that at a meeting of the City Council for which a quorum was present, the above resolution was adopted by a vote of 4 for, 0 against, and 0 present on June 9, 2026.

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris, Council President	Vincent J. Piccirilli, Jr., Vice President & District C Councilor	Caroline Bays, Councilor At Large
John G. Gannon, Councilor At Large	Theophilus Offei, Councilor At Large	Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor	Lisa J. Feltner, District B Councilor	Emily Izzo, District D Councilor

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: May 26, 2026

RE: Agenda Item – Transfer of Funds

Attached is correspondence from City Auditor Megan Langan regarding the requested transfer of $3,000,000 to fund the upcoming Design Development Phase of the ongoing Middle School Feasibility Study.

I respectfully request that this transfer be added to the agenda for the City Council meeting on June 9, 2026.

Thank you for your attention to this matter.

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER

FROM: MEGAN LANGAN, CITY AUDITOR

DATE: MAY 26, 2026

RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Please find attached a Transfer of Funds request in the amount of $3,000,000 from the Watertown Middle School Stabilization Fund to the Middle School Feasibility Capital Project Fund.

This transfer from the Watertown Middle School Stabilization Fund to the Middle School Feasibility Capital Project Fund will fund the upcoming Design Development Phase of the ongoing Middle School Feasibility Study. The project recently reached a critical milestone with the successful completion of the Schematic Design Phase, which was funded through a previously approved $2,250,000 transfer from the 3-Elementary School Project closeout.

The study is now ready to transition into the Design Development Phase. The project's architect, Ai3, has determined the exact cost for this phase to be $2,924,427. The requested $3,000,000 transfer ensures full funding for Ai3's design work while providing the necessary contingency to cover concurrent project management services from Vertex.

As such, I respectfully request the attached transfer be placed on the June 09, 2026, City Council Agenda.

Thank you for your consideration in this matter.

TRANSFER AMOUNT $3,000,000

FROM:	FY 2026 WMS STABILIZATION TRANS OUT TO OTHER FUNDS 85105-596000	$ 3,000,000
TO:	FY 2026 WATERTOWN MIDDLE SCHOOL FEASABILITY TRANSF IN FROM OTHER FUNDS 55274-497026	$ 3,000,000

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

5/26/26
DATE

CITY AUDITOR

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to authorize a five-year lease agreement with Hub Tech

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 2, 2026

RE: Agenda Item – Authorization to Procure Server Hardware and Software Through a Five-Year Lease Agreement

---

I am forwarding an agenda item from the Information Technology Department requesting authorization to present to the City Council a proposal for the procurement of new server hardware and software under a five-year lease agreement.

This acquisition will modernize and replace the City's core server infrastructure, which supports essential business systems, cybersecurity operations, and data storage and recovery functions.

To minimize the immediate impact on the City's capital budget, the department recommends financing the equipment through a five-year lease with HPE Financial Services. This approach distributes costs over the useful life of the infrastructure while preserving capital resources for other priorities.

I respectfully request that this matter be placed on the June 9, 2026 City Council agenda for favorable consideration.

Thank you for your attention to this matter.

WATERTOWN
MASSACHUSETTS
INFORMATION TECHNOLOGY DEPARTMENT

MEMORANDUM

To: George Proakis, City Manager
From: Maurice Myrie, Chief Technology Officer
Date: June 2, 2026

Subject: Request for City Council Authorization to Procure Server Hardware and Software Through a Five-Year Lease Agreement

I respectfully request authorization to present to the City Council a proposal to procure server hardware and software necessary to support the City's information technology infrastructure under a five-year lease agreement.

The proposed acquisition will replace and modernize critical server infrastructure that supports the City's core business systems, cybersecurity operations, data storage, backup and recovery capabilities, and municipal services.

The procurement will be conducted through the Massachusetts Higher Education Consortium (MHEC) Contract MHEC-F19, which is available to municipal governments and provides competitively solicited pricing and procurement compliance. Using this cooperative purchasing contract enables the City to secure favorable pricing, streamline the procurement process, and ensure compliance with applicable procurement requirements.

To minimize the immediate impact on the City's capital budget, the Information Technology Department recommends financing the acquisition through a five-year lease agreement with HPE Financial Services. The proposed financing structure allows the City to spread the cost of the infrastructure over its useful life while preserving capital resources for other municipal priorities.

The proposed lease terms are as follows:

- **Financing Provider: HPE Financial Services**
- **Annual Lease Payment: $40,543.59**
- **Lease Term: Five (5) Years**
- **Total Lease Obligation: $181,826.82**

This financing approach provides predictable annual expenditures and allows the City to maintain modern, secure, and reliable technology infrastructure without requiring a significant upfront capital expenditure.

Accordingly, I recommend that the City Council authorize the City Manager to execute all documents necessary to procure the server hardware and software through MHEC Contract MHEC-F19 and enter into the associated lease agreement with HPE Financial Services in an amount not to exceed $181,826.82, subject to annual appropriation.

Please let me know if any additional information is required prior to placing this item on the City Council agenda.

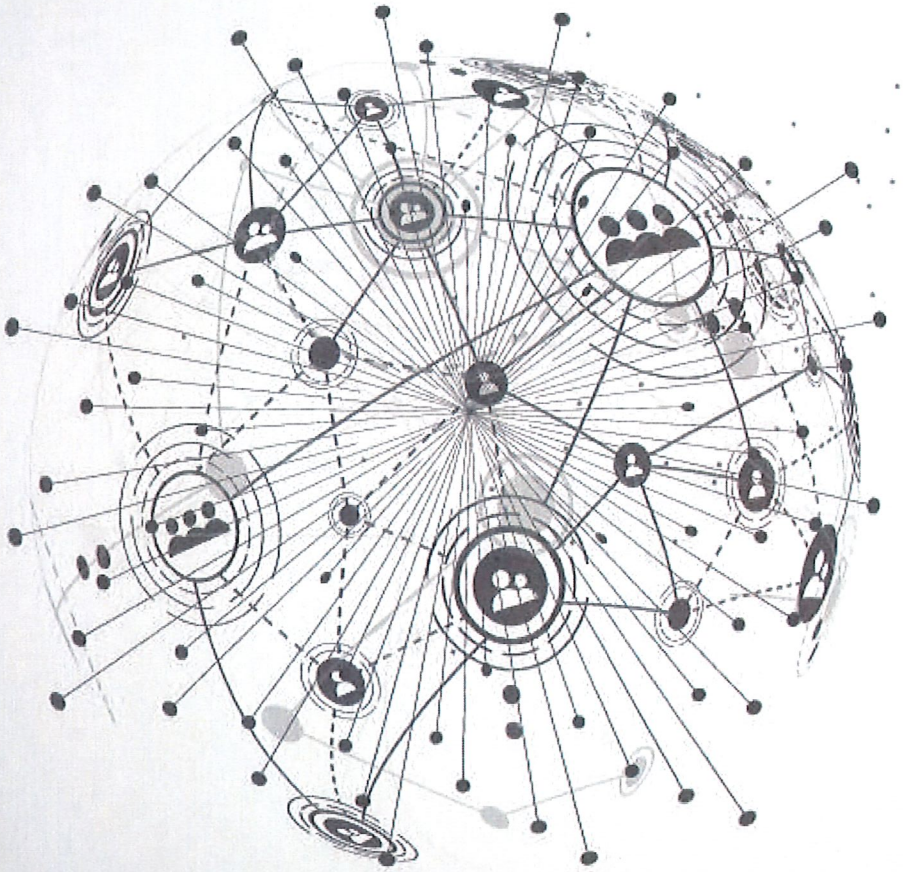
With appreciation,

Chief Technology Officer

HUB TECH
Connected.Managed.Secured

44 Norfolk Ave.
South Easton, MA 02375
www.hubtech.com
(508) 238-9887

We have prepared a quote for you



Scale for PD and City Hall

Quote # 014932
Version 1
Opportunity:

Prepared for:

City Of Watertown

Maurice Myrie
mmyrie@watertown-ma.gov

Prepared by:

Hub Technical Services LLC

Stacey Mavilia
smavilia@hubtech.com

44 Norfolk Avenue
South Easton, MA 02375
www.hubtech.com
508-238-9887

Professional Services

State Contract ITC 73

Scope of Work (SOW) Project Title: City of Watertown Town Hall and Police Department SimpliVity Migration to Scale HCI

Introduction:

The City of Watertown aims to modernize its IT infrastructure by migrating from SimpliVity to Scale HCI at both Town Hall and Police Department locations. This project will improve reliability, scalability, and disaster recovery capabilities to support city operations and security.

Project Objectives:

- Migrate all workloads from SimpliVity to Scale HCI at both locations
- Integrate Scale HCI into the existing network hardware
- Deploy two Scale HC1450D clusters (three nodes each)
- Build new domain controllers and file/print servers
- Migrate remaining servers using standard migration tools
- Implement replication between sites
- Minimize disruption to city operations

Project Overview:

The project will be executed in two main phases at the Town Hall and Police Department, involving the installation of Scale HC1450D clusters (three nodes per site) and integration into existing core switches; new domain controllers and file/print servers will be built, and all remaining servers will be migrated using standard tools, while disaster recovery replication will be set up between sites, and professional services will be used for specialized tasks to ensure efficiency and reduce risk.

Phase 1: Town Hall Migration

Phase 1.1: Planning & Network Configuration

- Review current environment and finalize migration plan
- Connect Scale nodes to existing switches and configure networking
- Confirm shipping details for hardware to Town Hall

Phase 1.2: Scale HCI Deployment

- Rack and cable three Scale HC1450D nodes
- Install and configure Scale HC software
- Validate cluster health and connectivity

Phase 1.3: Server Build & Migration

- Build new domain controllers and file/print servers
- Migrate existing servers using standard migration tools
- Test and validate server functionality

Phase 2: Police Department Migration

Phase 2.1: Planning & Network Configuration

- Review current environment and finalize migration plan
- Connect Scale nodes to existing switches and configure networking
- Confirm shipping details for hardware to Police Department

Phase 2.2: Scale HCI Deployment

- Rack and cable three Scale HC1450D nodes
- Install and configure Scale HC software
- Validate cluster health and connectivity

Phase 2.3: Server Build & Migration

- Build new domain controllers and file/print servers
- Migrate existing servers using standard migration tools
- Test and validate server functionality

Phase 3: Disaster Recovery Setup

- Configure disaster recovery replication between the Town Hall and Police Department sites

Scope of Services:

- Project management and coordination
- Hardware installation and configuration (Scale HC1450D clusters and integration into existing network)
- Server build and migration
- Disaster recovery setup and testing
- Documentation of all changes and configurations

Client Responsibilities:

- Provide access to facilities and existing infrastructure
- Provide 4U of space in the rack for the new nodes and switch
- Provide enough power for 3 servers, up to 6 power outlets
- Ensure availability of IT administrators for coordination

- Review and approve migration schedules

Success Criteria:

- All servers and services successfully migrated and operational on Scale HCI
- Replication between sites configured, tested and validated
- Scale nodes are integrated into the existing network
- Documentation delivered and reviewed with IT administrators
- Any changes to HUB Care agreement communicated to client

Exclusions:

- End user training (unless specifically requested)
- Application-level troubleshooting outside of migration scope
- Operating system upgrades other than the new DCs and file/print servers. All other servers will be migrated
- Any hardware/software not listed in this SOW
- A disaster recovery test. HUB Tech will confirm the replication is working but will not stand up any VMs for DR testing

HUB Care Agreement Impact:

- If there is a net increase in physical or virtual devices, the HUB Care agreement will be updated accordingly. If the migration is a 1-for-1 upgrade, costs will remain the same

Shipping Information:

- Hardware will be shipped to the HUB Tech office prior to deployment for preconfiguration

Assumptions:

- All hardware and software will be available prior to migration
- The Scale nodes will be connected using 1 backplane and 1 LAN interface during the setup. After the SimpliVity nodes are retired the remaining connections will be utilized
- Existing Windows Server 2022 Datacenter licensing will be used
- HUB Care agreement may change if there is a net increase in devices
- All hardware and software licenses will be provided by the client prior to project initiation
- Backups of all systems will be performed prior to migration
- Client staff will be available for consultation during the project
- Change control windows will be approved for after-hours migrations
- The client is responsible for providing protected power outlets for up to 12 devices
- All work will be done during normal business hours 9 am - 5 pm. Any work after hours, weekend, and holidays will be considered a change of scope
- No end-user support or troubleshooting is included in this work
- After the initial hardware installation all work will be performed remotely
- All support contracts are up to date with third-party software vendors. Vendor support is required for any third-party applications or software installation and migrations
- If new hardware or virtual devices are being added the HUB Care agreement will increase if this is not a 1 for 1 swap
- HUB will handle only the initial setup of the VMs in Scale for Linux systems. Vendor support will be required for further configuration

- Estimates are subject to change

SCALE ALL FLASH Solution for City Hall and Police Department 5 YEAR Support

Description		Price	Qty	Ext. Price
CHA-3-1E	**HC3450F CHASSISXEON SP CPU 4X NVME 1U**	$21,000.99	3	$63,002.97
RAM-3-17	**Scale Computing 32GB DDR5 SDRAM Memory Module - 32 GB - DDR5-5600/PC5-44800 DDR5 SDRAM - 5600 MHz - Registered - 288 -pin - DIMM**	$0.01	24	$0.24
NIC-3-11	**INTEL E810-DA44-PORT 10/25GBE SFP28**	$0.01	3	$0.03
CPU-3-26	**Scale Computing Intel Xeon Silver (5th Gen) 4516Y+ Tetracosa-core (24 Core) 2.20 GHz Processor Upgrade - 45 MB L3 Cache - 64-bit Processing - 3.70 GHz Overclocking Speed - Socket LGA-4677 - 185 W - 48 Threads**	$0.01	3	$0.03
NVM-3-1E	**Scale Computing 7.68 TB Solid State Drive - 2.5" Internal - U.3**	$0.01	12	$0.12
CHA-3-1E	**HC3450F CHASSISXEON SP CPU 4X NVME 1U**	$21,000.99	3	$63,002.97
RAM-3-17	**Scale Computing 32GB DDR5 SDRAM Memory Module - 32 GB - DDR5-5600/PC5-44800 DDR5 SDRAM - 5600 MHz - Registered - 288 -pin - DIMM**	$0.01	24	$0.24
NIC-3-11	**INTEL E810-DA44-PORT 10/25GBE SFP28**	$0.01	3	$0.03
CPU-3-26	**Scale Computing Intel Xeon Silver (5th Gen) 4516Y+ Tetracosa-core (24 Core) 2.20 GHz Processor Upgrade - 45 MB L3 Cache - 64-bit Processing - 3.70 GHz Overclocking Speed - Socket LGA-4677 - 185 W - 48 Threads**	$0.01	3	$0.03
NVM-3-1E	**Scale Computing 7.68 TB Solid State Drive - 2.5" Internal - U.3**	$0.01	12	$0.12
ADTM-PROMO-20	**WINDOWS/LINUX SERVERS ONLYPROMO SCALE COMPUTING MOVE**	$1,049.53	1	$1,049.53
HCOS-5-PE	**SC HYPERCORE 60 MONTH PROFESSIO ESSENTIALS SOFTWARE AND SUPPORT**	$18,111.39	1	$18,111.39
HW-5	**5 YRSHW WARRANTY**	$6,300.28	1	$6,300.28
QSPI	**Scale Computing ScaleCare - Premium Install - Service - Technical - Electronic**	$3,045.30	1	$3,045.30

44 Norfolk Avenue
South Easton, MA 02375
www.hubtech.com
508-238-9887

SCALE ALL FLASH Solution for City Hall and Police Department 5 YEAR Support

Description		Price	Qty	Ext. Price
FM-S-5-5	**5 YR LIC AND SOFTWARESC//FLEET MANAGER - 5 CLUSTER**	$1,852.31	1	$1,852.31
ADTM-PROMO-20	**WINDOWS/LINUX SERVERS ONLYPROMO SCALE COMPUTING MOVE**	$1,049.53	1	$1,049.53
HCOS-5-PE	**SC HYPERCORE 60 MONTH PROFESSIO ESSENTIALS SOFTWARE AND SUPPORT**	$18,111.39	1	$18,111.39
HW-5	**5 YRSHW WARRANTY**	$6,300.28	1	$6,300.28
QSRN-NR	**USER DOES NOT NEED QSRNNO INSTALL REMOTE SUPPORT**	$0.01	3	$0.03

Subtotal: $181,826.82

44 Norfolk Avenue
South Easton, MA 02375
www.hubtech.com
508-238-9887

Scale for PD and City Hall

Quote Information:

Quote #: 014932

Version: 1
Delivery Date: 06/02/2026
Expiration Date: 06/30/2026

Prepared for:

City Of Watertown

149 Main Street
Watertown, MA 02472
Maurice Myrie
(617) 715-8631
mmyrie@watertown-ma.gov

Prepared by:

Hub Technical Services LLC

Stacey Mavilia
(508) 238-9887
smavilia@hubtech.com

Quote Summary

Description	Amount
SCALE ALL FLASH Solution for City Hall and Police Department 5 YEAR Support	$181,826.82
Total:	$181,826.82

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Hub Technical Services LLC

Signature: _____

Name: Stacey Mavilia

Title: Inside Sales Account Manager

Date: 06/02/2026

City Of Watertown

Signature: _____

Name: Maurice Myrie

Date: _____

44 Norfolk Avenue
South Easton, MA 02375
www.hubtech.com
508-238-9887

Terms & Conditions

Statement of Confidentiality

The contents of this document have been developed by HUB Technical Services, LLC. HUB Technical Services, LLC considers the contents of this document to be proprietary and business confidential information where applicable by law. This information is to be used only in the performance of its intended use. This document may not be released to another vendor, business partner or contractor without prior written consent from HUB Technical Services, LLC. Additionally, no portion of this document may be communicated, reproduced, copied or distributed without the prior consent of the client and HUB Technical Services, LLC.

Quotation Terms

Tax, Freight, Insurance, Delivery, Setup Fees, Cabling and Cabling Services are not included unless specified above. All prices are subject to change without notice. Supply subject to availability.

Terms, Conditions, and Procedures

Change of Scope Procedures
Should the Client require additional services as a result or adjunct to this project, it will be considered a Change of Scope and will result in additional hours and charges. A Change of Scope agreement form must be signed in order for any additional work to be performed. Upon receipt of a purchase order for the Change of Scope, HUB Technical Services will begin work. The service rate is based on installation during the hours of 8:30 AM-5:30 PM; Monday through Friday.

General Terms
This proposal is for a fixed price project. Any deviation from the Scope of Work defined in this proposal will result in a change order which may change the price of the project. HUB technical Services, LLC will monitor the progress of the project and notify the Client of any deviations for discussion and approval before implementation.
Client will be invoiced as per Project Milestones.

Payment Terms
Payment is due within thirty (30) days of original invoice date. Tangible products are invoiced on the initial shipment date; services are invoiced as they are performed or at the milestones defined above or in the project plan if applicable. All invoices will include the description of the item and the work being billed. Complete payment in full is due for each invoice within thirty (30) days of invoice date. Payments that are past due will result in a finance charge of one percent {1%} per month on an unpaid balance (twelve percent {12%} per year) or the maximum allowed by law. Tax, Freight, Insurance, Delivery, Setup Fees, Storage, Cabling, and Cabling Services Not Included. Fixed priced projects are invoiced in full and are not eligible for labor rebate.

Terms of Sales for Professional Services
Client will designate primary contact(s) for scheduling installations. Normal service delivery hours are 8:30AM-5:30PM; Monday through Friday. After hours and weekend service will be billed at a higher rate. Travel charges will apply beyond 50 mile radius of Hub Tech's main office. Rates are subject to change with a fifteen-day written notice. Support contracts, support services and related replacement parts may be subject to sales, use or other applicable local taxes and is based on the location to which the parts or services are delivered. Unless otherwise noted, HUB Technical Services, LLC prices does not include taxes. The Client acknowledges it has the responsibility to pay all taxes if applicable.
Warranty: 30 days from date of final signoff by client.
Non-Solicit: Should the Client hire any HUB Technical Services employee during the period of this contract or within 12 months of the expiration of the contract, then the Client shall pay HUB Technical Services an amount equivalent to 26 weeks of the employee's salary to recompense HUB Technical Services for its loss.
Delays which occur due to software application related issues will constitute a "Change of Scope" and will be subject to additional labor hours.

Terms of Sales for Tangible Products

Client is responsible for the receipt and safeguarding of all equipment delivered. Client is responsible for judging suitability and appropriateness for any particular purpose. Products, pricing and availability are subject to change without notice. Client understands that HUB Technical Services, LLC is not the manufacturer of the products specified in this proposal and the only warranties offered are those of the manufacturer. All products are sold with the manufacturer's warranty and are covered by their terms. All warranty claims must be submitted directly to the manufacturer. HUB Technical Services, LLC reserves the right to bill and Client agrees to pay for all time spent troubleshooting or repairing equipment under warranty. HUB Technical Services, LLC does not assure compatibility with any existing equipment. HUB Technical Services, LLC shall not be held responsible for any lost time due to DOA, defective or malfunctioning equipment provided by HUB Technical Services, LLC or by others.
Product prices do not include set up, installation, configuration or training, unless specifically noted. A quote for these services will be provided upon request. Product totals exclude sales tax and shipping charges which be billed separately. Tax, Freight, Insurance, Delivery, Setup Fees, Storage, Cabling, and Cabling Services Not included unless otherwise stated.

Warranty and Disclaimer
Warranty: HUB Technical Services, LLC warrants that the services or equipment provided comply with the statements made within this SOW and for a period of thirty (30) days from the date of signoff.
Limitation of Liability: Notwithstanding any provision contained herein to the contrary, except in case of bodily injury or death where, and then only to the extent that applicable law requires such liability, the maximum liability of HUB Technical Services, LLC to the client, or to any party whatsoever arising out of or in connection with any sale, use, or other application of any product or service delivered to the client hereunder, whether such liability arises from a claim based upon contract, warranty, tort, or otherwise, shall not under any circumstance exceed the actual amount paid by the client for the product or service giving rise to such liability.
Disclaimer of Liability: Except in case of bodily injury or death where, and then only to the extent that, applicable law requires such liability, HUB Technical Services, LLC shall not be liable for any of the client's loss of profits (even if they arise as a direct or immediate consequence of the event that generated the damages). Loss of business, loss of use or loss of data, interruption of business, nor for indirect, special, incidental or consequential damages of any kind whether under this agreement of otherwise, even if HUB Technical Services, LLC has been advised of the possibility of such loss and notwithstanding any failure of essential purpose of any limited remedy, in no case will HUB Technical Services, LLC be liable for any representation or warranty made by client, or any agent of the client.
Service provider indemnity: Client agrees to defend, indemnify and hold harmless HUB Technical Services, LLC from and against any and all damages, liabilities, costs, expenses (including reasonable attorney's fees, expert fees and other legal expenses) in connection with any suit, claim or action by any third party against the client or HUB Technical Services, LLC as a result of the actual or alleged negligence, misrepresentation, error or omission on the part of the client or its representatives relating to or concerning the products or support services provided by HUB Technical Services, LLC.

Returns
HUB Technical Services, LLC Return Policy is as follows: No returns without an RMA#.
You may return most tangible products only if we are able to return them to our supplier within ten (10) days of your product's shipping date; please refer to the specific details below. All returns require a HUB Technical Return Merchandise Authorization Number (RMA#). We are not responsible for receiving, tracking or crediting any item returned to us without a clearly identifiable RMA# on the packing slip. Many non-discontinued, unopened products may be returned within 10 days of the product's shipping date. Manufacturer return policies vary greatly based on the specific product type. Items must be in original packaging, sealed in as-new condition with the packing slip. Opened computer systems, software, laser printers, inkjet printers and networking equipment are not returnable. Defective merchandise can be returned for repair only to HUB Technical Services, directly to the manufacturer or any authorized service center in your area. In order to return an item, please call 508-238-9887 and contact to our Service Department to obtain a Return Merchandise Authorization Number (RMA#) prior to shipping your product. No returns of any type will be accepted without an RMA#. For faster service, please have the following information available when calling requesting an RMA#: Client name, invoice number or Purchase Order number, serial number and nature of the problem.

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CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to appropriate CPC funds for FY27

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: Honorable City Council

FROM: Megan Langan, City Auditor

DATE: June 04, 2026

RE: Fiscal Year 2027 Community Preservation Fund Budget

The Community Preservation Act (CPA) requires that the City Council approve the Community Preservation Fund Budget. Furthermore, the CPA requires that the estimated revenue for each Fiscal Year be reserved as follows:

A minimum of 10% for Affordable Housing
A minimum of 10% for Historical Preservation
A minimum of 10% for Open Space/Recreation

Additionally, up to 5% of the estimated revenue may be appropriated for CPC Administrative purposes. The remaining estimated revenue would be reserved for designation for a later date.

As you may be aware, at the Community Preservation Committee (CPC) meeting on May 21, 2026 voted the following:

- On a motion made and seconded it was voted to request the City Council to appropriate and transfer from the fiscal year 2027 Community Preservation Funds (T= $3,944,015) the following funds: 5% ($197,200) for the administrative expense of the Community Preservation Committee,10% to the affordable housing reserve ($394,402), 10% to the historical preservation reserve ($394,402), 10% to the open space/recreation reserve ($394,402), and 65% to the undesignated fund balance ($2,563,609).

Therefore, I would respectfully request that the Honorable City Council adopt this recommended action for Fiscal Year 2027.

Please be advised that before any project can be approved for funding by the CPC, the Honorable City Council would need to approve the funding of the project.

cc: Community Preservation Committee

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to approve employee exemptions under 20b

WATERTOWN
MASSACHUSETTS
RECREATION DEPARTMENT

MEMORANDUM

To: Honorable City Council

From: Ernest Thebado, Recreation Director

Date: 6.4.26

RE: Chapter 268, Section 20b exemption

Enclosed for consideration is a Chapter 286A, Section 20b disclosure for thirteen staff members who will be working for Pequo ssette Summer Program. Many of these staff members work in our school system, whether as a teacher, a paraprofessional or as part of our kitchen staff. We appreciate your consideration in approving them as they continue to assist Watertown Recreation in prov iding memorable summer experiences for the children of Watertown.

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Andrew Allegro
Title/ Position	Counselor / Director - Recreation of Watertown
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization. Town of Watertown Public Schools, WMS,
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☒ **Non-elected**
Starting date as a municipal employee.	February, 2015
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee**. X **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** X I have a non-elected, compensated municipal employee position. ___ A municipal agency has a contract with me. ___ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ___ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee**. X **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. __X__ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. -- OR -- ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX** **IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX** **IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	5/26/26

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	Andrew Allegro
Title/ Position	Councilor / Director - Recreation Dept
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	5/26/26

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

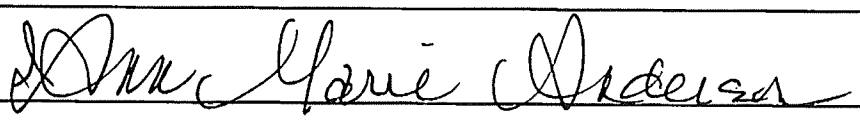
	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Ann Marie Anderson
Title/ Position	School Nutrition Worker
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	Watertown Public Schools
Agency Address	30 Common Street Watertown, MA 02472
Office phone:	617-926-7756
Office email:	Brandon Rabbitt - Director of School Nutrition Brandon.Rabbitt@watertown.k12.ma.us Amanda Owens – Director of Human Resources amanda.Owens@watertown.k12.ma.us
	Check one: ____ Elected or __X__ Non-elected
Starting date as a municipal employee.	Watertown Recreation Department – June, 2018 Watertown Public Schools – October, 2013
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1:** I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2:** I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.

BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** *NA* **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown Department of Recreation 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** __X_ My Municipal Agency is not the contracting agency. __X_ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. _X__ The contract was made after public notice or through competitive bidding.

FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. Seasonal Employment with the Watertown Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. In the role of Kitchen Staff for Pequossette Summer Program, I will be compensated at an hourly wage of $20.07 an hour for no more than 500 hours during a calendar year.
Date when you acquired a financial interest	Watertown Recreation Department – June, 2018 Watertown Public Schools – October, 2013
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	

Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. _X__ The services will be provided outside my normal working hours as a municipal employee. _X__ The services are not required as part of my regular duties as a municipal employee. _X__ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	5-27-2026

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE THE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Aileen Smith
Title/ Position	School Nutrition worker
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☒ **Non-elected**
Starting date as a municipal employee.	Jan 2023
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. I will be working in the kitchen for camp Pequossette. I do not know my hourly rate. I believe it is under $19 an hour.
Date when you acquired a financial interest	Watertown Public Schools Jan 2023
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Aileen Smith May 27,2026
Date:	

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Brian Donato
Title/ Position	cial Education Teacher, Director of the Pequossette Summer Recreation Prog
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☑ **Non-elected**
Starting date as a municipal employee.	06/01/92
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for? Seasonal Employment with the Watertown Recreation Department

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. In the role of Director of the Pequossette Recreation Program, I will be compensated $34.81 an hour for no more than 500 hours during a calendar year.
Date when you acquired a financial interest	Watertown Recreation Department - June, 2002 Watertown Public School - June, 2002
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	*Brian Donato*
Date:	5/26/2026

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Edward Cafua
Title/ Position	8th Grade Mathematics Teacher / Associate Director of Pequossette Summer Recreation Program
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☑ **Non-elected**
Starting date as a municipal employee.	6/01/2010
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee**. ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** X **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** X I have a non-elected, compensated municipal employee position. ___ A municipal agency has a contract with me. ___ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ___ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for? Seasonal Employment with the Watertown Recreation Department

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. In the role of the Associate Director of the Pequossette Summer Recreation Program, I will be compensated $32.97 per hour for no more than 500 hours during a calender year.
Date when you acquired a financial interest	Watertown Public Schools - August 2018 Watertown Recreation Department - June 2019
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Eddi Cab
Date:	5/26/2026

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

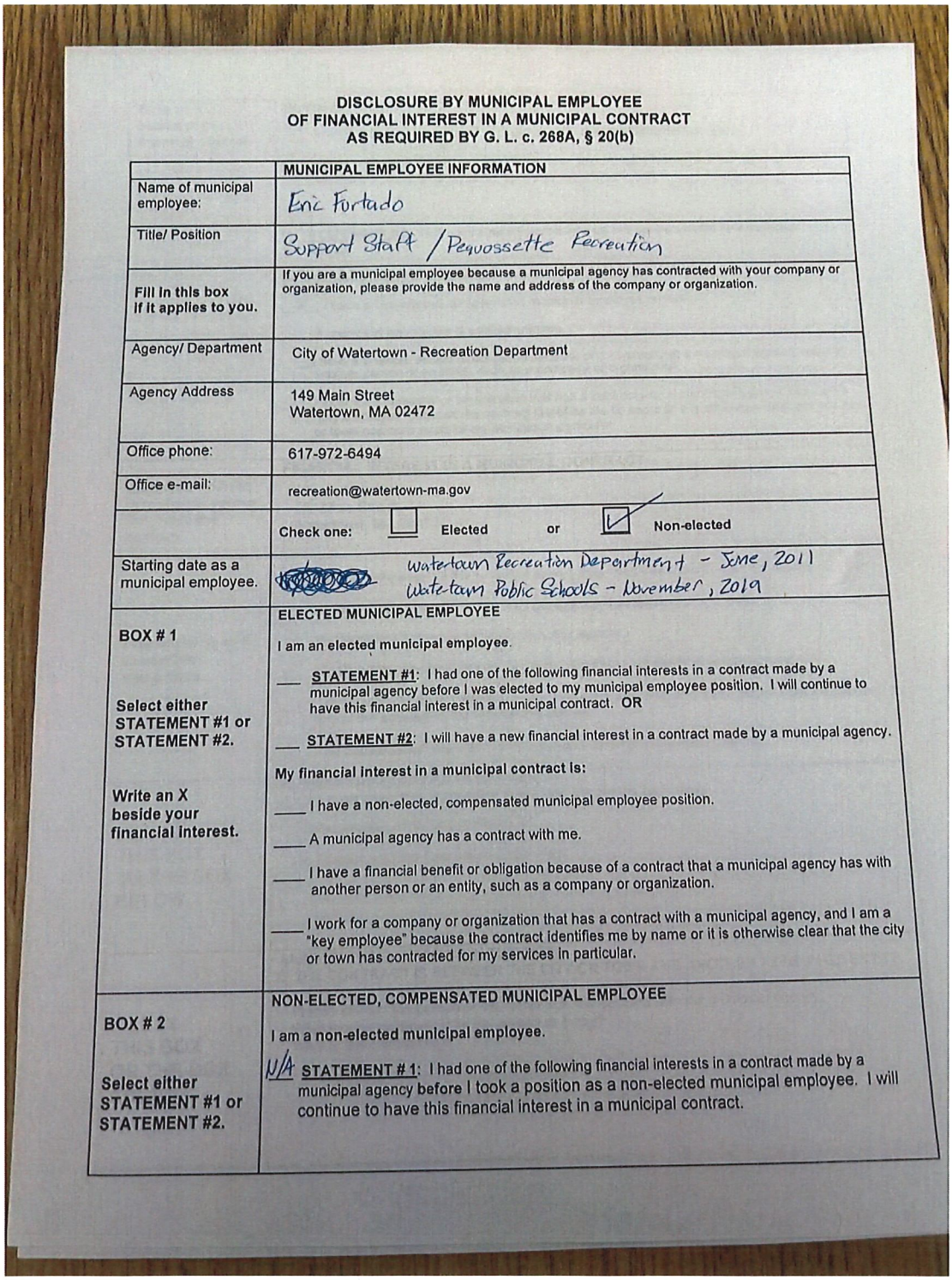
	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012



DISCLOSURE BY MUNICIPAL EMPLOYEE
OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Eric Furtado
Title/ Position	Support Staff / Pequossette Recreation
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ Elected or ☑ Non-elected
Starting date as a municipal employee.	[redacted] Watertown Recreation Department - June, 2011 Watertown Public Schools - November, 2019
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ___ I have a non-elected, compensated municipal employee position. ___ A municipal agency has a contract with me. ___ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ___ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** N/A **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency before I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** __X__ My Municipal Agency is not the contracting agency. __X__ My Municipal Agency does not regulate the activities of the contracting agency. __X__ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. __X__ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. In the role of Pequossette Support staff I will be compensated $20.16/hour for no more than 500 hours during a calendar year.
Date when you acquired a financial interest	Watertown Recreation Department - June, 2011 Watertown Public Schools - November, 2019
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it. N/A
Date when your immediate family acquired a financial interest	Start date with the Watertown Recreation Department - June, 2023 Start date with the Watertown Public Schools - November, 2019
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Eric Burdett
Date:	5/22/26

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Lily Anderson
Title/ Position	Nurse
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ____ Elected or X Non-elected
Starting date as a municipal employee.	4/13/26
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.

BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** X **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. _X___I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** _X__ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.

FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for? Agency Nurse with Soliant Health LLC contracted for a nursing position at Watertown Middle School until June 24th, 2026

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. $45/hour
Date when you acquired a financial interest	5/18/26
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it. n/a
Date when your immediate family acquired a financial interest	n/a
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Lillian Anderson
Date:	5/27/26

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

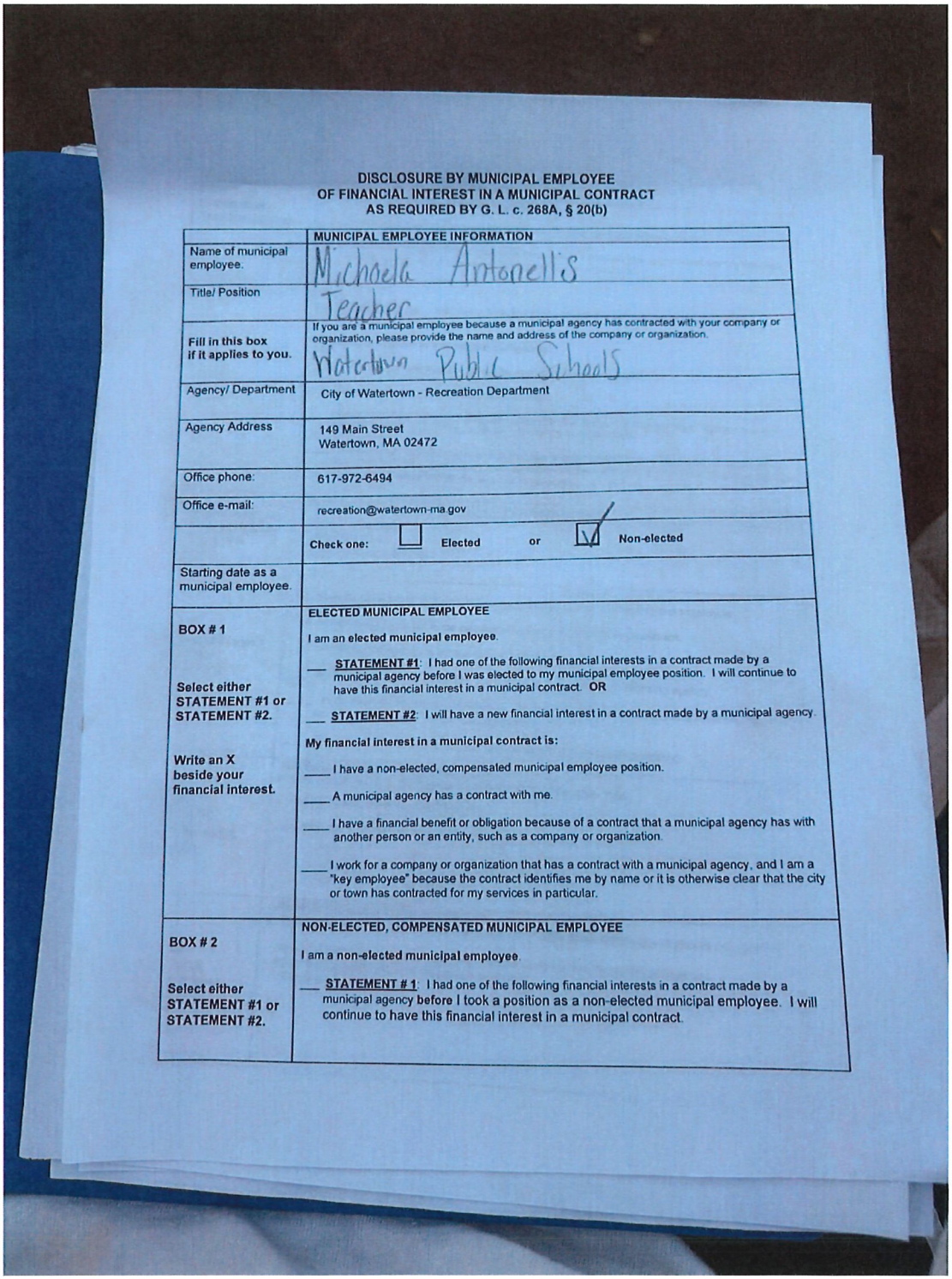
Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

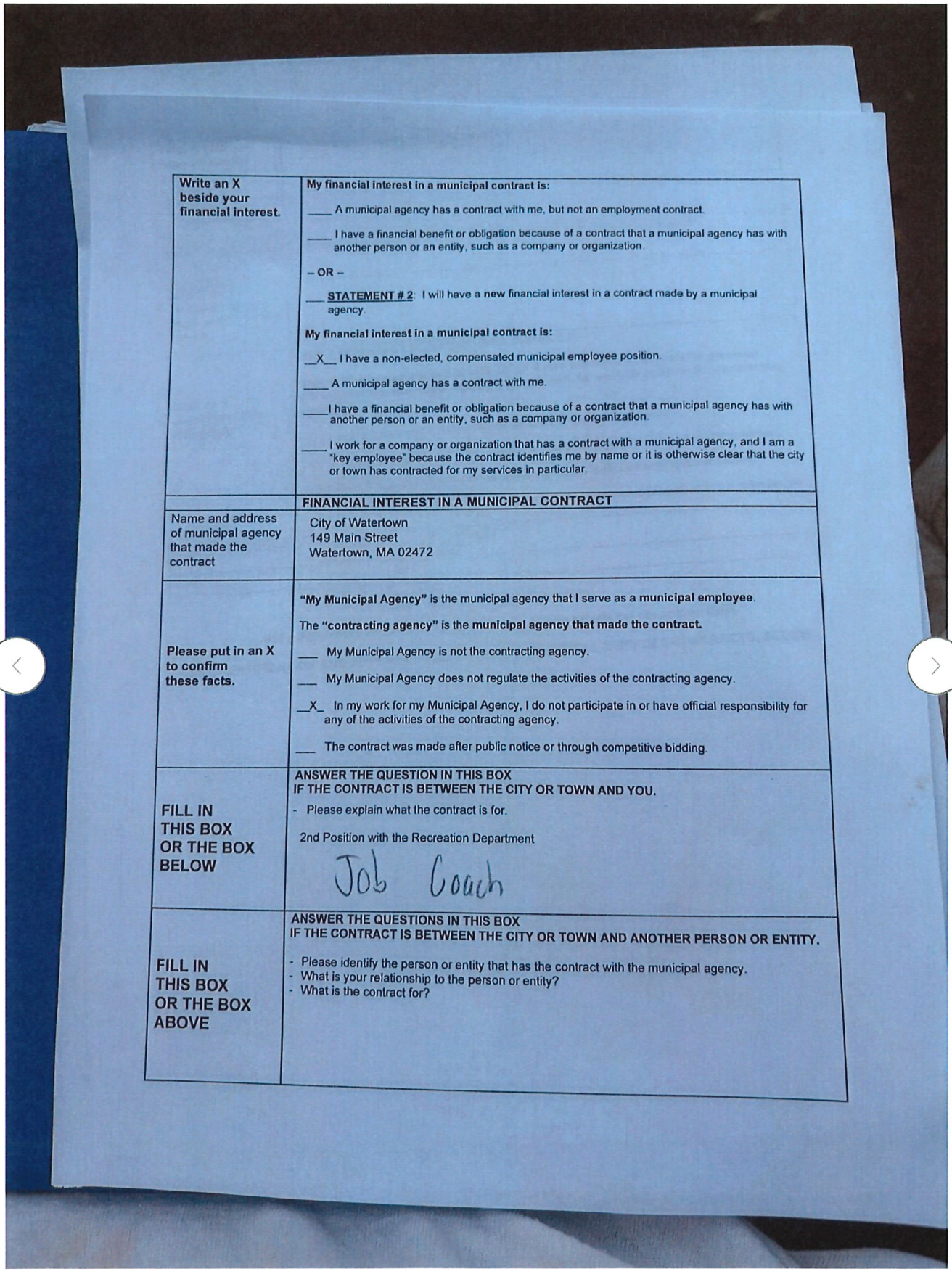
Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012



DISCLOSURE BY MUNICIPAL EMPLOYEE
OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee.	Michaela Antonellis
Title/ Position	Teacher
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization. Watertown Public Schools
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☑ **Non-elected**
Starting date as a municipal employee.	
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee**. ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee**. ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.



Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. – OR – ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X__ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department Job Coach
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	5/21/26

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Nursel Cinar
Title/ Position	School Nutrition Worker OBJ OBJ
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☐ **Non-elected**
Starting date as a municipal employee.	September 2018 OBJ
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX** **IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department Kitchen Staff
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX** **IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for? Seasonal Employee with Recreation Department

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. In the role of Kitchen Staff with Pequosette Recreation Department I will be compensated $19.67 per hour with no more than 500 hours during the calendar year.
Date when you acquired a financial interest	July 2022
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	09/2018 Watertown Public Schools 07/2022 Watertown Recreation Department
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	*Nursel Cinar*
Date:	05/21:2026

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.
FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Nathan Master
Title/ Position	Recreation Intern
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ____ Elected or _X___ Non-elected
Starting date as a municipal employee.	06/08/2026
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.

BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.

FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Nathan Master
Date:	05/28/2026

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.
FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL

	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Stephen Helberg
Title/ Position	Associate Director
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☑ **Non-elected**
Starting date as a municipal employee.	June 26, 2026
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Spencer Pettiglio
Title/ Position	Instructional Assistant/Camp Pequossette Senior Counselor
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ____ Elected or __x__ Non-elected
Starting date as a municipal employee.	
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee**. ___ STATEMENT #1: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.

BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.

FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for? Seasonal employment with the Watertown Recreation Department

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. In the role of senior counselor at Pequossette Recreation Program I will be compensated $24.47 an hour for no more than 500 hours in a calendar year.
Date when you acquired a financial interest	Watertown Recreation Department - June 2009
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Spencer Pettiglio
Date:	5/27/2026

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.
FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL

	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Timothy Connelly
Title/ Position	Head Counselor
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ____ Elected or ✓ Non-elected
Starting date as a municipal employee.	
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee**. ___ STATEMENT #1: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.

BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE I am a **non-elected municipal employee.** ___ STATEMENT # 1: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. -- OR -- ___ STATEMENT # 2: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.

FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Dmitry Connolly
Date:	5/27/26

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.
FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL

	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

Watertown City Council
Committee on Climate and Energy
Councilor Palomba, Chair, Councilor Bays, Vice Chair, Councilor Offei, Secretary

Committee Report
Minutes of the Committee on Climate and Energy on March 23, 2026
Presented at the May 26, 2026 Council Meeting

The Committee convened on Monday March 23, 2026, at 5:45 pm in the Richard E. Mastrangelo Council Chamber, as a hybrid meeting with remote participation by zoom. Present were Councilor Anthony Palomba, Chair; Councilor Caroline Bays, Vice Chair; and Councilor Theophilus Offei, Secretary. Also present in chambers were Councilor Vincent Piccirilli, Councilor Lisa Feltner, and Councilor Nicole Gardner. Participating remotely by Zoom was Brian Hebeisen (Watertown Faces Climate Change). Staff present were Mia Kenna, Sustainability Planner; Silas Fyler, Assistant Director for Energy Management; Katie Swan, Environmental Planner and Conservation Agent; and Em Schule, Energy Advocate. Residents attending the meeting in-person included Deborah Peterson, Nancy Hammett, Ernesta Kraczkiewicz, Susan Falkoff, Jolly Tager, and David Aitcheson. Resident Brian Hebeisen attended on Zoom.

Purpose of the Meeting

The purpose of the meeting was to review and discuss the City's three-year metrics report on the 2022 Climate and Energy Plan, and to receive comments and suggestions from Watertown Faces Climate Change (WFCC) regarding the metrics, data sources, and recommended methodological improvements.

Opening Remarks

Councilor Offei

Councilor Offei thanked the public for their attendance and characterized the meeting as meaningful climate accountability work — not merely goal-setting, but pausing to measure progress honestly and course-correcting where needed. He thanked city staff for producing the three-year metrics report, acknowledging the difficulty of pulling from dozens of data sources, navigating gaps, and being transparent about what is not yet known. He also recognized WFC for the quality and technical rigor of their written response, noting that their letter raised concrete methodological questions and proposed alternative approaches. He stated his goals for the meeting: clarity on data questions raised, a shared understanding of where the plan needs acceleration, and a path forward on metrics not yet being tracked. He requested his opening remarks be included in the official minutes.

Councilor Palomba (Chair)

Councilor Palomba thanked the sustainability team, WFC, and all attendees. He noted that the 2022 Climate and Energy Plan is subject to a five-year comprehensive review in 2027, making this metrics review a valuable preparatory step. He stated his intention to conclude the meeting no later than 8:00 PM and, if necessary, to schedule a follow-up meeting. He provided an

orientation to the plan structure — five elements, each with goals, strategies, and actions, totaling 67 proposed actions — and noted that a column correlating plan actions to specific metrics had been added to the report at his request following the December committee meeting.

Staff Presentation: Three-Year Metrics Review

Mia Kenna, Sustainability Planner, led the presentation on behalf of the sustainability team, joined by Silas Fyler, Katie Swan, and Michelle.

Plan Actions Status Overview

Of the 67 total actions in the Climate and Energy Plan, staff reported the following status breakdown:

- 22% Initiated — preliminary or ground-level work has begun
- 39% In Progress — initial research complete; city staff and partners actively working
- 12% Established and Ongoing — program built and functioning
- 6% Completed — specific end goal achieved (e.g., organics recycling program)
- 21% Not Yet Scheduled — no work or research begun

Context and Purpose of the Metrics Review

Ms. Kenna explained that the metrics were written by consultant KLA in the original 2022 plan and were not designed to correlate directly with specific plan actions — they were proposed as quantitative approximations of progress in each plan section. The metrics review asked three driving questions: Are the proposed metrics still appropriate? Are the data sources still viable? Where are data gaps that need to be addressed before the five-year review?

Staff identified five categories of metric status used throughout the report:

- Data remains consistent with the original source
- Updated to a more precise data source
- No metric was ever created for this action step
- Original source no longer available or not updated; alternative source needed
- No source or proxy available at this time; data cannot be reported

Ms. Kenna noted that overall Watertown is trending toward most goals that could be tracked, while acknowledging real gaps in several areas.

Discussion by Plan Element

1. Buildings and Energy

Staff reported the following status across the eight Buildings and Energy metrics:

- Trending toward goals (4): potential solar capacity on rooftops; installed solar capacity; number of gas/oil-heated residential properties; number of gas/oil-heated commercial properties
- Trending away from goals (1): enrollment in Watertown Electricity Choice
- Data availability issues (3): percent of income spent on energy for households at 0–30% AMI; estimated total solar electricity produced; commercial energy use intensity (EUI) for buildings over 5,000 sq ft

Discussion

Gas/Oil-Heated Residential Properties: Councilor Offei noted that the number of gas-heated homes increased slightly from 9,625 to 9,701 against a 2030 target of 5,775. Silas Fyler explained that the Specialized Stretch Code, effective 2024, now requires any new gas connection to include full electric wiring and panel capacity, effectively preventing further growth. The prior uptick was partly attributable to construction activity during the COVID period. Commercial properties showed improvement, declining from 510 to 347 against a target of 312.

Fossil Fuel Pathway in Stretch Code: Councilor Offei noted that the Specialized Stretch Code contains a fossil fuel pathway — it incentivizes electrification but does not prohibit gas. Homes being fully renovated are still being sold with gas systems. He argued this distinction must be clearly communicated when claiming progress on this metric.

Installed Solar Capacity — Data Jump: Installed solar capacity appeared to jump from 4,521 kW to 811,902 kW. Mr. Fyler clarified this reflects a switch in data source from the Mass. CDC solar tracking program (which had significant missing entries) to DPW tracking of PPS1 and PPS2 — the original baseline was materially understated. The corrected figure is still incomplete, as it excludes installations that did not claim SMART incentives, including the city's own installations at Hosmer School and the new high school. Those facilities are not on SMART because the city elected to retain the RECs for municipal use; the new high school additionally cannot participate in SMART due to LEED Platinum certification requirements.

Solar Goals Already Exceeded: Several members noted that if the corrected data is accurate, Watertown has already surpassed its original solar goals. Staff agreed the 2030 and 2050 targets for this metric will need to be revised upward. Mr. Fyler offered to attempt to reconstruct historical figures, noting that PPS1 records do not include start dates, making this difficult.

Watertown Electricity Choice Enrollment Decline: Councilor Piccirilli asked why enrollment in the 100% renewable option was declining. Staff explained that the standard option has been upgraded to 100% Class 3 renewable energy, causing some residents to perceive the two products as equivalent and drop to the lower tier. Additionally, some residents are opting out of the community choice program entirely to seek individually negotiated rates. Solar panel owners also represent an opt-out segment.

Assessor Database Accuracy: Councilor Gardner noted that the Assessor's database — proposed as a source for several metrics including gas/oil-heated properties — is materially out of date. He cited his own home as an example: a slate roof replaced in 2018 and gas heat replaced with electric heat pumps within the past year are both still recorded incorrectly. He urged the committee to address the reliability of this source before relying on it for plan metrics.

Denominator and Definition Issues: Councilor Gardner raised a methodological concern applicable across multiple metrics: as Watertown adds housing, per-property and per-capita denominators change over time, making gross numbers hard to interpret without context. He argued that both gross numbers and percentages should be reported, and that key terms such as "residential property" should be precisely defined (e.g., whether a 100-unit apartment building counts as one property or 100). He noted that Watertown has added approximately 500–600 new housing units since 2019, which could mean the percentage of gas-heated homes is declining even if the gross count is slightly up.

Graph Presentation — Target Lines: Brian Hebeisen raised an overarching presentation concern: while 2030 and 2050 targets are listed in tables, they are not shown graphically within the charts, making it difficult for readers to assess progress visually. He requested that target lines be added to all charts.

Proposed Metric 9 — Total Greenhouse Gas Emissions: WFC member Jolly Tager proposed the addition of a ninth metric tracking total citywide greenhouse gas emissions. This metric is not currently tracked. There was broad agreement among committee members that this metric is essential to the plan's goals.

2. Transportation and Mobility

Staff reported the following status across the five Transportation and Mobility metrics:

- Trending toward goals (3): total EVs by percentage; total population within half mile of public EV charging; number of publicly accessible EV charging stations
- Trending away from goals (1): residents using sustainable modes to travel to work (bike, walk, transit)
- Data availability issues (1): roads rated 4 or 5 stress level — analysis from the Bike and Pedestrian Plan has not been updated

Discussion

Work-From-Home as a Sustainable Mode: Councilor Offei cited WFCC's critique that counting work-from-home (WFH) as a sustainable commute mode inflates the metric while only capturing approximately 20% of total car trips. Staff acknowledged the concern, explaining that WFH was included to show totals with and without it included and to account for pandemic-era shifts. Staff indicated willingness to explore a weighted methodology.

Road Stress Level Data: The data for this metric comes from a stress-level analysis in the Bike and Pedestrian Plan, which has not been updated and has no published update date. WFCC representative Deborah Peterson suggested that as an interim measure, the city could assess a smaller subset of key north-south routes and major corridors. Staff indicated they would work with Transportation Planner Zeke Mermell to determine whether an update could be incorporated into an upcoming plan revision.

Process Concern from WFCC: Deborah Peterson noted that WFCC responded to what they understood to be a finalized published document, but additional work has since been done on the metrics, creating an out-of-sync dynamic. She suggested that some methodological questions would be better resolved through direct conversations between WFC and sustainability staff rather than through formal public meetings. Councilor Palomba

acknowledged the suggestion. Ms. Kenna confirmed the metrics document has not been revised since its January 2026 publication.

3. Natural Resources

Katie Swan, Environmental Planner, presented on Natural Resources metrics. Staff reported:

- Trending toward goals (2): open space per person; area (sq ft) of school and community gardens
- Data availability issues (4): tree canopy coverage; impervious surfaces; number of public trees; air quality

Discussion

Open Space Per Capita — Data Discrepancy: The baseline figure of 3.25 acres per 1,000 people appeared to jump to 15.3 acres — well above the 2030 target of 5 and the 2050 target of 10. Ms. Swan explained that the original consultants used a methodology that could not be replicated, as it required access to a proprietary program. Staff instead used census tract data matched with citywide open space data, calculating an average. She acknowledged this is a methodological shift, not simply updated data. Figures also vary significantly by census tract — eastern Watertown shows higher open space per capita in part due to Mount Auburn Cemetery.

Definition of Open Space: WFC noted that the distinction between open space and green space has not been defined in the plan. Artificial turf fields (e.g., BBN fields, Watertown High School athletic fields) should not be counted as natural open space for climate and ecological purposes. The committee agreed that a clear definitional framework is needed before the five-year review.

Tree Canopy Study: A tree canopy study is currently being administered by DPW with a consultant, expected to be delivered by June 30 with results likely available in July. The current baseline figure is from 2016 (20.89%), with a 2030 target of 23% and a 2050 target of 27%.

Stormwater Quality as a Metric: A member speaking on behalf of the Stormwater Advisory Committee noted that the city already collects stormwater quality data from all drains annually as part of its MS4 permit reporting. She proposed that water quality data going from Watertown's drains into the Charles River could serve as a direct and measurable indicator of the combined impact of tree canopy, open space management, and infiltration practices. Staff and the committee received the suggestion positively, noting that the Natural Resources section already includes a goal to minimize stormwater runoff and improve quality.

Open Space Equity Mapping: Councilor Gardner asked whether staff has data showing where open space gaps are greatest within the city. Ms. Swan confirmed this information exists in the raw data and offered to share it. Councilor Gardner indicated strong interest in making this information available to the full council.

4. Infrastructure and Waste

Staff reported the following:

- Trending toward goals (4): tons of trash sent to incineration; household waste generation (lbs/household/year); diversion rate (recycled tons / total tons); number of households signed up for food waste pickup
- Data availability issues (1): critical infrastructure in hazardous areas — pending the Hazard Mitigation Plan

Discussion

Food Waste Pickup Enrollment: As of March 6, 2026, 3,316 households are enrolled in the food waste pickup program.

Diversion Rate Definition: WFC requested confirmation that the diversion rate metric includes both recycling and composting in the numerator. Staff indicated they would verify with Matthew Bacon, the city recycling coordinator, who provides the data directly from Republic Services and Waste Management.

Coverage Gap for Multi-Family and Commercial Waste: Approximately 70% of Watertown residents use city-contracted trash services; the remaining 30% — primarily large residential buildings and commercial properties with private haulers — are not captured in current data. Staff committed to researching whether other municipalities have developed methods to track waste for this segment.

5. Public Health and Community Preparedness

Staff reported the following:

- Trending toward goals (2): community members signed up for emergency alerts; customer hours of weather-related power outages
- Data availability issues (3): number of census tracts with moderate or high heat vulnerability scores; businesses signed up for emergency alerts; number of residents served by resilience hubs annually

Discussion

Weather-Related Power Outages: The data shows a dramatic improvement from the baseline figure. Staff acknowledged uncertainty about how the original metric was calculated and backtracked the data manually from annual state reports to verify consistency. The large improvement does appear to hold. Staff intends to continue using Eversource and DPW/Department of Public Utilities records as sources.

Relevance of Power Outage Metric: Councilor Bays questioned whether city actions can meaningfully move this metric, since most outage duration is determined by Eversource's infrastructure and maintenance. Staff acknowledged that city tree maintenance does have some impact but that the city is not the primary responsible party.

Heat Vulnerability Score Metric: The original data source was created for a one-time study and has not been updated. Staff has been unable to recreate the methodology and is working to identify an equivalent alternative.

Business Emergency Alert Enrollment: Emergency alert data is collected through the Watertown Police Department, which has no way to distinguish individual from business sign-ups. This metric cannot be tracked under the current system.

Resilience Hubs: The city is actively working to establish resilience hubs but has not yet finalized locations or programming. Staff noted a related grant application was recently submitted. The metric for residents served cannot be reported until the program is operational.

Next Steps

Councilor Palomba closed the presentation and summarized the path forward:

- The sustainability team will review suggestions from WFC and councilors and incorporate revisions as appropriate in preparation for the five-year plan review.
- The five-year comprehensive review of the Climate and Energy Plan is anticipated for 2027. Laurel Schwab returns from parental leave in approximately three weeks and will lead that process.
- Several data sources and baseline figures require revision before the five-year review, including at minimum: solar capacity data, open space calculation methodology, and gas/oil-heated property definitions.
- A follow-up subcommittee meeting may be needed to continue discussion on unresolved items.
- Staff will work with WFC directly to address open methodological questions, including the work-from-home commute classification and road stress data.
- Staff will consult with Transportation Planner Zeke Mermell on a timeline for updating the road stress analysis.
- Staff will follow up on: accuracy of the Assessor's database as a heating system data source; feasibility of tracking waste for the 30% of residents not on city-contracted collection; and historical solar capacity figures if PPS1 start dates can be obtained.

Meeting Summary

Key Findings

- Watertown is trending toward most trackable goals. Real wins include solar growth, composting enrollment, stretch energy code adoption, and EV charging infrastructure.
- Several goals have already been exceeded — notably installed solar capacity and open space per capita — but this is largely the result of understated baselines and methodology changes, not solely new progress. Targets in these areas must be revised upward before the five-year review.
- The Specialized Stretch Code is an important policy tool but contains a fossil fuel pathway — it does not require all-electric construction. Progress claims on gas/oil-heated properties must reflect this nuance.
- The Assessor’s database is not being reliably updated and should not be used as a primary data source for heating system type until its accuracy is verified.

- Total citywide greenhouse gas emissions are not currently tracked. There was broad agreement that this must be added as a metric (proposed Metric 9) before the five-year review.
- The sustainable commute metric is trending in the wrong direction, and the methodology — including work-from-home as a sustainable mode — requires reassessment.
- Definitions of “open space” and “green space” are not established in the plan. Artificial turf fields should be excluded from natural open space calculations.
- Approximately 30% of resident waste (multi-family and commercial with private haulers) is not captured in current diversion and generation metrics.

Action Items and Next Steps

- **Staff — Solar data:** Attempt to reconstruct a corrected historical baseline for installed solar capacity using PPS1/PPS2 data; report back on what is recoverable.
- **Staff — Solar and open space goals:** Revise 2030 and 2050 targets for solar capacity and open space per capita to reflect corrected baselines.
- **Staff — Assessor database:** Investigate why the Assessor’s database is not being updated with current heating system and roof data, and assess its viability as a data source for plan metrics.
- **Staff — Charts:** Add 2030 and 2050 target lines to all metric charts in the report.
- **Staff — Greenhouse gas metric:** Develop a methodology and data source for tracking total citywide greenhouse gas emissions (proposed Metric 9) for inclusion in the five-year review.
- **Staff — Commute metric:** Explore a weighted methodology for the sustainable commute metric that accounts for the disproportionate share of total trips represented by work-from-home, in consultation with WFC.
- **Staff — Road stress data:** Work with Transportation Planner Zeke Mermell to determine a timeline for updating the road stress analysis in the Bike and Pedestrian Plan, or identify an interim subset of corridors to measure.
- **Staff — Open space definition:** Establish clear definitions of “open space” and “green space” for use in the plan, ensuring artificial turf areas are excluded from natural open space calculations.
- **Staff — Open space equity data:** Share open space gap analysis by census tract with Councilor Gardner and the full council.
- **Staff — Stormwater metric:** Work with the Stormwater Advisory Committee to evaluate incorporating MS4 stormwater quality data into the Natural Resources metrics.
- **Staff — Diversion rate:** Confirm with Matthew Bacon that the diversion rate metric includes both recycling and composting in the numerator.
- **Staff — Waste coverage gap:** Research how other municipalities track waste for residents and commercial properties not on city-contracted collection services.
- **Chair — Follow-up meeting:** Councilor Palomba to schedule a follow-up subcommittee meeting as needed to continue discussion on unresolved items ahead of the 2027 five-year review.

Motions and Votes

No formal motions were made or votes taken at this meeting. The session was a presentation and discussion forum. The committee anticipates further action at a follow-up meeting once outstanding data and methodology questions have been addressed by staff.

The meeting adjourned 7:50 PM

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to accept the report of the Committee on Public Safety from its meeting on May 19, 2026

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to approve the action items from the report of the Committee on Public Safety from its meeting on May 19, 2026

Committee on Public Safety Report

May 19, 2026

The committee convened on Tuesday, May 19, 2026 at 5:30pm in the City Council Office. Present were Nicole Gardner, Chair; Vinnie Piccirilli, Vice Chair; and Emily Izzo, Secretary. The purpose of the meeting was to conduct two reappointments to the Traffic Commission.

Daniel Grieneisen

Mr. Grieneisen has served on the Traffic Commission for approximately 8 months. He appreciates how engaged residents are on local traffic issues and enjoys working through potential changes to City traffic rules. He discussed the strong community engagement during the Russell Avenue curbside discussion, noting how residents are actively involved in local issues. He shared that four-way stops were recently added in the School Street and Maplewood area. The Commission has also discussed implementing two-hour parking restrictions city-wide and raising fines for violations of the overnight winter parking ban. He mentioned the helpfulness of the packets organized by Sgt. Sampson and the importance of recommendations to the Department of Public Works for feasibility studies.

Mr. Grieneisen moved to Watertown 7-8 years ago with his family and has school-aged children. He joined the Commission to become more involved in his community and to help make improvements, particularly addressing safety concerns such as the shortage of crossing guards on Orchard Street and changes to crosswalks near Hosmer School due to the Mount Auburn Street project. He expressed his desire to continue working to make the city safer and better for residents.

⇒ Action Item - Councilor Piccirilli made a motion, seconded by Councilor Izzo, to reappoint Daniel Grieneisen as a member of the Traffic Commission to a term expiring May 15, 2029. The motion passed 3-0.

Robert Airasian

Mr. Airasian reported that the Commission is functioning well despite the loss of long-time member Steve Magoon. The new additional members have been engaged and contributory. He proposed developing clear Rules and Orders for the Commission by adapting samples from other cities to add structure and make procedures more

accessible. He also recommended improving resident notifications and promoting sign-up options for updates. Mr. Airasian supported the School Street/Maplewood 4-way stop and suggested an orientation for new members to accelerate their integration. He described the Commission's focus as broadly aimed at traffic calming and improving safety.

⇒ Action Item — Councilor Piccirilli made a motion, seconded by Councilor Izzo, to reappoint Robert Airasian as a member of the Traffic Commission to a term expiring May 15, 2029. The motion passed 3–0.

The committee convened at 6:03pm. Report prepared by Emily Izzo.

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

RESOLUTION # 59 **2026 – R -** 59

RESOLUTION CONFIRMING THE REAPPOINTMENT OF ROBERT AIRASIAN TO THE TRAFFIC COMMISSION

BE IT RESOLVED: That pursuant to the provisions of the Watertown Home Rule Charter, the City Council of the City of Watertown hereby confirms the reappointment of Robert Airasian to the Traffic Commission for a term to expire on May 15, 2029.

Council Member

I hereby certify that at a Meeting of the City Council for which a quorum was present, the above resolution was adopted by a vote of 8 for, 0 against, and 0 present on June 9, 2026

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris, Council President
Vincent J. Piccirilli, Jr., Vice President & District C Councilor
Caroline Bays, Councilor At Large
John G. Gannon, Councilor At Large
Theophilus Offei, Councilor At Large
Anthony Palomba, Councilor At Large
Nicole Gardner, District A Councilor
Lisa J. Feltner, District B Councilor
Emily Izzo, District D Councilor

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

RESOLUTION # 58 **2026 – R -** 58

RESOLUTION CONFIRMING THE REAPPOINTMENT OF DANIEL GRIENEISEN TO THE TRAFFIC COMMISSION

BE IT RESOLVED: That pursuant to the provisions of the Watertown Home Rule Charter, the City Council of the City of Watertown hereby confirms the reappointment of Daniel Grieneisen to the Traffic Commission for a term to expire on May 15, 2029.

Council Member

I hereby certify that at a Meeting of the City Council for which a quorum was present, the above resolution was adopted by a vote of 8 for, 0 against, and 0 present on June 9, 2026

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris, Council President

Vincent J. Piccirilli, Jr., Vice President & District C Councilor

Caroline Bays, Councilor At Large

John G. Gannon, Councilor At Large

Theophilus Offei, Councilor At Large

Anthony Palomba, Councilor At Large

Nicole Gardner, District A Councilor

Lisa J. Feltner, District B Councilor

Emily Izzo, District D Councilor

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to accept the reports of the Committee on Rules and Ordinances from its meetings on May 13 & June 2, 2026

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to approve the first action item from the report of the Committee on Rules and Ordinances from its meeting June 2, 2026

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to approve the second action item from the report of the Committee on Rules and Ordinances from its meeting June 2, 2026

Report of the Rules and Ordinances Committee

Meeting Date: May 13, 2026

The Committee convened on Tuesday, at 6:30 pm in the third-floor conference room, with remote participation by Zoom.

Present were Councilors Nicole Gardner, Chair, Lisa Feltner, Vice Chair, and John Gannon, Secretary. Also present in the room were Public Health Director Abby Meyers, Councilor Caroline Bays, Municipal Policy Analyst Doug Newton, Rose Mary Su, and Rita Colafella. Joining by Zoom were Angie Kounelis, George Skuse, Linda Scott, and Newton residents Cedar Pruitt and John Oliver.

Chair Gardner called the meeting to order at 6:00pm. The purpose of the meeting was to continue discussion of a proposed noise ordinance.

Attachments to this report are as follows:

A: Watertown's current noise ordinance

B: The proposed new Watertown noise ordinance as of March 12th, 2026 (the Committee's first meeting on the proposal)

C: The proposed new Watertown noise ordinance as of May 6th, 2026 (prior to this meeting's edits being made)

D: Proposed language for the Statement of Purpose from Councilor Feltner

E: The draft procedure for the noise waiver

The Committee began by reviewing Section 95.01, Statement of Purpose, along with draft language and proposed changes from Councilor Feltner (Attachment D). After discussion, the Committee agreed on the following wording:

Statement of Purpose: Noise pollution is a serious hazard to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise may be measured and substantially abated, and the people have a right to and should be ensured an environment free from excessive noise that may jeopardize their health, welfare, or safety, or degrade the quality of life. This chapter serves to address persistent noise pollution.

The Committee also considered the possibility of defining "persistent" noise and agreed to have staff prepare a draft definition for the next meeting, as well as to further consider if such a definition is necessary.

Trash Collection. The Committee then discussed noise caused by trash collection at industrial and commercial properties during early morning hours. Mr. Newton and Ms. Meyers explained that:

- Under Massachusetts General Law Chapter 111 Section 31A, municipalities cannot regulate the hours for commercial or industrial trash pickup.

- When investigating a noise complaint, the Health Department uses the zoning code and Watertown's Zoning Map to determine the allowed pickup hours.
- For complaints in Mixed Use areas involving residential trash pickup, the department works with building managers to try to find solutions. However, most complaints involve commercial or industrial trash collection.

Councilor Feltner asked how trash pickup issues would be handled in the newly created special zoning districts in Watertown Square, where new residential developments are planned. Ms. Meyers explained that these issues would be addressed early in the development process during Developer Conferences.

Councilor Gardner asked whether trash pickup hours could be included as a condition of zoning relief under state law. Councilor Gannon noted that City Assessors base property valuations on actual use rather than zoning classification.

The Committee agreed that more information from the Administration and legal guidance were needed to clarify:

- Whether the newly created special districts are zoned as residential or commercial/industrial.
- Whether limits on trash pickup hours could be conditioned for residential buildings located in non-residential zones, and whether those restrictions would re nmain in effect if ownership or use of the property changes.

Ms. Pruitt then spoke about the impact of early morning trash collection from businesses on Pleasant Street, saying it seriously affects her family's quality of life. She noted that Milford and Belmont have rules setting trash pickup hours and requiring dumpsters to be emptied only when full. She also referenced language allowing Boards of Health to adopt reasonable health regulations and asked the Committee to consider similar approaches.

Councilor Gannon responded that state laws override local regulations, meaning the City cannot control commercial trash pickup hours.

Councilor Gardner asked whether staff could encourage or require businesses to use noise-reducing technologies, such as rubber landing pads. Ms. Meyers said the department regularly reviews new technologies, but none currently seem practical. She explained that rubber or plastic materials are often damaged by rats, which can create additional public health concerns.

Councilor Gardner asked whether the City could require commercial or industrial dumpsters to reach a certain minimum level of fullness before being emptied, and whether that would be an effective solution. Ms. Meyers said this would not be practical because food waste left too long in dumpsters can create problems such as odors, maggots, and rats.

Ms. Kounelis suggested that, for existing buildings, residents should review the conditions attached to individual properties to see whether any existing requirements might help address the issue. Ms. Meyers responded that she did not believe local conditions could override state law. Councilor Gannon said that voluntary conditions might be possible.

The Committee agreed that further research was needed on whether such conditions could legally be enforced.

Mr. Oliver acknowledged that state law prevents cities from regulating trash pickup hours but noted that Newton addresses the noise level during pickup rather than the hours when pickup occurs. He added that trash collection is naturally loud and that there is currently no technology that significantly reduces the noise. However, he believed this approach was still worth exploring.

Ms. Meyers responded that she did not think regulating the noise level during trash pickup would be practical. She said that when complaints arise, she does contact the companies involved, but she is not comfortable issuing penalties unless there is a clear violation of the law.

Mr. Skuse read from the Massachusetts Association of Health Boards' model noise ordinance. Ms. Meyers acknowledged the language, noting that it dates back to 1999. She explained that it is not practical to reduce the noise from trash pickup due to the size of dumpsters and trucks used, and because materials like plastic and rubber are not resistant to damage from rats.

Councilor Feltner suggested that Ms. Meyers explore possible solutions earlier in the process during Developer Conferences for new buildings, rather than waiting until developers appear before the Zoning Board of Appeals (ZBA).

Ms. Kounelis spoke again, supporting the idea of setting conditions on trash pickup hours for new properties. She also emphasized the importance of the Health Department reviewing specific conditions on existing properties when complaints are received and noted that the code enforcement officer is responsible for enforcing those conditions.

Ms. Meyers said that she and Mr. Mancini work closely together on enforcement.

Ms. Scott added that she had read a case study from Australia suggesting that physical screening is the most effective way to reduce noise.

Waivers. The Committee then reviewed the proposed noise waiver policy (Attachment E) and the types of activities that could qualify for a waiver. The Committee agreed with Mr. Newton and Ms. Meyers that Section II, which listed activities generally eligible for noise waivers, should be removed. The Committee also made minor wording changes.

Councilor Feltner asked how the public would be informed about approved waivers. The Committee discussed several communication methods, including electronic billboards, notices on the City website, social media, the DPW weekly newsletter, paper notices or mailings, and Everbridge alerts. The Committee agreed that 311 and all councilors should always be notified in advance. Ms. Meyers said she would coordinate with the City's communications team, and that the communication methods used would depend on the situation, such as how long the waiver would last.

Right of Appeal. The Committee then discussed the appeal process. Ms. Myers explained that when noise readings are close to the violation limit and not clearly in violation, she continues taking readings to gather data and asks the DEP to take additional readings if needed to make sure the City has enough evidence before issuing a violation. Appeals are handled by a Clerk Magistrate at Waltham District Court.

The Committee also revised the first sentence of Section 95.08, Penalty, to add the phrase "pursuant to Chapter 40, Section 21D of Massachusetts General Law and the City's non-criminal disposition ordinance," which is standard wording used in the City's ordinances.

Finally, the Committee discussed ways to make the ordinance easier for businesses, residents, and others to understand. The Committee asked staff to create a chart showing the allowed hours and days for Construction and Demolition work and Lawn Maintenance, as well as the permitted noise levels (ambient and tonal dBA), to be included as a supplement to the Noise Ordinance.

The meeting was continued with a unanimous vote at 8:13pm.

Report prepared by Nicole Gardner

Chapter 95

NOISE REGULATIONS

§ 95.01.	Prohibition of noise emissions.	§ 95.04.	Exceptions.
§ 95.02.	Definitions and measurements of noise.	§ 95.05.	Enforcement.
§ 95.03.	Duties and responsibilities of City departments.	§ 95.99.	Penalty.

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§ 95.01. Prohibition of noise emissions. [Ord. 6, passed 9-13-1983; amended Ord. 14, passed 3-12-1996]

(A) No person owning, leasing or controlling a source of sound shall willfully, negligently, or through failure to provide necessary equipment, service, or maintenance or to take necessary precautions cause, suffer, allow or permit unnecessary emissions from said source of sound that may cause noise.

(B) Division (A) of this section shall pertain to, but shall not be limited to, prolonged unattended sounding of burglar alarms, construction and demolition equipment which characteristically emit sound but which may be fitted and accommodated with equipment such as enclosures to suppress sound or may be operated in a manner so as to suppress sound, suppressible and preventable industrial and commercial sources of sound, and other man-made sounds that cause noise.

(C) All devices employed in construction or demolition shall be prohibited from use during the hours of:

(1) 7:00 p.m. to 7:00 a.m. from Monday through Friday;

(2) 7:00 p.m. on Fridays through 8:00 a.m. on Saturdays; and

(3) 7:00 p.m. on Saturdays through 8:00 a.m. on Sundays.

§ 95.02. Definitions and measurements of noise. [Ord. 6, passed 9-13-1983]

(A) The City hereby incorporates into and makes a part of this chapter the provisions of Chapter 310 Code of Massachusetts Regulations, Section 7.00 entitled Air Pollution Control Regulations.

(B) These regulations shall govern the definitions, measurement and restriction of sources of noise emission.

(C) For the purposes of this chapter, a "condition of noise pollution" shall be a noise source which increases noise levels 10 dB or more above the background noise level. If the noise level is judged by ear to have a tonal sound, an increase of 5 dB above background noise level is sufficient to cause noise pollution.

§ 95.03. Duties and responsibilities of City departments. [Ord. 6, passed 9-13-1983]

(A) All City departments and agencies shall, to the fullest extent consistent with other laws, carry out their programs in such a manner as to further the policy of this chapter.

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(B) All City departments and agencies shall comply with Federal and State laws and regulations and the provisions and intent of this ordinance respecting the control and abatement of noise to the same extent that any person is subject to such laws and regulations.

§ 95.04. Exceptions. [Ord. 6, passed 9-13-1983]

This chapter shall apply to the control of all sound originating within the limits of the City of Watertown except the following:

(A) The emission of sound for the purpose of alerting persons to the existence of an emergency or to the emission of sound in the performance of emergency work or in training exercises related to emergency activities.

(B) Noncommercial public speaking and public assembly activities as guaranteed by state and federal constitutions.

(C) Domestic equipment such as lawn mowers and power saws between the hours of 7:00 a.m. and 9:00 p.m.

§ 95.05. Enforcement. [Ord. 6, passed 9-13-1983]

The Board of Health shall be the primary enforcement agency of the terms of this chapter. In addition, any Police Department or Fire Department official or building inspector or their designee, acting within their jurisdictional area, is authorized to enforce this chapter.

§ 95.99. Penalty. [Ord. 6, passed 9-13-1983]

(A) Any person who violates any provision of this chapter, if convicted, shall be fined no less than $50 nor more than $100 for the first offense and not less than $200 nor more than $500 for each succeeding offense.

(B) Each subsequent day or part thereof of violation of this chapter, whether the violation be continuous or intermittent, shall be construed as a separate and succeeding offense.

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ORDINANCE #__ **2025 – O – _**

WHEREAS noise pollution is a hazard to public health, welfare, safety, and quality of life; and whereas a substantial body of science and technology exists by which noise pollution may be measured and abated; and,

WHEREAS a substantial body of science and technology exists by which noise pollution may be measured and abated; and,

WHEREAS people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety.

NOW THEREFORE BE IT ORDAINED by the City Council of Watertown that Title IX, Chapter 95 of the Watertown Code of Ordinances, inclusive of all sections, is hereby repealed and replaced in its entirety with a new Chapter 95 as follows:

95.01 Statement of Purpose

A. Noise pollution is a hazard to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise pollution may be measured and abated, and the people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety. This chapter serves to address persistent noise pollution rather than fleeting noise inherent to life in a densely populated community such as Watertown.

95.02 Definitions:

A. Construction and demolition: Any of the following:

1. excavation, highway construction, land development or land clearing work;
2. the erection, demolition, alteration, repair, or relocation of any building or structure, which uses powered equipment including, but not limited to, backhoes, trucks, tractors, excavators, earth moving equipment, compressors, motorized or power hand tools, manual tools, or equipment of a similar nature as well as two-way radios or other communication equipment;
3. the use of any equipment for recycling, screening, separating, or any other processing of soil, rocks, concrete, asphalt or other raw material

B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action

C. Emergency work: Any work performed for the purpose of preventing or alleviating the physical hazard or property damage threatened or caused by an emergency

D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A)

E. A-weighted decibels (dbA): The A-weighted sound-pressure level expressed in decibels

F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made

G. Plainly audible: Any sound that can be detected by a person of normal hearing ability using his or her unaided hearing facilities

95.03 <u>Prohibition of Noise Pollution</u>

A. Any activity, other than those exempted by 95.03(B) below, which creates or produces sound measured at 10 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any residential property or of any condominium or apartment house
    2. At least fifty feet away from the source of noise if in a non-residential setting if applicable

B. Noise emanating from the operation of the following is exempt from the application of this section 95.03:
    1. Motor vehicles on a public highway
    2. Equipment used for construction and demolition
    3. Equipment used in domestic or commercial maintenance
    4. Domestic animals on a residential or commercial property
    5. Noncommercial public speaking and public assembly as protected by state and federal constitutions
    6. An emergency or emergency work
    7. City-sponsored events

C. No person owning, leasing or controlling a source of sound shall cause, suffer, allow or permit unnecessary emissions from said source of sound that causes noise pollution via any of the following manners:
    1. Willfully
    2. Negligently
    3. Or through failure to provide necessary equipment, service, or maintenance or to take necessary precautions

95.04 <u>Construction and Demolition</u>

A. All devices employed in construction or demolition which are plainly audible at any of the following locations shall be prohibited from use during the hours of 7:00 PM to 7:00 AM on weekdays, from 7:00 PM to 8:00 AM on Saturdays, and at any time on Sundays and legal holidays:

    1. The property line of any residential property or of any condominium or apartment house
    2. At least fifty feet away from the source of noise if in a non-residential setting, if applicable

B. Nothing in this section shall be construed to prohibit noise emanating from vehicles used in construction or demolition for the purposes of safety such as backup alarms on a vehicle.

95.08 Domestic and Commercial Maintenance

A. All devices employed in domestic or commercial lawn, garden, or grounds maintenance which are plainly audible at any of the following locations shall be prohibited between the hours of 7:00 PM and 7:00 AM on weekdays and from 7:00 PM to 8:00 AM on Saturdays, Sundays and legal holidays:
    1. The property line of any residential property or of any condominium or apartment house
    2. At least fifty feet away from the source of noise if in a non-residential setting, if applicable

95.09 Noise Waiver

A. The Director of Public Health or his or her designee may grant a waiver for any activity otherwise forbidden by the provisions of this chapter upon a determination that compliance in the conduct of such activity would cause undue hardship on the person or persons conducting such activity or on the community, taking into account the extent of noise pollution caused by not requiring such compliance and whether reasonable efforts have been made to abate the noise. The Director of Public Health shall establish appropriate procedures for the processing of requests for such waivers, including such hearings as he or she deems appropriate. The Director of Public Health may seek the input of the Superintendent of Public Works in noise waiver requests related to construction or demolition. In granting any such waiver, the Director of Public Health may impose such appropriate conditions as he or she deems necessary pursuant to this section. Copies of all such waivers shall be filed with the clerk of the city council and to each ward city councilor whose ward is affected by the waiver promptly after issuance.

95.10 Enforcement

A. The provisions of this chapter may be enforced by the Director of Public Health or his or her designee. The provisions of this chapter may also be enforced by the Chief of Police or his or her designee. Each violation shall be deemed as a separate offense.

95.99 Penalty

A. Any person who violates any provision of this chapter shall be issued a verbal warning for the first offense, then fined as follows:
    1. $100 for the second offense
    2. $200 for the third offense
    3. $300 for the fourth offense and each subsequent offense

B. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

Note: This draft is updated as of May 6, 2026.
ORDINANCE #__ **2026 – O – _**

WHEREAS noise pollution is a hazard to public health, welfare, safety, and quality of life; and

WHEREAS a substantial body of science and technology exists by which noise pollution may be measured and abated; and

WHEREAS people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety.

NOW THEREFORE BE IT ORDAINED by the City Council of Watertown that Title IX, Chapter 95 of the Watertown Code of Ordinances, inclusive of all sections, is hereby repealed and replaced in its entirety with a new Chapter 95 as follows:

95.01 Statement of Purpose

A. Noise pollution is a hazard to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise pollution may be measured and abated, and the people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety. This chapter serves to address persistent noise pollution rather than fleeting noise inherent to life in a densely populated community such as Watertown.

95.02 Definitions:

A. Construction and demolition: Any site preparation, assembly, erection, substantial repair, alteration, destruction, or similar action for public or private rights of way, structures, utilities, or similar property, and also the use of any equipment for any processing of any material.

B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action

C. Emergency work: Any work performed to prevent or alleviate the physical hazard or property damage threatened or caused by an emergency

D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A)

E. A-weighted decibels (dbA): The A-weighted sound-pressure level expressed in decibels

F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made

G. Plainly audible: any sound that is detectable and distinguishable from ambient or background noise at a specified location, such that the sound's source or character can be reasonably identified under ordinary conditions. A determination of plainly audible sound may be made by direct observation.

H. Tonal noise: any noise that is judged by a listener to have the characteristics of a pure tone, whine, hum, or buzz

95.03 Prohibition of Noise Pollution

A. Any activity, other than those exempted by 95.03(B) below, which creates or produces sound measured at 10 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any residential property.
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

B. When a tonal noise, as defined in 95.02 (H) above, is emitted, the creation or production of noise measured at 5 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any residential property
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

C. Noise emanating from the operation of the following is exempt from the application of this section 95.03:
    1. Motor vehicles on a public highway
    2. Equipment used for construction and demolition
    3. Equipment used in domestic or commercial maintenance
    4. Noncommercial public speaking and public assembly as protected by state and federal constitutions
    5. An emergency or emergency work
    6. City-sponsored events

D. No person owning, leasing or controlling a source of noise shall cause, suffer, allow or permit unnecessary emissions from said source of noise that causes noise pollution.

95.04 Construction and Demolition

A. All devices employed in construction or demolition which are plainly audible shall be permitted for use during the hours of 7:00 AM to 7:00 PM on Monday through Friday, and during the hours of 8:00 AM to 7:00 PM on Saturdays. All such devices shall be prohibited outside of such hours on Monday through Friday and Saturdays, and at any time on Sundays and legal holidays.

B. Nothing in this section shall be construed to prohibit noise emanating from vehicles used in construction or demolition for the purposes of safety such as backup alarms on a vehicle.

95.05 Domestic and Commercial Maintenance

A. All devices employed in domestic or commercial lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM and 7:00 PM on

weekdays, and during the hours of 8:00 AM to 7:00 PM on Saturdays, Sundays and legal holidays. All such devices which are plainly audible are prohibited from use outside of such hours.

95.06 Waiver

A. The Director of Public Health or his or her designee may grant a waiver for any activity otherwise forbidden by the provisions of this chapter upon a determination that compliance in the conduct of such activity would cause undue hardship on the person or persons conducting such activity or on the community, taking into account the extent of noise pollution caused by not requiring such compliance and whether reasonable efforts have been made to abate the noise. The Director of Public Health shall establish appropriate procedures for the processing of requests for such waivers, including such hearings as he or she deems appropriate. The Director of Public Health may seek the input of the Superintendent of Public Works in nwaiver requests related to construction or demolition. In granting any such waiver, the Director of Public Health may impose such appropriate conditions as he or she deems necessary pursuant to this section. Copies of all such waivers shall be filed with the City Clerk and sent to all City Councilors.

95.07 Enforcement

A. The provisions of this chapter may be enforced by the Director of Public Health or their designee. The provisions of this chapter may also be enforced by the Chief of Police or their designee, the Fire Chief or their designee, and the Building Inspector or their designee.

95.08 Penalty

A. Any person who violates any provision of this chapter shall be issued a written and verbal warning for the first offense, then fined as follows:

    1. $100 for the second offense
    2. $200 for the third offense
    3. $300 for the fourth offense and each subsequent offense

B. Each subsequent day or part thereof on which a violation occurs, whether continuous or intermittent, shall be considered a separate and succeeding offense.

C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

Statement of Purpose:

Current Proposal:

Noise pollution is a hazard to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise pollution may be measured and abated, and the people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety. This chapter serves to address persistent noise pollution rather than fleeting noise inherent to life in a densely populated community such as Watertown.

Councilor Feltner Proposal:

Noise (and vibration) is a (are) serious hazard(s) to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise (and vibration) may be measured and substantially abated, and the people have a right to and should be ensured an environment free from excessive noise (and vibration) that may jeopardize their health, welfare, or safety, or degrade the quality of life. This chapter serves to address the control of noise (and vibration) originating within the limits of the City of Watertown.

Proposed Noise Waiver Policy and Acceptable Waiver Categories

Purpose

This policy establishes standards and procedures for the review and issuance of temporary noise waivers under Section 95.06 of the City Noise Ordinance, balancing community welfare with reasonable accommodation for activities that may create temporary noise impacts.

I. General Standards for Approval

A waiver may be granted by the Director of Public Health or designee when compliance would create an undue hardship for the applicant, public utility, essential work, or the community.

Applicants must demonstrate that:

- Reasonable efforts have been made to reduce noise;
- The activity cannot reasonably occur during permitted hours;
- The duration is limited to the minimum necessary; and
- Public health and safety are protected.

The Director may impose conditions including restricted hours, notification requirements, noise mitigation measures, equipment limitations, and operational controls.

~~**II. Activities Generally Eligible for Noise Waivers**~~

~~**A. Emergency Utility or Infrastructure Repairs**~~

~~Including:~~

- ~~Water, sewer, gas, or electrical repairs;~~
- ~~Telecommunications restoration; and~~
- ~~Emergency roadway repairs.~~

~~**B. Public Safety or Emergency Operations**~~

~~Including:~~

- ~~Police, fire, or emergency response activities;~~

- ~~Disaster response; and~~
- ~~Emergency debris removal.~~

~~C. Construction or Demolition with Public Necessity~~

~~Including:~~

- ~~Roadway closure work;~~
- ~~Concrete pours;~~
- ~~Crane operations;~~
- ~~Public infrastructure projects; and~~
- ~~Time-sensitive utility coordination.~~

~~The Director may seek input from the Superintendent of Public Works for construction-related requests.~~

~~D. Municipal, Civic, or Community Events~~

~~Including:~~

- ~~City-sponsored events;~~
- ~~Parades;~~
- ~~Festivals;~~
- ~~School events; and~~
- ~~Public ceremonies.~~

~~E. Activities Necessary to Protect Public Health or Safety~~

~~Including:~~

- ~~Hazard mitigation;~~
- ~~Unsafe structure stabilization;~~
- ~~Environmental remediation; and~~
- ~~Snow removal operations.~~

Approval may consider duration, time of day, prior complaints, proximity to residences, and proposed mitigation measures.

III. Activities Generally Not Eligible for Waivers

Waivers are generally not appropriate for:

- Convenience-based construction scheduling;
- Repetitive commercial noise;
- Activities intended solely to reduce project costs;
- Late-night nonessential private events;
- Repeated violators; or
- Activities where reasonable alternatives exist.

IV. Application Requirements

Applications should include:

1. Applicant contact information;
2. Location and description of activity;
3. Dates and requested hours;
4. Equipment to be used;
5. Explanation of hardship; and
6. Proposed mitigation measures.

Applications should be submitted sufficiently in advance for review (2 weeks).

V. Conditions of Approval

The Director may require:

- Notice to abutters;
- Signage;
- Use of quieter equipment;
- Restricted work hours;
- Noise monitoring; or

- Immediate cessation for violations.

Failure to comply with waiver conditions may result in revocation and enforcement action.

VI. Reservation of Authority

Nothing in this policy requires the Director of Public Health to grant a waiver~~. Requests may be denied where noise impacts outweigh the demonstrated hardship or where adequate mitigation measures are not provided.~~

Report of the Rules & Ordinances Committee
Meeting Date: June 2, 2026

The Committee met on Tuesday June 2nd at 5:30pm in the third-floor conference room, with Zoom access available.

Present were Councilors Nicole Gardner (Chair), Lisa Feltner (Vice Chair), and John Gannon (Secretary). Also attending in person were Public Health Director Abbey Myers, Municipal Policy Analyst Doug Newton, Senior Economic Development Planner Erin Rathe, and resident Rita Colafella. Present via zoom were residents Angie Kounelis and Linda Scott.

Councilor Gardner called the meeting to order at 5:32pm. The agenda included reviewing draft educational materials for the Skip the Stuff ordinance and continuing discussion of a proposed Noise Ordinance.

Attachment A: Watertown's Approved "Skip the Stuff" Ordinance

Attachment B: Packet of Educational Materials for Businesses on the Skip the Stuff Ordinance as Prepared by Planning Department Staff

Attachment C: Proposed Watertown Noise Ordinance as of the prior May 13th Committee meeting.

Attachment D: Proposed Table Outlining Allowed Hours for Lawn Maintenance and Construction & Demolition

Attachment E: Noise Ordinance as Amended & Approved by the Committee at the June 2nd meeting.

Skip the Stuff Ordinance

The Committee first reviewed draft educational materials for the Skip the Stuff ordinance.

Ms. Rathe provided an overview of the education campaign developed by the Health Department, Sustainability Team, and Economic Development Office. It will include:

- Educational visits to food establishments by Ms. Rathe to those businesses she has a relationship with, and by Health Department officers during their biannual inspection visits. There will be a process to ensure every business is visited, with the Health Department visiting any stragglers.
- Distribution of educational packets containing restaurant flyers, self-service station posters, staff posters, brochures, and FAQs.
- Information on the City website, in City newsletters, and on City social media.
- Press releases to encourage coverage by WCATV and Watertown News.

- Coverage by the Charles River Chamber of Commerce and the Watertown Business Coalition in their newsletters and social media.
- For new food establishments, information will be included in OpenGov; applicants will be required to review and acknowledge the ordinance. The Health Department will also have a conversation with them and will provide packets.

The City is currently evaluating which additional languages should be used for translated materials.

The team expects to conduct education and outreach for approximately two years to help integrate the ordinance into standard business practices.

The Committee reviewed the draft materials and made the following suggestions:

- Remove the Watertown Business Coalition and Charles River Chamber logos from all materials.
- Review and amend all text and images to ensure they reflect Watertown's ordinance. For example, references to paper napkins should be removed because Watertown does not regulate them. The materials should also reflect that restaurants may ask customers which items they would like, rather than requiring customers to request them.
- Include contact information for both the Director of Public Health and the Economic Development Planner in the FAQ so businesses can direct questions to the appropriate person.

In response to questions, Ms. Myers and Ms. Rathe confirmed:

- The Health Department will be the primary enforcement agency and may deputize the Code Enforcement Officer to assist if needed.
- The Health Department will track violations in the same manner as other code violations, building a database over time.
- The ordinance will become enforceable in November 2026.

The Committee thanked staff for their work and concluded the discussion.

Noise Ordinance

The Committee then resumed its review of outstanding questions regarding the draft Noise Ordinance.

Question 1: Definition of "persistent". At the last meeting, the Committee asked for advice on whether the word *persistent*, which appears only in the Statement of Purpose, should be defined. Attorney Reich advised that a definition was unnecessary because the Statement of Purpose is only explanatory. The Committee agreed to retain the existing Statement of Purpose language without adding a definition.

Question 2: Waste collection in special districts. At the last meeting Councilor Feltner asked how waste pickup could be regulated in special zoning districts. Attorney Reich explained that under MGL Chapter 111, Section 31A, municipalities may not restrict the hours during which solid waste is collected in areas zoned for commercial, business, or industrial use. Therefore, the hours for trash pickup by businesses could not be regulated. He also noted that regulating noise as a nuisance is different from regulating collection hours. The Committee recalled that it had discussed this earlier and agreed that regulation on those lines would not be practical.

Question 3: Trash pickup conditions imposed during permitting. The Committee asked whether conditions limiting trash pickup hours, imposed through Planning Board or Zoning Board of Appeals approvals, would be enforceable. Attorney Reich advised that such conditions, entered into voluntarily, would be enforceable.

Councilor Gardner suggested that further discussion to examine this more closely would be helpful and asked for a motion to refer the matter back to the Rules and Ordinances Committee. Councilors Feltner and Gannon both said they felt this was unnecessary, since the Community Development and Planning Department, along with the ZBA and Planning Board, have been pursuing these and other conditions and mitigations with developers for many years. Councilor Gannon also expressed concern that replacing this case-by-case approach with a Council-directed requirement would make it no longer a voluntarily accepted condition negotiated as part of the development review process, and thus unenforceable. No motion was made.

Construction, Demolition, and Lawn Maintenance Hours

The Committee reviewed a draft table outlining permitted hours for construction, demolition, and lawn maintenance activities. The table is intended to be posted on the City's website and other public-facing resources.

No changes were made to the proposed construction and demolition hours.

After extensive discussion, the Committee agreed to recommend the following lawn maintenance hours:

Domestic Lawn Maintenance hours:

- Monday–Friday: 7:00 a.m.–8:00 p.m.
- Saturdays, Sundays, and holidays: 8:00 a.m.–7:00 p.m.

Commercial Lawn Maintenance hours:

- Monday–Friday: 7:00 a.m.–5:00 p.m.
- Saturdays, Sundays, and holidays: 8:00 a.m.–5:00 p.m.

The Committee agreed on these changes for two reasons. First, residents who work during the day and have responsibilities after work may need that extra evening hour to maintain their properties. Second, commercial landscaping crews generally begin work early in the day and

typically finish before 5:00 p.m. Restricting relatively noisy commercial operations after 5:00 p.m. would have limited business impact while preserving quieter evening hours for residents.

City Event Exemptions

The Committee again discussed exemptions for City-sponsored events and acknowledged that some events can generate significant noise. Members agreed that post-event reviews for activities such as Faire on the Square, the Arts Market, Pride, and Porchfest should include consideration of noise impacts so adjustments can be made in future years if necessary.

Noise Complaint Reporting

Ms. Colafella expressed concern that anonymous noise complaints submitted through systems such as 311 could be misused to harass neighbors.

Ms. Meyers explained that the Health Department maintains records of complaints and would be able to identify patterns of repeated unfounded reports. If necessary, the Department could respond appropriately, including notifying the Police Department. She also confirmed that these records are subject to public records requests.

Action Items

Noise Ordinance:

→ Action Item: Councilor Gannon made a motion, seconded by Councilor Feltner, that the draft ordinance, amended to reflect the new times for allowed Lawn Maintenance activities, be recommended to the City Council for a first reading. The motion passed unanimously.

Gas-Powered Lawn Equipment

Councilor Feltner asked whether there was an active referral to Rules & Ordinances concerning gas-powered lawn equipment. The Committee found no such referral on the Council's list of outstanding referrals.

→ Action Item: Councilor Feltner made a motion, seconded by Councilor Gannon, that the City Council recommend a referral of the matter of gas-powered lawn equipment to the Rules & Ordinances Committee for further study and report back with a recommendation. The motion passed unanimously.

The meeting adjourned by unanimous vote at 7:43 p.m.

Report prepared by Nicole Gardner.

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

ORDINANCE # 44 **2026 – O –** 44

SKIP THE STUFF ORDINANCE

WHEREAS, Implementing Watertown's "Resilient Watertown" Climate Plan is a top priority of the City Council and the Community; and,

WHEREAS, a part of the effort to improve the environment is to reduce waste and,

WHEREAS, single use plastics have a significant impact on the environment through their carbon footprint and contribution to excess waste; and,

WHEREAS, the reduction of single use plastics in circumstances where they are not necessary is a valid and effective waste reduction strategy; and,

WHEREAS, substitution of reusable materials for non-recyclable single-use plastics will also reduce waste.

NOW THEREFORE BE IT ORDAINED by the City Council of the City of Watertown that the Watertown Code of Ordinances is hereby amended by adding new Title XI, Chapter 118, entitled "Skip the Stuff", as follows:

Chapter 118

SKIP THE STUFF

118.1 Purpose

The ordinance is to reduce the overall environmental impact of the City of Watertown, its residents, and its businesses. Single use plastic has a significant impact on the environment through its carbon footprint, and impact on waste systems. The provisions of this Ordinance will reduce the amount of single use plastic used throughout the City.

118.2 Definitions

For the purpose of this Section 118, the following definitions apply:

A. **Condiment:** A single-use packet containing relishes, spices, sauces, confections, or seasonings, and similar ingredients, that requires no additional preparation, and that is used on food or beverages, including, but not limited to, ketchup, mustard, mayonnaise, soy sauce,

sauerkraut, salsa, syrup, jam, jelly, salad dressings, salt, sugar, sugar substitutes, pepper, and chili pepper.

B. **Food Establishment**: A retail establishment that stores, prepares, services, vends, or otherwise provides food for human consumption, including, but not limited to, any establishment requiring a permit to operate in accordance with the State Sanitary Code Chapter X- Minimum Sanitation Standards for Food Establishments, 105 CMR 590 (the Retail Food Code), as it may be amended from time to time.

C. **Full-Service Food Establishment:** A food establishment where customers are seated at a table and where orders are taken and served by waitstaff at the tables.

D. **Online Food Ordering Platform:** The digital technology provided on a website or mobile application through which a consumer can place an order for pick-up or delivery of Prepared Food. Such platforms include those operated directly by Food Establishments, by companies that provide delivery of prepared meals to consumers, and by online food ordering systems that connect consumers to Food Establishments directly.

E. **Prepared Food:** Food or beverages serviced, packaged, cooked, chopped, sliced, mixed, brewed, frozen, squeezed, poured, or otherwise prepared (collectively "prepared") for individual customers or consumers. Prepared Food does not include raw eggs or raw, butchered meats, fish, and/or poultry sold from a butcher case, a refrigerator case, or similar retail appliance.

F. **Single-Use:** Items designed to be used once and then discarded and not designed for repeated use and sanitizing.

G. **Single-Use Foodware Accessory**: Single-use items provided alongside Prepared Food served in single-use plates, containers, or cups, including but not limited to utensils as defined herein, tongs, chopsticks, straws, stirrers, splash sticks, cocktail sticks, and toothpicks, cup sleeves, cup trays, and food trays.

H. **Utensil**: Forks, spoons, knives, sporks, chopsticks, or other instruments used to serve food or to eat food.

I. **Reusable Food and Beverage Serviceware**: Containers, bowls, plates, trays, cups, glasses, utensils, takeout containers, and other items used to contain and consume beverages and prepared food that are manufactured and designed to be washed and sanitized and used repeatedly over an extended period of time.

118.3 Prohibited use and distribution of single-use food and beverage serviceware.

Food Establishments are prohibited from providing Single-Use Foodware Accessories, including in takeout and delivery orders, whether orders are placed online, via phone, or in person, except as follows:

A. Single-Use Foodware Accessories may be provided specifically upon the request of the consumer:

- By asking directly;

- By selecting the items in an online food ordering platform; or,
- In response to an inquiry by the food establishment.

B. Single-Use Foodware Accessories, including plastic Utensils, may not be wrapped in plastic or offered as bundled sets.

C. Food Establishments may have Single-Use Foodware Accessories available at self-service stations. The self-service station may include a Single Item Dispenser. These stations must comply with the Massachusetts Retail Food Code (105 CMR 590.00).

118.4 Options with Online Food Ordering Platforms

Online Food Ordering Platforms must provide Food Establishments with a method to list each Single-Use Foodware Accessory and Condiment that is offered by the Food Establishment, such that customers can specifically request the Single-Use Accessories and Condiments that they wish to have included with their order.

118.5 Restrictions on Full Service Food

Full Service Food Establishments must utilize only Reusable Food and Beverage Serviceware for dine-in customers.

118.6 Exemptions

A. Food Establishment may seek an exemption from the requirements of this Ordinance as follows:

- The Food Establishment must file a request for an exemption in writing with the Director of Public Health.
- The request must state specifically which section and products they are seeking an exemption from and state reasons why application of the specific requirement would cause undue hardship.
- The Director may waive any specific requirement of this Ordinance for a period of not more than six months, but, upon subsequent applications, may extend exemptions for an additional six-month period.
- The Director will issue a final decision in writing within 30 days of receipt of a written request for an exemption.

118.7 Enforcement

The Director of Public Health and/or his/her designee shall have the authority to administer and enforce this Ordinance. This Ordinance and any resulting rules and regulations may be enforced through any lawful means in law or in equity, including, but not limited to, non-criminal disposition in accordance with the provisions of G.L. c. 40, §21D pursuant to Chapter 35, § 35.05 of the City Code of Ordinances.

118.8 Effective Date

This Ordinance will take effect six months after passage to allow time for the City Administration to conduct an education campaign focused on food establishments and consumers.

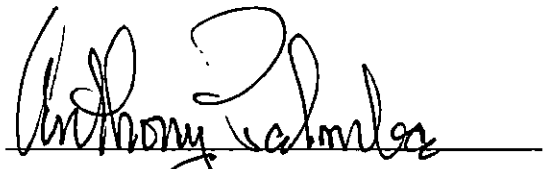
118.9 Penalty

A. Any person who violates any provision of this Ordinance shall be issued a verbal and written warning for the first two offenses, then fined as follows:

- $50 for the third offense
- $100 for the fourth offense
- $200 for the fifth offense and each subsequent offense

B. Each day the violation continues may constitute a separate offense.

C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.



Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above ordinance was adopted by a vote of 9 for, 0 against, and 0 present on April 28, 2026.

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

John G. Gannon,
Councilor At Large

Nicole Gardner,
District A Councilor

Vincent J. Piccirilli, Jr.,
Vice President &
District C Councilor

Theophilus Offei
Councilor At Large

Lisa J. Feltner
District B Councilor

Caroline Bays,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor

Skip the Stuff: Frequently Asked Questions

1. Why did the City adopt this policy?
    a. By only giving out single-use items when the customer asks for them, we reduce the number of items that end up unused and in the trash.

2. Can I ask customers if they want the items or do I have to wait for them to ask?
    a. You are welcome to ask customers if they need items! You can ask a blanket question, like “Do you need any utensils with your order?” or you can offer specific items, like “Would you like a splash stick to keep your coffee from spilling?”

3. Are there any special situations I should keep in mind?
    a. Be as customer-friendly as possible. The goal of this policy is not to deny anyone the items they need; just to reduce unwanted items. The best way for you to help your customers is to anticipate their needs, just like any service situation.

       If you have the sense that a customer doesn’t understand the policy or could benefit from the items for a safety reason, please suggest the items that you think they might need.

4. Can we just make these kinds of items available at a self-serve station?
    a. Yes, that’s one way to comply with the ordinance. If you do create a self-service station, though, be sure it’s accessible to all. For example, ensure that wheelchair users can reach the items and that you verbally direct customers to the station rather than only relying on signage.

5. I’m interested in more sustainable packaging options for my restaurant.
    a. While the City doesn’t require or endorse any specific products, there are online sellers that offer products that you could switch to. Suggested resources include:
        i. FoodBiz Supply
        ii. Webstaurant Store
        iii. Good Start Packaging

Please reach out to Erin Rathe, Senior Planner for Economic Development, if you have any questions or concerns: erathe@watertown-ma.gov or 617-972-6417

Beginning November 1, 2026:

All single use silverware, condiment packages, and other accessory items will be provided upon request of the customer or at self-serve stations. Single use silverware, condiment packages, and other accessory items cannot be prepackaged in sets.

Additionally, full-service restaurants must use reusable food and beverage serviceware for dine-in customers.

Scan the QR code for more information

UPDATE

(city page URL)

Questions?

Watertown Health Department
Health@watertown-ma.gov
617-972-6446

Erin Rathe, Economic Development
erathe@watertown-ma.gov
617-972-6417

SKIP the STUFF

Food Establishment Guide

WATERTOWN
MASSACHUSETTS

Examples of single-use condiments and serviceware (straws, stirrers, lids, condiments, etc.) to be provided only upon request or self serve by customer, per City of Watertown Ordinance:

...and bundled sets are prohibited!

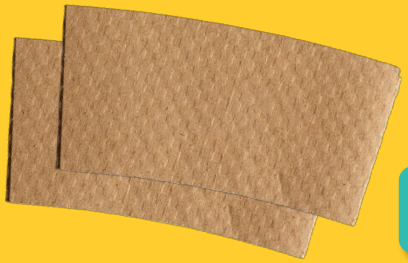
sauce packets

chopsticks

napkins

straws

utensils



cup sleeves

WATERTOWN MASSACHUSETTS

WATERTOWN WBC BUSINESS COALITION

SUPPORT LOCAL

SKIP the STUFF

Need utensils or condiments with your order?

Please ask.

Single-use condiments and service ware (utensils, straws, stirrers, lids, etc.) provided upon request, per City of Watertown Ordinance.

WATERTOWN MASSACHUSETTS

WATERTOWN WBC EST 2019 BUSINESS COALITION

SUPPORT LOCAL

#SkipTheStuff

UPDATE

SKIP the STUFF

Need utensils or condiments with your order?

Please take only what you need

Single-use condiments and service ware (straws, stirrers, lids, spill plugs, etc.)
provided upon request or self serve by customer, per City of Watertown Ordinance.

WATERTOWN MASSACHUSETTS

WATERTOWN WBC BUSINESS COALITION

SUPPORT LOCAL

#SkipTheStuff

UPDATE

EMPLOYEE INFORMATION SHEET

REMEMBER

Only provide single-use service ware and single-use condiments upon request.

ASK

What single-use service ware and single-use condiments they need and how much.

THANK YOU

For meeting the requirements of the Skip the Stuff Program!

FREQUENTLY ASKED QUESTIONS

What items are considered single-use condiments?

Single-use condiment means a single-serving packet, such as:

- *Sauces (ketchup, relish, mayo, mustard, soy sauce, salad dressing, hot sauce)*
- *Seasonings (salt, pepper, parmesan cheese, red pepper flakes)*
- *Spreads (cream cheese, jelly, butter)*

What items are considered single-use service ware?

Single-use service ware are all items that are designed to be used once and then discarded. This includes:

- *utensils*
- *chopsticks*
- *stirrers*
- *straws*
- *splash guards*
- *cup sleeves*

Are self-serve stations permitted?

Yes. You may provide an area for customers to help themselves to single-use items. Please encourage them to take only what they need.

Can I offer customers single-use items?

Yes, but please be specific and do not offer all items at once. For example, "Do you need a fork or ketchup packet with your meal?"

WATERTOWN MASSACHUSETTS

#SkipTheStuff

UPDATE

Note: This draft is updated as of May 14, 2026.
ORDINANCE #__ **2026 – O – _**

WHEREAS noise pollution is a hazard to public health, welfare, safety, and quality of life; and

WHEREAS a substantial body of science and technology exists by which noise pollution may be measured and abated; and

WHEREAS people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety.

NOW THEREFORE BE IT ORDAINED by the City Council of Watertown that Title IX, Chapter 95 of the Watertown Code of Ordinances, inclusive of all sections, is hereby repealed and replaced in its entirety with a new Chapter 95 as follows:

95.01 Statement of Purpose

A. Noise pollution is a serious hazard to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise may be measured and substantially abated, and the people have a right to and should be ensured an environment free from excessive noise that may jeopardize their health, welfare, or safety, or degrade the quality of life. This chapter serves to address persistent noise pollution.

95.02 Definitions:

A. Construction and demolition: Any site preparation, assembly, erection, substantial repair, alteration, destruction, or similar action for public or private rights of way, structures, utilities, or similar property, and also the use of any equipment for any processing of any material.

B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action

C. Emergency work: Any work performed to prevent or alleviate the physical hazard or property damage threatened or caused by an emergency

D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A), or the level prescribed in 95.03 (B) in the case of tonal noise

E. A-weighted decibels (dBA): The A-weighted sound-pressure level expressed in decibels

F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made

G. Plainly audible: any sound that is detectable and distinguishable from ambient or background noise at a specified location, such that the sound's source or character can be reasonably identified under ordinary conditions. A determination of plainly audible sound may be made by direct observation.

H. Tonal noise: any noise that is judged by a listener to have the characteristics of a pure tone, whine, hum, or buzz

95.03 Prohibition of Noise Pollution

A. Any activity, other than those exempted by 95.03(B) below, which creates or produces sound measured at 10 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any property.
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

B. When a tonal noise, as defined in 95.02 (H) above, is emitted, the creation or production of noise measured at 5 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any property
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

C. Noise emanating from the operation of the following is exempt from the application of this section 95.03:
    1. Motor vehicles on a public highway
    2. Equipment used for construction and demolition
    3. Equipment used in domestic or commercial maintenance
    4. Noncommercial public speaking and public assembly as protected by state and federal constitutions
    5. An emergency or emergency work
    6. City-sponsored events

D. No person owning, leasing or controlling a source of noise shall cause, suffer, allow or permit unnecessary emissions from said source of noise that causes noise pollution.

95.04 Construction and Demolition

A. All devices employed in construction or demolition which are plainly audible shall be permitted for use during the hours of 7:00 AM to 7:00 PM on Monday through Friday, and during the hours of 8:00 AM to 7:00 PM on Saturdays. All such devices shall be prohibited outside of such hours on Monday through Friday and Saturdays, and at any time on Sundays and legal holidays.

B. Nothing in this section shall be construed to prohibit noise emanating from vehicles used in construction or demolition for the purposes of safety such as backup alarms on a vehicle.

95.05 Domestic and Commercial Maintenance

A. All devices employed in domestic or commercial lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM and 7:00 PM on

weekdays, and during the hours of 8:00 AM to 7:00 PM on Saturdays, Sundays and legal holidays. All such devices which are plainly audible are prohibited from use outside of such hours.

95.06 Waiver

A. The Director of Public Health or his or her designee may grant a waiver for any activity otherwise forbidden by the provisions of this chapter upon a determination that compliance in the conduct of such activity would cause undue hardship on the person or persons conducting such activity or on the community, taking into account the extent of noise pollution caused by not requiring such compliance and whether reasonable efforts have been made to abate the noise. The Director of Public Health shall establish appropriate procedures for the processing of requests for such waivers, including such hearings as he or she deems appropriate. The Director of Public Health may seek the input of the Superintendent of Public Works in waiver requests related to construction or demolition. In granting any such waiver, the Director of Public Health may impose such appropriate conditions as he or she deems necessary pursuant to this section. Copies of all such waivers shall be filed with the City Clerk and sent to all City Councilors.

95.07 Enforcement

A. The provisions of this chapter may be enforced by the Director of Public Health or their designee. The provisions of this chapter may also be enforced by the Chief of Police or their designee, the Fire Chief or their designee, and the Building Inspector or their designee.

95.08 Penalty

A. Pursuant to Chapter 40, Section 21D of Massachusetts General Law and the City's non-criminal disposition ordinance, any person who violates any provision of this chapter shall be issued a written and verbal warning for the first offense, then fined as follows:

1. $100 for the second offense
2. $200 for the third offense
3. $300 for the fourth offense and each subsequent offense

B. Each subsequent day or part thereof on which a violation occurs, whether continuous or intermittent, shall be considered a separate and succeeding offense.

C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

Allowed Hours for Plainly Audible Activity

This chart serves as an addendum to Chapter 95 of Watertown's Code of Ordinances. Please review the full Noise Ordinance or contact the Department of Public Health at 617-972-6446 with specific inquiries.

Activity Regulated by Time of Day	Monday through Friday	Saturday	Sunday	Legal Holidays
Construction & Demolition	7:00 AM-7:00 PM	8AM-7PM	Prohibited	Prohibited
Lawn Maintenance (Domestic & Commercial)	7:00 AM-7:00 PM	8:00 AM-7:00 PM	8:00 AM-7:00 PM	8:00 AM-7:00 PM

ORDINANCE #__ **2026 – O – _**

WHEREAS noise pollution is a hazard to public health, welfare, safety, and quality of life; and

WHEREAS a substantial body of science and technology exists by which noise pollution may be measured and abated; and

WHEREAS people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety.

NOW THEREFORE BE IT ORDAINED by the City Council of Watertown that Title IX, Chapter 95 of the Watertown Code of Ordinances, inclusive of all sections, is hereby repealed and replaced in its entirety with a new Chapter 95 as follows:

95.01 Statement of Purpose

A. Noise pollution is a serious hazard to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise may be measured and substantially abated, and the people have a right to and should be ensured an environment free from excessive noise that may jeopardize their health, welfare, or safety, or degrade their quality of life. This chapter serves to address persistent noise pollution.

95.02 Definitions:

A. Construction and demolition: Any site preparation, assembly, erection, substantial repair, alteration, destruction, or similar action for public or private rights of way, structures, utilities, or similar property, and also the use of any equipment for any processing of any material

B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action

C. Emergency work: Any work performed to prevent or alleviate the physical hazard or property damage threatened or caused by an emergency

D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A), or the level prescribed in 95.03 (B) in the case of tonal noise

E. A-weighted decibels (dBA): The A-weighted sound-pressure level expressed in decibels

F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made

G. Plainly audible: any sound that is detectable and distinguishable from ambient or background noise at a specified location, such that the sound's source or character can be reasonably identified under ordinary conditions. A determination of plainly audible sound may be made by direct observation

H. Tonal noise: any noise that is judged by a listener to have the characteristics of a pure tone, whine, hum, or buzz

95.03 Prohibition of Noise Pollution

A. Any activity, other than those exempted by 95.03(C) below, which creates or produces sound measured at 10 dBA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any property
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

B. When a tonal noise, as defined in 95.02 (H) above, is emitted, the creation or production of noise measured at 5 dBA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any property
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

C. Noise emanating from the operation of the following is exempt from the application of this section 95.03:
    1. Motor vehicles on a public highway
    2. Equipment used for construction and demolition
    3. Equipment used in domestic or commercial maintenance
    4. Noncommercial public speaking and public assembly as protected by state and federal constitutions
    5. An emergency or emergency work
    6. City-sponsored events

D. No person owning, leasing or controlling a source of noise shall cause, suffer, allow or permit unnecessary emissions from said source of noise that causes noise pollution.

95.04 Construction and Demolition

A. All devices employed in construction or demolition which are plainly audible shall be permitted for use during the hours of 7:00 AM to 7:00 PM on Monday through Friday, and during the hours of 8:00 AM to 7:00 PM on Saturdays. All such devices shall be prohibited outside of such hours on Monday through Friday and Saturdays, and at any time on Sundays and legal holidays.

B. Nothing in this section shall be construed to prohibit noise emanating from vehicles used in construction or demolition for the purposes of safety such as backup alarms on a vehicle.

95.05 Domestic and Commercial Maintenance

A. All devices employed in domestic lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM to 8:00 PM on Monday through Friday, and from 8:00 AM to 7:00 PM on Saturdays, Sundays, and legal holidays. All such devices which are plainly audible are prohibited outside of such hours.

B. All devices employed in commercial lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM to 5:00 PM on Monday through

Friday, and from 8:00 AM to 5:00 PM on Saturdays, Sundays, and legal holidays. All such devices which are plainly audible are prohibited outside of such hours.

95.06 Waiver

A. The Director of Public Health or their designee may grant a waiver for any activity otherwise forbidden by the provisions of this chapter upon a determination that compliance in the conduct of such activity would cause undue hardship on the person or persons conducting such activity or on the community, taking into account the extent of noise pollution caused by not requiring such compliance and whether reasonable efforts have been made to abate the noise. The Director of Public Health shall establish appropriate procedures for the processing of requests for such waivers, including such hearings as they deem appropriate. The Director of Public Health may seek the input of the Director of Public Works in waiver requests related to construction or demolition. In granting any such waiver, the Director of Public Health may impose such appropriate conditions as they deem necessary pursuant to this section. Copies of all such waivers shall be filed with the City Clerk and sent to all City Councilors.

95.07 Enforcement

A. The provisions of this chapter may be enforced by the Director of Public Health or their designee. The provisions of this chapter may also be enforced by the Chief of Police or their designee, the Fire Chief or their designee, and the Building Inspector or their designee.

95.08 Penalty

A. Pursuant to Chapter 40, Section 21D of Massachusetts General Law and the City's non-criminal disposition ordinance, any person who violates any provision of this chapter shall be issued a written and verbal warning for the first offense, then fined as follows:

1. $100 for the second offense
2. $200 for the third offense
3. $300 for the fourth offense and each subsequent offense

B. Each subsequent day or part thereof on which a violation occurs, whether continuous or intermittent, shall be considered a separate and succeeding offense.

C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 1, 2026

RE: Request for Confirmation – Appointment and Reappointments to the Council on Aging

---

Pursuant to the Watertown Home Rule Charter and Town Council Ordinance 2007-46, I am submitting a request for appointment and reappointments to the Council on Aging , which requires Council confirmation.

- Phyllis Perrone - Appointment as a member of the Council on Aging to a term expiring May 15, 2029

- James O'Connor - Reappointment as a member of the Council on Aging to a term expiring May 15, 2029

- Ryan Nicholson - Reappointment as a member of the Council on Aging to a term expiring May 15, 2029

Thank you for your anticipated cooperation in this matter.

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JUNE 9, 2026

	YES	NO	PRESENT
CAROLINE BAYS	___X____	_____	_____
LISA J. FELTNER	___X____	_____	_____
JOHN G. GANNON	___X____	_____	_____
NICOLE GARDNER	___X____	_____	_____
EMILY IZZO	___X____	_____	_____
THEOPHILUS OFFEI	_____	_____	_____
ANTHONY PALOMBA	___X____	_____	_____
VINCENT J. PICCIRILLI JR.	___X____	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X____	_____	_____

Motion to adjourn

This Is Downtown Malden

Do Not Turn Watertown Square into Downtown Malden

300,000 SF
844.944.1094

300,000 SF
844 946 1094

ONLY
BUS

If you take down the trees, and build a parking garage, what you will do is recreate downtown Malden. A congested area, with garages and building after building, lacking any type of historic character.

To any Watertown resident, who thinks this garage is a plus, I challenge you to go to downtown Malden and then tell me, is this what you want for Watertown Square?

EMPLOYMENT AGREEMENT
BETWEEN
THE CITY OF WATERTOWN AND
GEORGE J. PROAKIS

This agreement is made this 23rd day of June, 2026 in accordance with the provisions of G.L. c. 41, Section 108N and Section 3-1 of the Watertown Home Rule Charter, between the City of Watertown, a municipal corporation, acting by and through its City Council (hereinafter referred to as "the Council") and George J. Proakis (hereinafter referred to as "the Manager"),

In consideration of the mutual promises and covenants contained herein, the Council and the Manager agree as follows:

1. Duties. In accordance with the authority of the Council under the provisions of the Watertown Home Rule Charter, the Council hereby continues to employ George J. Proakis as the City Manager. Mr. Proakis shall perform the duties and have the powers that are designated in Charter Section 3-2, and shall perform such other duties and tasks as the Council may assign to him by vote, ordinance or resolution. For the purposes of the Fair Labor Standards Act, the Manager shall be an "exempt employee".
2. Term of the Agreement. The term of this Agreement shall be from August 15, 2026 to August 14, 2030. Nothing in the Agreement shall limit the authority of the Council to terminate the employment of the Manager in accordance with the Charter and any applicable ordinances.
    a. To ensure continuity in management for the City, the Council and the Manager shall notify each other in writing whether or not they intend to renew this Agreement no later than six months prior to the end date of this Agreement, i.e. by February 14, 2030. Provided that each party has notified the other of their desire to commence negotiations for a successor contract:
        i. The parties will endeavor to reach agreement on a successor contract no less than three months prior to the end date of this Agreement, i.e. by May, 14, 2030.
        ii. In the event the parties agree to renewal but are unable to reach agreement on a successor contract by May 14, 2030, this Agreement shall automatically renew for an additional year (until August 14, 2031), unless the timeframe for negotiation is mutually extended by the parties.
3. Suspension, Termination and Severance Compensation.
    a. The Council may suspend or terminate the Manager in accordance with the Charter and any procedure the Council shall adopt by ordinance. During any period of suspension, the Manager's health insurance benefit shall not be affected unless otherwise required by the provisions of G.L. c. 32B. Vacation leave and sick leave shall not accrue during any suspension, but may be restored by act of the Council.

b. In the event the Council terminates the employment of the Manager, the Manager shall be entitled to receive the equivalent of twelve months of his salary calculated at his then current salary rate as his sole and exclusive severance compensation. This compensation shall be payable in either a lump sum or periodic payments over no more than twelve months, as the Council shall determine. The Manager shall not be entitled to any additional severance payment or compensation in the event of such termination. In the event the Manager is terminated for criminal conduct or gross misconduct, the Manager shall not be entitled to any severance compensation.
c. The Manager may request to end the term of this Agreement early. To end the term of this Agreement before the end date, the Manager must provide 90 days' prior notice to the Council and the Council must approve the Manager's request made under this subparagraph c. The Council will not unreasonably withhold its approval. Such early termination by the Manager shall not trigger severance compensation as otherwise contemplated in subparagraph b herein.

4. Salary. The Council shall set the salary of the Manager by ordinance. The Council shall cause the Manager's salary to be paid with the same frequency as the salaries of non-unionized department heads of the City.
    a. Effective August 15, 2026, the salary of the Manager shall be set at $255,668
    b. Effective July 1, 2027, the salary of the Manager shall be set at $267,173
    c. Effective July 1, 2028, the Council shall consider adjusting the salary of the Manager following any performance evaluation the Council may conduct or cause to be conducted.
    d. No reduction in salary or benefits shall occur during this Agreement except to the degree such a reduction is part of a general reduction of benefits to the City's non-unionized administrators.
5. Automobile allowance. In recognition that the Manager's duties require that a vehicle be used and mileage incurred, the Council shall provide the Manager with an annual car allowance. Such allowance shall be $4000 annually, and shall be paid with the same frequency as the salaries of non-unionized department heads of the City. The Manager shall be responsible for all costs of operation, maintenance and repair of his vehicle.
6. Vacation Leave. The Manager will accrue vacation leave at the rate of 2.083 days for each complete month of service, the equivalent of twenty-five days each calendar year. The Manager may carry forward from one calendar year to the next calendar year no more than one week of unused vacation leave. The Manager may, at his option, elect to have the City "buy back" up to five (5) vacation days per year. This buy back will be subject to all legally required withholdings. The Manager shall obtain prior approval from the Council President before utilizing more than two consecutive weeks of vacation leave.
7. Sick Leave. The Manager shall accrue sick leave at the monthly rate of 1.25 days for each complete month of service, the equivalent of fifteen days each calendar year. If the Manager's employment is concluded by his death or retirement, but under no other circumstance, the Council shall buy back the Manager's accrued sick leave balance at the rate of 25% of its value, up to a maximum of $6,500.00 (six thousand five hundred

dollars). If the Manager wishes to resume employment with the City within three years after his retirement, he must first reimburse the City the buyback paid to him when he retired. Upon receipt of this reimbursement, the Council shall restore the Manager's accrued sick leave balance to its level prior to the Manager's retirement.

8. Other Leave. The Manager shall be eligible for jury duty, bereavement leave, personal leave and holidays at the same level as non-unionized administrators employed by the City.
9. Other Benefit Programs.
    a. The Manager shall be eligible for the group insurance program available to other non-unionized administrators of the City at the same premium cost as said City administrators.
    b. The City shall reimburse the Manager up to $3,000 annually for premiums for personal long-term disability insurance that he shall obtain.
    c. The Council shall contribute regularly to a Deferred Compensation Plan in an annual amount equal to $15,000.
    d. All provisions of law of the Commonwealth of Massachusetts and the City related to retirement benefits shall apply to the Manager as they generally apply to regular employees of the City.
10. Professional Development. In recognition of the importance of ongoing professional development on the part of the Manager, the Council shall pay the cost of dues for membership in the Massachusetts Municipal Management Association (MMMA), the International City Management Association (ICMA), the American Planning Association (APA) and the Manager's certification dues in the American Institute of Certified Planners (AICP), and subject to the prior approval of the Council President, such other professional associations related to the Manager's professional development. The Council shall pay for subscriptions to professional journals associated with full participation as an active member of such associations. The Council agrees to pay reasonable costs of travel, food and lodging directly associated with the Manager's participation in the ICMA annual conference, the MMA annual conference and an annual conference that will permit the Manager to maintain AICP continuing education credits. Subject to the prior approval of the Council President, the Council will also pay the reasonable costs of travel, food and lodging directly associated with the Manager's participation in such other professional association conferences that would be beneficial to his professional development.
11. Teaching. The Manager shall not be barred from engaging in occasional work limited to teaching as an adjunct lecturer or professor, not in conflict with his official duties, provided such work is performed after the normal business hours and/or on days of leave from work. The Manager shall notify the Council President of all such outside employment prior to its commitment. It is understood and agreed that the Manager's primary professional responsibilities are to the City and such outside teaching will only be undertaken if it constitutes no interference with or diminishment to his primary duty to the City. This provision constitutes the Council's approval of this activity pursuant to Section 3-1(b) of the City Charter. If the Manager seeks to be involved in other

professional work, such work will require approval in advance from the Council, per Section 3-1(b) of the City Charter.

12. General Expenses. The Council shall cause the City to reimburse the Manager for usual expenses incurred in the performance of his duties. Such expenses shall be evidenced by receipts, petty cash vouchers, statements or personal affidavits.
13. Performance Evaluation. The Council shall evaluate the performance of the Manager during July of each year and at such other times as the Council may determine. The Council will review with the Manager the written evaluation tool to be used in the evaluation process as well as the criteria upon which his performance will be evaluated and will consider the Manager's suggestions for appropriate and additional criteria upon which the evaluation might be based. The evaluation tool will be completed by September 15th of each year of the contract.
    a. The Manager will receive a copy of the completed evaluation, and a copy shall be placed in the Manager's personnel file. Upon the conclusion of the evaluation, and at such other times as it deems appropriate, the Council shall identify goals and performance objectives for the next evaluation of the Manager's performance.
14. Indemnification. The parties acknowledge that the City has accepted G.L. c. 258 regarding indemnification of municipal officials. Pursuant to G.L. c. 258, the Council shall cause the City to defend, indemnify, and safe harmless the Manager from personal financial loss, all damages and expenses including reasonable legal fees and costs, if any, in an amount not to exceed one million dollars, arising out of any claim, demand, suit, award, compromise, settlement or judgement by reason of any act or omission if at the time of such act or omission the Manager was acting within the scope of his official duties or employment. In the event separate counsel for the Manager is recommended by the City Attorney and/or insurer, separate counsel will be provided by the City.
    a. This section 14 shall survive termination of the agreement.
    b. In the event the Manager is requested by the City, after the termination of this agreement, to actively participate in any matter, including but not limited to testifying in any legal proceeding, related to his duties and responsibilities while serving as Manager, the Council shall compensate the Manager on an hour for hour basis. Said rate will be determined by converting the annual salary in effect at the termination of this agreement into an hourly rate using a 40 hours per week, 52 weeks a year basis. In addition, the Manager will be reimbursed for any reasonable expenses incurred by him in relation to such participation.
15. General Provisions. This agreement constitutes the entire agreement between the Council and the Manager. In the event any provision of this agreement is held to be invalid or unenforceable, the remainder of this agreement shall not be affected and shall remain in full force and effect. If there is any conflict between this agreement and the Charter, the Charter shall govern.
16. Notices. Notices pursuant to this Agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

CITY: City Council President

City of Watertown
City Hall
149 Main Street
Watertown, MA 02472

CITY MANAGER: George J. Proakis
188 Florence Street
Melrose, MA 02176

Alternatively, notices required pursuant to this Agreement may be personally served. Notice shall be deemed as given as of the date of personal service or as of the date such written notice is placed in the United States postal mail.

IN WITNESS WHEREOF, the Council President, acting through a majority of its City Council, and the manager have signed and executed this Agreement on the date written above.

City of Watertown
City Council

_____
Mark S. Sideris, Council President

_____
George J. Proakis, Manager

Approved as to Form

_____
City Attorney

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

ORDINANCE # **2026 - O**

AN ORDINANCE ESTABLISHING CITY MANAGER SALARY

WHEREAS, Section 3-3 of the City of Watertown Home Rule Charter provides that the City Manager shall receive such compensation as may from time to time be established for said office by ordinance.

NOW THEREFORE BE IT ORDAINED that the City Council of the City of Watertown hereby established the City Manager's annual salary as follows:

Effective August 15, 2026, the salary of the City Manager shall be set at $255,668 per annum.

Effective July 1, 2027, the salary of the City Manager shall be set at $267,173 per annum.

_____

Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above ordinance was adopted by a vote of __ for, ___ against, and ___ present on June 23, 2026.

_____ _____

Brendan T. McCarthy, Council Clerk Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Vincent J. Piccirilli, Jr.,
Vice President &
District C Councilor

Caroline Bays,
Councilor At Large

John G. Gannon,
Councilor At Large

Theophilus Offei
Councilor At Large

Anthony Palomba,
Councilor At Large

Nicole Gardner,
District A Councilor

Lisa J. Feltner
District B Councilor

Emily Izzo,
District D Councilor

Boston Globe Media

Order Confirmation

Brendan McCarthy
Watertown City Council
149 Main Street
Watertown, MA 02472

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Payment Type			

AD PREVIEW:

LEGAL NOTICE

The City Council of Watertown hereby gives notice of a public hearing and vote to be held on Tuesday, June 23, 2026 at 7:00 PM in the Richard Mastrangelo Chamber Administration Building, 149 Main Street, Watertown, MA and online at the following link https://watertown-ma.zoom.us/j/92991331344 which may be found on the City of Watertown's website, on a proposed ordinance to adjust the City Manager's salary.
WHEREAS, Section 3-3 of the City of Watertown Home Rule Charter provides that the City Manager shall receive such compensation as may from time to time be established for said office by ordinance.
NOW THEREFORE BE IT ORDAINED, that the City Council of the City of Watertown hereby establishes the City Manager's anhual salary as follows:
Effective August 15, 2026 - $255,668 per annum
Effective July 1, 2027 - $267,173 per annum
Interested parties are encouraged to participate in this public hearing. A copy of the proposed ordinance is available for inspection at the Administration Building, 149 Main Street, Watertown, MA 02472 in the City Clerk's Office Monday through Thursday 8:30 a.m. through 5:00 p.m., on Tuesday evening up to 7:00 p.m., and Friday 8:30 a.m. through 12:30 p.m., and on the City's website page: www.watertown-ma.gov.

The Boston Globe | Classified Advertising Proof | Printed on:Jun 11 2026

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: Honorable City Council

FROM: Megan Langan, City Auditor

DATE: June 15, 2026

RE: Proposed Resolution – Fiscal Year 2027 53 E1/2 Revolving Funds Expenditure Limits

---

As you are aware, the Honorable City Council adopted the attached Ordinance 2017 -47 at its meeting on June 27, 2017. The Municipal Modernization Act, Chapter 218 of the Acts of 2016 requires that revolving funds established pursuant to G.L. c.44, Sec. 53E1/2 be established by ordinance, which was completed by the adoption of ordinance 2017-47.

As you are aware, prior to the passage of the Municipal Modernization Act, the City would annually vote via resolution a spending cap for 53 E1/2 revolving funds.

Despite the Municipal Modernization Act, the annual expenditure limit for the 53 E1/2 revolving funds still needs to be re-authorized by the City Council via resolution. Please see the attached proposed resolution for Fiscal Year 2027.

For your information and review, attached is a spreadsheet outlining 4 years of revenue and expenditure activity for the 53 E1/2 revolving funds. Additionally, the proposed Fiscal Year 2027 Expenditure Limit for the revolving funds are indicated on the spreadsheet.

I respectfully request your approval of the proposed resolution establishing the Fiscal Year 2027 Expenditure Limits on the eight revolving funds.

cc: George J. Proakis, City Manager
Mark R. Reich, KP Law
All Department Heads

CITY OF WATERTOWN
53 E 1/2 REVOLVING FUNDS
AS OF JUNE 15, 2026

	COMMANDER'S MANSION REVOLVING FUND	ORGANIZED CRIME DRUG ENFORCEMENT TASK FORCE REVOLVING FUND	SENIOR CENTER REVOLVING FUND	LIBRARY COPIER REVOLVING FUND	FAIRE ON THE SQUARE/ CITY EVENTS REVOLVING FUND	FARMERS' MARKET REVOLVING FUND	ANIMAL CONTROL REVOLVING FUND	PUBLIC ARTS REVOLVING FUND
FY 2023 REVENUE	$ 252,433.53	$ 342,724.69	$ 11,456.42	$ 11,463.01	$ 30,165.00	$ 38,042.50	$ 16,045.00	$ 28,098.00
FY 2024 REVENUE	$ 213,820.06	$ 83,072.27	$ 9,775.00	$ 15,206.96	$ 43,565.00	$ 67,309.50	$ 17,005.00	$ 60,792.75
FY 2025 REVENUE	$ 159,219.92	$ 88,014.16	$ 15,041.50	$ 17,036.27	$ 74,511.08	$ 38,560.55	$ 16,620.00	$ 84,974.43
YTD FY 2026 REVENUE	$ 206,812.82	$ 89,895.13	$ 17,919.17	$ 18,753.63	$ 67,576.00	$ 34,132.00	$ 18,790.00	$ 45,500.00
FY 2023 EXPENDITURES	$ 271,347.75	$ 355,303.76	$ 11,646.70	$ 16,869.90	$ 26,843.90	$ 36,144.10	$ 13,400.72	$ 32,843.82
FY 2024 EXPENDITURES	$ 228,970.72	$ 58,869.61	$ 12,495.91	$ 15,614.44	$ 22,866.37	$ 35,572.19	$ 13,612.96	$ 43,747.18
FY 2025 EXPENDITURES	$ 139,537.58	$ 79,037.59	$ 25,461.00	$ 11,279.53	$ 58,725.38	$ 50,189.32	$ 19,790.30	$ 89,929.62
YTD FY 2026 EXPENDITURES	$ 71,231.26	$ 85,959.15	$ 13,067.92	$ 13,068.97	$ 64,700.38	$ 29,956.35	$ 24,500.53	$ 39,942.49
CURRENT CASH BALANCE	$ 197,395.18	$ 553,972.15	$ 10,761.63	$ 13,697.54	$ 43,300.56	$ 36,657.36	$ 49,880.52	$ 27,902.07
FY 26 AUTH. EXPEND. LIMIT	$ 225,000.00	$ 1,000,000.00	$ 35,000.00	$ 25,000.00	$ 80,000.00	$ 60,000.00	$ 30,000.00	$ 110,000.00
PROPOSED FY 27 EXPEND. LIMIT	$ 225,000.00	$ 1,000,000.00	$ 35,000.00	$ 25,000.00	$ 85,000.00	$ 60,000.00	$ 30,000.00	$ 110,000.00

RESOLUTION # **R-2026-**

A RESOLUTION ESTABLISHING FISCAL YEAR 2027 EXPENDITURE LIMITS FOR REVOLVING FUNDS

WHEREAS, revolving funds are established pursuant to the provisions of G.L. c.44, §53E ½ for the purpose of managing fees and revenues received by the City for specific programs, allowing such fees and revenues to be expended for those programs without the need for further appropriation; and

WHEREAS, traditionally, City revolving funds have been subject to annual reauthorization; and

WHEREAS, the Municipal Modernization Act, Chapter 218 of the Acts of 2016, includes revisions to the provisions of G.L. c.44, §53E ½, requiring that revolving funds be established by ordinance and eliminating the per board and total limitations on the size of these funds; and

WHERAEAS, the Honorable City Council previously adopted Ordinance 2017-47 which established eight revolving funds of the City;

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Watertown that the Watertown Code of Ordinances, Title III, Administration, Chapter 32, Finances, Section 08F, Authorized Revolving Funds, is hereby amended by inserting a new Section 32.08.F therein as follows:

REVOLVING FUND PROGRAM OR PURPOSE	DEPARTMENT RECEIPTS TO BE CREDITED TO FUND	REPRESNTATIVE OR BOARD ENTITY AUTHORIZED TO SPEND
Commander's Mansion to pay costs associated with rental and use of the Commander's Mansion	Fees and receipts from rentals and use	Director of Community Development and Planning
Organized Crime Drug Enforcement Task Force to pay costs associated with the operation and equipping of the crime task force	Fees and receipts for task force rental and operations	City Manager
Senior Center to pay costs associated with programs and activities provided at or by the Senior Center	Fees and receipts for program participation	Senior Center Director
Library Copier to pay costs of copier maintenance, materials, and equipping	Fees from copier usage	Library Director

Faire on the Square/Other City Events to pay costs associated with Faire and other City event activities	Fees and receipts received from Faire and other City event participants	Director of Community Development and Planning
Farmers' Market to pay costs associated with the operation of the Farmer's Market	Fees and receipts from participation in the Farmer's Market and grant revenues	Director of Community Development and Planning
Animal Control to pay costs associated with the operation of the Animal Control Program	Fees and receipts from the Animal Control Program	Director of Public Health
Public Arts to pay costs associated with the operation of Public Arts and Culture in Watertown	Fees and receipts from public art creation and grants revenues	Director of Community Development and Planning

AND BE IT FURTHER RESOLVED by the City Council of the City of Watertown that the following fiscal year spending limits for such revolving funds are hereby amended:

Authorized Revolving Funds	**Fiscal Year Expenditure Limit**
Commander's Mansion	$225,000
Organized Crime Drug Enforcement Task Force	$1,000,000
Senior Center	$35,000
Library Copier	$25,000
Faire on the Square	$85,000
Farmers' Market	$60,000
Animal Control	$30,000
Public Arts	$110,000

_____

Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above Order was adopted by a vote of __ for, __ against and __ present on June 23, 2026.

_____ _____

Brendan McCarthy, Council Clerk Mark S. Sideris, Council President

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: Honorable City Council

FROM: Megan Langan, City Auditor

DATE: June 15, 2026

RE: Proposed Resolution – Authorization of the Fiscal Year 2027 Retiree Health Insurance and Related Expenditures from the OPEB Trust Fund

---

As you are aware, The Honorable City Council adopted G.L. c., 32B, s. 20; at its meeting on January 22, 2019, which established the Other Post Employment Benefits (OPEB) Trust Fund.

As was mentioned during the Fiscal Year 2020 Insurance and Employee Benefits budget discussion at the Saturday, May 18, 2019, budget hearing, one of the requirements of G.L. c. 32B, s. 20; is that the health insurance premiums for the City's retirees must be paid from the OPEB Trust Fund and must be authorized by a two-thirds vote of the City Council.

The attached resolution is being proposed for City Council's consideration as part of the process in adopting the Fiscal Year 2027 Budget. As mentioned during the FY21 budget process, a similar resolution will need to be updated every year and voted upon as part of the City's Annual Budget process. The attached resolution has been updated from the resolution that the City Council adopted for the FY 2026 Budget.

I respectfully request your approval of this proposed resolution.

Cc: Mark R. Reich, KP Law
All Department Heads

RESOLUTION # **R-2026-**

A RESOLUTION APPROVING THE FISCAL YEAR 2027 RETIREE HEALTH INSURANCE APPROPRIATION AND AUTHORIZATION OF EXPENDITURES FROM THE OPEB TRUST FUND

WHEREAS, the City has established an Other Post-Employment Benefits (OPEB) Trust Fund in accordance with the provisions of G.L. c. 32B, s. 20; and

WHEREAS, monies contained within the OPEB Trust Fund are to be used solely for the purposes of funding non-pension post-employment benefits, i.e., the City's costs for health insurance for retired employees and their dependents; and

WHEREAS, pursuant to G.L. c. 32B, s. 20(h), the estimated amount necessary to be appropriated from the OPEB Trust Fund to fund the Fiscal Year 2027 annual budget for retiree health insurance to be $5,400,000; and

WHEREAS, the Treasurer, as Trustee of the OPEB Trust Fund, has certified that this amount will be available for appropriation from the OPEB Trust Fund; and

WHEREAS, G.L. c. 32B, s. 20 authorizes expenditures from the OPEB Trust Fund by 2/3rds vote of the City Council;

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Watertown hereby approves the appropriation of $5,400,000 from the OPEB Trust Fund to fund the estimated Fiscal Year 2027 cost for retiree health insurance (said amount having been already included in the City's annual operating budget), by 2/3rd vote.

_____

Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above Resolution was adopted by a vote of ___ for, ___ against and ___ present on June 23, 2026.

_____ _____

Brendan McCarthy, Council Clerk Mark S. Sideris, Council President

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 16, 2026

RE: Agenda Item – Transfer of Funds

Attached is correspondence from City Auditor Megan Langan regarding the proposed FY2026 transfer of $12,400 to fund an Audit Level 1 Review of the Watertown Contributory Retirement System and the OPEB Plan.

I respectfully request that this transfer be placed on the June 23, 2026 City Council meeting agenda.

Thank you for your consideration.

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER

FROM: MEGAN LANGAN, CITY AUDITOR

DATE: JUNE 15, 2026

RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request to City Auditor Accounting & Auditing for Audit Level 1, Review Method of the Pension and OPEB Systems totaling $12,400 for Fiscal Year 2026.

At the direction of the Honorable City Council, I requested a proposal from CBIZ, Retirement Investment Services (RIS) to audit the Watertown Contributory Retirement System, and the Watertown Other Post Employment Benefit ("OPEB") Plan. The goal of this audit is to provide independent assurance to the City Council that the results in the most recent annual valuations are sound, accurate and reasonable.

CBIZ RIS has presented two options within their proposal.

1. Review Method - Total cost of $12,360 with an estimated completion of 2-4 weeks
2. Full Replication Method - Total cost of $30,550 with an estimated completion of 4-6 weeks.

Under the first option (Review Method), CBIZ will evaluate the current actuary's methods and assumptions for reasonableness, internal consistency and compliance. They will verify the consulting actuary's credentials and review the final valuation reports. This includes verifying the overall completeness and reasonableness of liabilities, assets, contributions, assumptions, and projections, while ensuring all required disclosures and recommendations are appropriate for the City.

The second option (Full Replication Method), would involve completely independent recalculations of the actuarial results. CBIZ RIS would replicate the valuations using raw participant data, plan provisions, and assumptions to compare total liabilities against the City actuary's figures.

I recommend proceeding with Option 1 (the Review Method). This approach provides the City Council with the necessary independent verification of our actuarial methods, assumptions, and report completeness at a cost-effective price point of $12,360. It also delivers a faster turnaround without the significantly higher cost required by a full replication. The level 1 review offers the City a prudent balance of rigorous professional oversight and fiscal responsibility.

Therefore, I respectfully request the attached transfer be placed on the June 23, 2026, City Council Agenda.

Thank you for your consideration in this matter.

AMENDED TRANSFER
TOTAL AMOUNT: $ 12,400

FROM:	FY 2026 CITY COUNCIL RESERVE 0111152-570780	$	12,400
TO:	FY 2026 CITY AUDITOR ACCOUNTING & AUDITING 0113552-530302	$	12,400

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

6/15/2026
DATE

CITY AUDITOR

CBIZ

Retirement & Investment Solutions

Proposal for Actuarial Audit of

Watertown Contributory Retirement System, and

Watertown Other Post Employment Benefit ("OPEB") Plan

Objectives

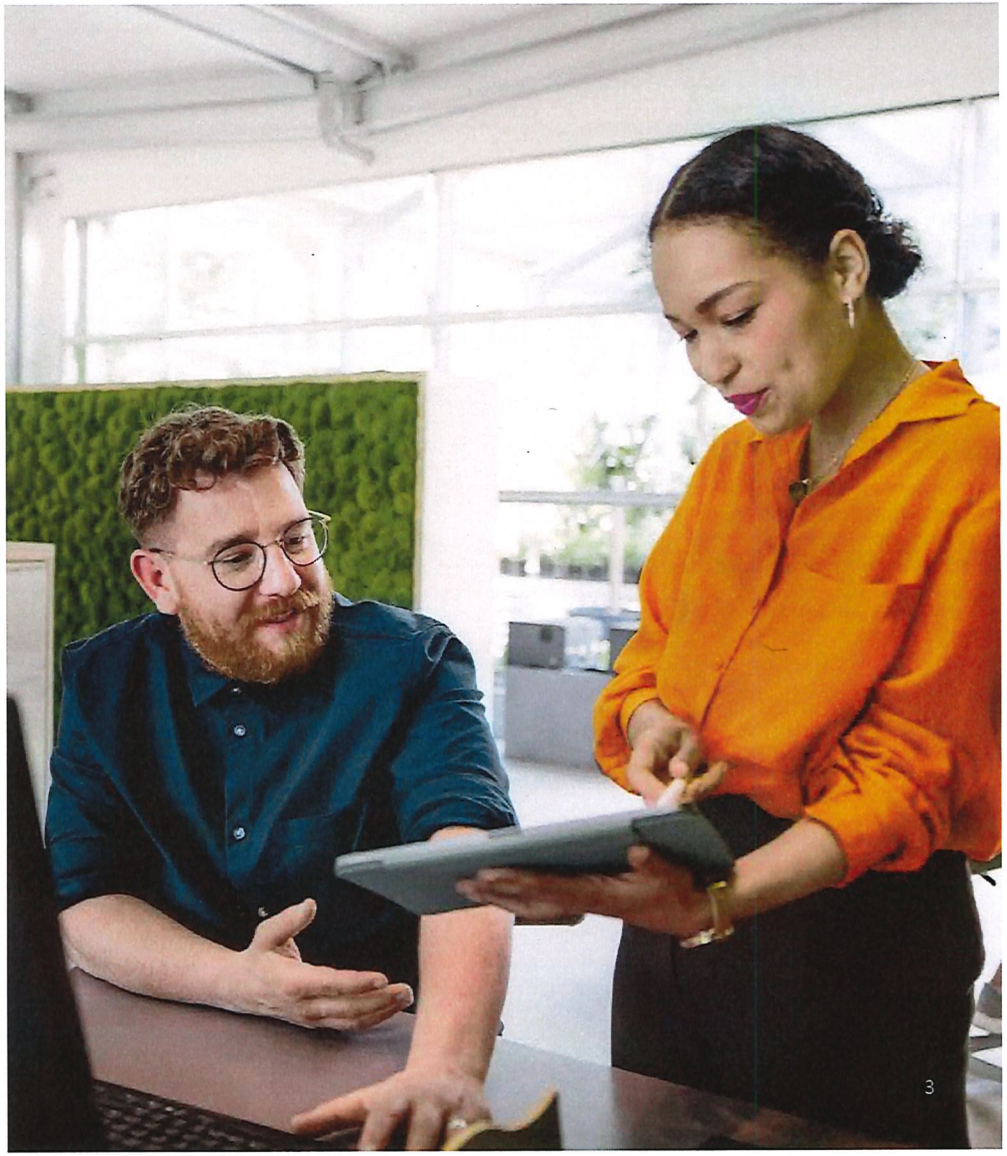
The City of Watertown is seeking an independent actuarial audit of the Pension and OPEB Plans' current actuary. The audit would review the most recent annual valuation for the Plans to express an opinion and assure that the results presented are sound and reasonable. The City understands that The Retirement & Investment Solutions practice of CBIZ Inc. ("CBIZ RIS"), is presenting two (2) different levels of actuarial audit. The City has not resolved which level of audit it will contract for and requests that responses address and quote a fee for each audit level.

All levels of audit include a determination and opinion of whether the actuarial methods, considerations and analyses used by the current consulting actuary in preparing the most recent actuarial valuation are technically sound and conform to the appropriate Standards of Practice as promulgated by the Actuarial Standards Board. This determination should include:

- A review of the demographic and economic actuarial assumptions for consistency, reasonableness, and compatibility.
- A review and analysis of the valuation results, including an evaluation of the data used for reasonableness and consistency.
- Verification that all appropriate benefits have been valued and valued accurately.
- Verification that the data provided by the system is consistent with data used by the current consulting actuary.
- Evaluation of the actuarial cost method and actuarial asset valuation method in use and whether other methods would be more appropriate.
- Verification of the reasonableness of the calculation of the unfunded actuarial accrued liability and amortization period.
- Any recommendations for improvement in the report presentation

The audit described above will result in a final written report and opinion containing the findings, the materiality of any audit findings, recommendations, and conclusions of the auditing actuary.

Project Approach



CBIZ

Audit Level I – Review Method

In a Review Audit, CBIZ RIS will:

- Review the consulting actuary's methods and assumptions for reasonableness and internal consistency
- Validate the consulting actuary is properly credentialed
- Review the valuation reports for overall completeness and reasonableness, including:
  - Reasonableness of liabilities, assets, contributions, actuarial assumptions and methods
  - Reasonableness of projections and the conclusions drawn from these projections
  - Relevance of the report content
  - Inclusion of required information, particularly information to satisfy Actuarial Standards of Practice
  - Presentation of report
  - Appropriateness of the recommendations provided by the consulting actuary
- Understand changes from the prior year results
- Comment on the funding method used and its ability to meet the plan sponsor's funding goals
- Deliver a written report of findings, including any recommended changes

Audit Level II – Full Replication Method

In a Full Replication Audit, CBIZ RIS will complete the tasks outlined in the Level I – Review Audit, as well as:

- Perform independent recalculations of the current actuary's results
- Replicate the consulting actuary's actuarial valuations using the same participant data, plan provisions, assumptions and methods.
- Review sample lives for active, inactive, and retired participants
- Compare total liabilities to those generated by the consulting actuary and comment on reasonability of the difference
- Verify that the disclosed assumptions are being used by the consulting actuary
- Validate that the data used in the actuarial valuation is reasonable compared to the raw data provided by the City
- Meet (virtually) as needed to discuss pertinent information, review results, and answer questions

Fee Structure – **Watertown Contributory Retirement System**

Estimated fees for ***Review Method*** Audit

$6,360

Based on:

- Estimated 12 – 13 hours
- Estimated completion date of 2 – 4 weeks

Estimated fees for ***Full Replication*** Audit

$18,150

Based on:

- Estimated 34 – 35 hours
- Estimated completion date of 4 – 6 weeks

CBIZ

Fee Structure – **Watertown Other Post Employment Benefit Plan**

Estimated fees for ***Review Method*** Audit

$6,000

Based on:

- Estimated 10 – 11 hours
- Estimated completion date of 2 – 4 weeks

Estimated fees for ***Full Replication*** Audit

$12,400

Based on:

- Estimated 23 – 24 hours
- Estimated completion date of 4 – 6 weeks

CBIZ

Your Service Team

Alex Johnson, ASA, FCA, MAAA

Managing Actuarial Consultant, Retirement & Investment Solutions

Alex has over a decade of actuarial consulting experience with defined benefit retirement plans for both private business and governmental entities. His primary focus is consulting for Other Post-Employment Benefits (OPEB).

In addition to actuarial valuations for funding and financial reporting, his specialties include per-capita claims rate and premium development, reserving, forecasting, plan re-design analysis

Frank Vedegys, FSA, EA, FCA, MAAA

Senior Consulting Actuary, Retirement & Investment Solutions

Frank has over 40 years of experience in the actuarial field and serves as the primary actuary on actuarial audits. He provides actuarial consulting services for pension plans and retiree medical plans.

Jeffrey Schapel, EA, FCA, MAAA, MSPA

Executive Vice President, Retirement & Investment Solutions

Jeff is responsible for coordinating all levels of client interaction for a wide range of clients, including public, private, government and not-for-profit organizations.

Jeff is also part of the Investment Advisory team and delivers Fiduciary Reviews according to the Department of Labor's Interpretive Bulletin No. 95-1 when placing annuities for pension plans.

CBIZ

About Retirement & Investment Solutions

The Retirement & Investment Solutions practice of CBIZ provides a broad range of ***actuarial, advisory, and administration services*** to thousands of institutional and private clients.

70+ *Advisors*

30+ *Actuaries*

90+ *Administrators*

WHO WE SERVE

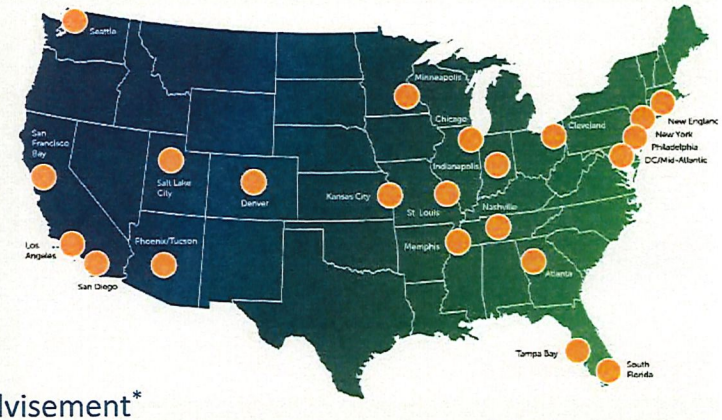
Defined Contribution Plans | Defined Benefit Plans
Endowments | Foundations | Nonqualified Plans
Corporate Liquidity Accounts | Individuals | Trusts

A National Retirement Provider...

30+
Offices

375+
Team Members

$73B+
Assets Under Advisement*



With International Capabilities

70+
Countries

ibn
INTERNATIONAL BENEFITS NETWORK **

**As of December 31, 2024, CBIZ Investment Advisory Services, LLC has assets under advisement in excess of $73 billion.*

***CBIZ Benefits & Insurance Services is a member of the International Benefits Network.*

Solutions for Your Needs

DEFINED CONTRIBUTION

401(k), 403(b), 401(a), 457

- Investment Advisory
- Fiduciary Governance
- Compliance Consulting
- Third Party Administration *(SOC 1 Type II compliance)*
- Fees & Expenses
- Mergers, Acquisitions & Conversions

ADDITIONAL OFFERINGS

Corporate Accounts, Foundations, Endowments and Nonqualified Plans

- Investment Advisory
- Nonqualified Plan Consulting

DEFINED BENEFIT

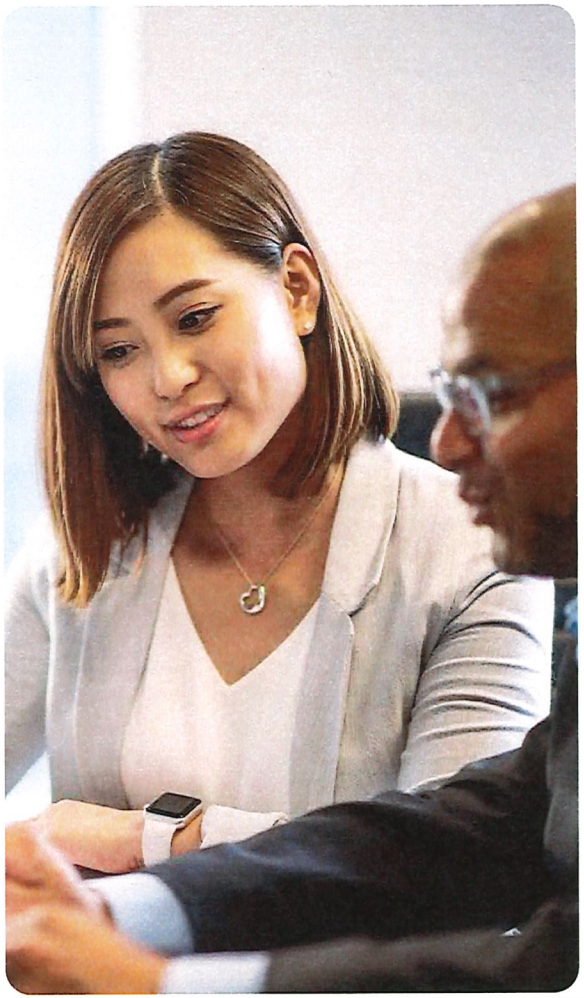
Pension, Cash Balance and OPEB

- Investment Advisory
- Single-employer Actuarial Services
- Multiemployer Actuarial Services
- Mergers, Acquisitions & Conversions
- Benefits Administration Outsourcing *(SOC 1 Type II and SOC 2 Type II compliance)*
- Pension De-risking and Plan Termination

PRIVATE CLIENT

Participants, Individuals and Trusts

- Participant Education
- Point-in-Time Participant Advice
- Financial Wellbeing
- Personalized Retirement Account Management
- Wealth Management



CBIZ

Our Values

Mission Statement

To provide exceptional advice and solutions that help our clients achieve their goals.

Vision Statement

To be recognized by our clients as the premier provider of accounting, insurance and other professional business services and by our team members as their employer of choice.

We do the right thing.

Our people matter.

We are dedicated to the success of our clients.

We expect to win.

We are OneCBIZ.

CBIZ

Client Service Standards

CBIZ's five standards were developed by intently listening to our clients and understanding what they value most in working with us. These principles help us cultivate strong, long-lasting and mutually beneficial partnerships with our clients.

RELIABILITY

You can count on us to be here when you need us.

You can depend on your CBIZ service team to be reliable, responsive and accessible. We aim to answer your questions, fulfill your requests or simply set a time to talk when you need us.

SINCERITY

You can expect us to genuinely care about your experience.

We believe great service requires both exceptional talent and a genuine desire to meet and exceed your expectations. We work hard to offer added value to you whenever and wherever we can.

PERSONALIZATION

Your needs drive how we support you.

We seek to understand your needs and preferences so we can provide you with the experience you deserve. This means we will get you the information you want, when you need it, in the way you wish to receive it.

CONFIDENCE

You can have peace of mind knowing we are in your corner.

We not only educate you about the strategy behind our recommendations, but we provide you with options and guide you through them. We work hard to remove uncertainty, so you feel confident in our approach to every engagement – big or small.

TRUST

Your trust is the foundation of our partnership.

We endeavor to earn your trust from the first moment we meet and work every day to uphold it. We never take the responsibility of supporting you and your business lightly and are honored to play a part in fueling your success.

CBIZ

Why Clients Choose Us

CBIZ is firmly committed to your best interests – *now and in the future*.

Our approach enables us to meet you where you are and anticipate where you are going through a commitment to:

CONNECTIVITY

Our actuaries, advisors and administrators work closely with your plan's Committee to solve problems and deliver high-quality service to your stakeholders. You can expect proactive communication about financial market activity, compliance issues, emerging risks, and other important issues.

CREATIVITY

Your plan will benefit from the insight of senior-level professionals with a deep understanding of the industry. We complement this experience with progressive thinkers to bring a team with a different approach from the way things have always been done.

COMMITMENT

We are committed to understanding your goals and needs and responding with our best service, advice, and products. We pledge to provide quality, attentive, responsive service and treat you with the utmost care throughout our working relationship.

CBIZ

Thank You

Alex Johnson, ASA, FCA, MAAA – ajjohnson@cbiz.com
Managing Actuarial Consultant

Jeff Schapel, EA, FCA, MSPA, MAAA – jschapel@cbiz.com
Executive Vice President & Senior Consulting Actuary

Investment advisory services provided through CBIZ Investment Advisory Services, LLC, a registered investment adviser and a wholly owned subsidiary of CBIZ, Inc.
Third party administration, actuarial, and other consulting services offered through CBIZ Benefits & Insurance Services, Inc.
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CBIZ.COM

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 11, 2026

RE: Agenda Item – Transfer of Funds

Enclosed please find correspondence from Justin M. Hanrahan, Chief of Police requesting an internal transfer of funds in order to purchase three electric vehicles for departmental use.

I respectfully request that this transfer be placed on the June 23, 2026 City Council meeting agenda.

Thank you for your consideration.

TRANSFER AMOUNT: $ 246,000

FROM:	FY 2026 POLICE FULL TIME SALARIES 0121051-510111	$	77,500
	FY 2026 POLICE PART TIME SALARIES 0121051-510112	$	68,500
	FY 2026 POLICE SHIFT DIFFERENTIAL 0121051-510141	$	50,000
	FY 2026 POLICE HOLIDAYS 0121051-510142	$	25,000
	FY 2026 POLICE CAREER INCENTIVE 0121051-510191	$	25,000
TO:	FY 2026 POLICE VEHICLE REPLACEMENT 0121058-580869	$	246,000

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

6/13
DATE

CITY AUDITOR

WATERTOWN POLICE DEPARTMENT

JUSTIN M. HANRAHAN
CHIEF OF POLICE

MEMORANDUM

TO: GEORGE PROAKIS, CITY MANAGER

FROM: JUSTIN M. HANRAHAN, CHIEF OF POLICE

DATE: JUNE 10th, 2026

SUBJECT: ACCOUNT TRANSFER – FY26

The Police Department has traditionally requested that excess salary funds be converted for the purchase of one additional vehicle each year. When approved, those funds have typically been used to replace a detective unmarked vehicle. At the current pace, however, it will take well over a decade to fully transition the Department's administrative fleet into electric vehicles. As the Department approaches full staffing levels, opportunities to utilize excess salary funds will become less frequent, further slowing this process.

The City has made substantial efforts to reduce fossil fuel consumption and expand the use of electric vehicles. Given the unique operational demands of police vehicles, prioritizing the Police Department's fleet transition offers one of the greatest opportunities to reduce fuel consumption and vehicle emissions across the City's fleet. The Police Department is unique among City departments in that many of its vehicles idle continuously, operating 24 hours a day, 365 days a year. Even when stationary, police vehicles must keep their engines running to power onboard computers, radios, emergency equipment, and other critical systems. As a result, transitioning police vehicles to electric power offers the greatest potential environmental benefit and reduction in fuel consumption.

For these reasons, I am requesting approval to convert available salary funds for the purchase of three electric vehicles to fully transition the Traffic Division fleet to electric operation. The Traffic Division operates during two of the Department's three daily shifts and is currently the most suitable marked-unit operation for full EV

deployment. This transition would provide a substantial reduction in fuel consumption while allowing the Department to continue evaluating electric vehicle performance in a police environment.

Accordingly, I am requesting a transfer of funds from the following operating budget line items to the Fiscal Year 2026 Vehicle Replacement Account (0121058-580869). The requested amounts from each line item are listed below:

Three Vehicles

0121051-510111	Full Time Salaries	$77,500.00
0121051-510112	Part Time Salaries	$68,500.00
0121051-510141	Shift Differential	$50,000.00
0121051-510142	Holidays	$25,000.00
0121051-510191	Career Incentive	$25,000.00
Total amount of transfers requested:		$246,000.00

I am requesting your assistance in placing this transfer request before the Honorable City Council for its review and action. Please contact me with any questions and I thank you for your attention to this matter.

JMH;jp

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 16, 2026

RE: Agenda Item – Transfer of Funds

Attached is correspondence from City Auditor Megan Langan regarding the proposed FY2026 transfer of $445,000. The Department of Public Buildings is advancing to the next phase of the DPW Roof Replacement Project, which includes installation of a photovoltaic (PV) array on the new roof. The City Council previously approved a $1,886,000 loan order for the roof replacement on September 23, 2025.

I respectfully request that this transfer be placed on the June 23, 2026 City Council meeting agenda.

Thank you for your consideration.

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER

FROM: MEGAN LANGAN, CITY AUDITOR

DATE: JUNE 15, 2026

RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request for the DPW PV Array installation project in the amount of $445,000 for Fiscal Year 2026.

As you are aware, the Honorable City Council voted to approve a loan order in the amount of $1,886,000 towards the replacement of the DPW Roof on September 23, 2025. As this project is now underway, the Department of Public Buildings is looking forward to the next phase of the project which includes the installation of a PV Array on the new roof.

The Department of Public Building received a Climate Leadership Grant in the amount of $918,297 which they intend to utilize towards three different projects – one of which is the DPW PV Array. The department plans to utilize $718,000 of the Climate Leadership Grant towards the PV Array. However, to move forward with the project they require an additional $445,000.

Therefore, I respectfully request the attached transfer be placed on the June 23, 2026 City Council Agenda.

Thank you for your consideration in this matter.

TRANSFER AMOUNT: $ 445,000

FROM:	FY 2026 PLANNED DEBT 0171000-590927	$ 145,000
	FY 2026 AUTHORIZED/UNISSUED DEBT 0171000-590926	$ 300,000
TO:	FY 2026 TRANSFER TO CAPITAL PROJECTS - PUBLIC BUILDINGS 0193059-596509	$ 445,000

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

6/15/26
DATE

CITY AUDITOR

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 16, 2026

RE: Agenda Item – Transfer of Funds

Attached is correspondence from City Auditor Megan Langan regarding the proposed FY2026 transfer of $70,000 for the purchase of a bus for the Senior Center.

The Senior Center secured MassDOT's FY2026 grant for one bus and plans to buy a second using Conceptual Recommendation #24 funds. With a $141,563 quote and $73,935 available, a $70,000 transfer fills the remaining gap and covers incidental costs.

I respectfully request that this transfer be placed on the June 23, 2026 City Council meeting agenda.

Thank you for your consideration.

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER

FROM: MEGAN LANGAN, CITY AUDITOR

DATE: JUNE 16, 2026

RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request for the purchase of a bus for the Senior Center in the amount of $70,000 for Fiscal Year 2026.

As you are aware, Conceptual Recommendation #24 of the FY27 – 31 CIP states:

> 24. Proceed with the FY27 $160,000 Senior Center proposed loan order for the senior center shuttle bus.

The Senior Center was awarded the FY26 Community Transit Grant from MassDOT to fund the purchase of one bus and would like to purchase a second bus of the same model with the funds noted in Conceptual Recommendation #24. The DPW received a quote of $141,563 for this bus and currently has $73,935 available from the return of a previously purchased bus. A transfer in the amount of $70,000 covers the funding gap as well as any incidental costs.

Additionally, the utilization of unspent expenditure account monies for the acquisition and payment of capital equipment items is consistent with the Honorable City Council's Ongoing Budget Policy Guideline to make annual capital expenditures (including debt and exclusive of the school Building for the Future Initiative funding and enterprise funds) equal to 7.5 – 8% of the operating budget in order to maintain and improve its infrastructure, facilities, and equipment.

Therefore, I respectfully request the attached transfer be placed on the June 23, 2026 City Council Agenda.

Thank you for your consideration in this matter.

TRANSFER AMOUNT: $ 70,000

FROM:	FY 2026 AUTHORIZED/UNISSUED DEBT 0171000-590926	$	70,000
TO:	FY 2026 TRANSFER TO CAPITAL PROJECTS - CITY 0193059-596502	$	70,000

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

6/16/2026
DATE

CITY AUDITOR

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 16, 2026

RE: Agenda Item – Transfer of Funds

The Department of Public Buildings is requesting $373,000 to address unforeseen conditions uncovered during the Parker Building renovation.

A recent power shutdown revealed original 1914 piping and construction that require demolition, hazardous-materials testing, and abatement. Completing this work will require $85,000 in supplemental funds. An additional $288,000 is needed to resolve remaining renovation issues identified with our owner's project manager.

Approval of this request will keep the project on schedule, with anticipated occupancy by the Community Development and Planning Department in August 2026.

I respectfully request that this transfer be placed on the June 23, 2026 City Council meeting agenda.

Thank you for your consideration.

WATERTOWN
MASSACHUSETTS
DEPARTMENT OF PUBLIC BUILDINGS

To: George J. Proakis, City Manager

From: Denise Moroney, Director of Public Buildings

Date: June 15, 2026

Re: Parker Renovations – Year End Funding Request

The Department of Public Buildings is seeking additional funds to support renovations at the Parker Building.

Original Project Scope

While we originally budgeted what we thought were conservative figures for the original scope of the Parker renovation project, the building continues to surprise us. After a thorough review of all outstanding issues with our owner's project manager, we are requesting $288,000 in additional funds to complete the project. If funds are approved, we anticipate occupancy at Parker by the Community Development and Planning Department in August 2026.

Insulation Project

In January, the City Council approved funding to insulate the underside of the roof deck in the original 1914 building, including removal and replacement of architectural ceilings, so that our new fire sprinkler system can be made operational before the winter. During the power shutdown at Parker last month, we discovered more original construction and piping in this area which will require demolition and hazmat testing/abatement. To address these areas prior to the start of work, we are requesting $85,000 in supplemental funding.

We are therefore requesting a total of $373,000 in year-end funding for the Parker Building project to address these unforeseen conditions.

Please contact me with any questions, and thank you for your consideration.

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER

FROM: MEGAN LANGAN, CITY AUDITOR

DATE: JUNE 16, 2026

RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request for the Parker Renovations Project in the amount of $373,000 for Fiscal Year 2026.

The Department of Public Building is seeking additional funds to support the Parker Renovations Project and has estimated the need for an additional $288,000 for project close out which would allow CDP to occupy the new space in Parker by mid-August 2026.

Additionally, they are seeking $85,000 to perform demolition of materials on the third floor of the 1914 portion of the Parker Building to properly insulate the underside of the roof deck to ensure the new fire sprinkler system can be operational before winter.

Therefore, I respectfully request the attached transfer be placed on the June 23, 2026 City Council Agenda.

Thank you for your consideration in this matter.

TRANSFER AMOUNT: $ 373,000

FROM:	FY 2026 AUTHORIZED/UNISSUED DEBT 0171000-590926	$ 373,000
TO:	FY 2026 TRANSFER TO CAPITAL PROJECTS - PUBLIC BUILDINGS 0193059-596509	$ 373,000

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

6/16/26
DATE

CITY AUDITOR

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: April 23, 2026

RE: Agenda Item – Proposed Loan Order

Attached is correspondence from Fire Chief Ryan A. Nicholson regarding replacement of the 2013 "Engine 3."

The Fire Department has finalized specifications with the vendor, who is holding our place in the production queue and now requires a signed agreement and purchase order to proceed. Given the engine's age and rising maintenance costs, advancing the planned replacement is advisable.

Working with the Auditor's Office, $500,000 has been identified in the FY26 Full-Time Salaries line item, reducing the required loan authorization from $1,250,000 in Conceptual Recommendation 21a of the FY27–31 CIP to $750,000.

A $500,000 transfer has been placed on the June 23, 2026 City Council Agenda, contingent on approval of the proposed $750,000 loan order.

I respectfully request that the attached Loan Order be placed on the June 23, 2026 City Council Agenda for First Reading.

Thank you for your attention to this matter.

HINCKLEY ALLEN

28 State Street
Boston, MA 02109-1775
p: 617-345-9000 f: 617-345-9020
hinckleyallen.com

Chelsea A. Tryder
(617) 378-4190
ctryder@hinckleyallen.com

June 18, 2026

George J. Proakis
City Manager
Administration Building
149 Main Street
Watertown, Massachusetts 02472

RE: Draft Loan Order – Fire Engine

Dear George:

As requested, I suggest the following forms of loan order to approve the borrowing of funds to pay costs of purchasing a new fire engine and ambulance for the Fire Department:

> ORDERED: That the sum of $750,000 is appropriated to pay costs of purchasing a fire engine for the Fire Department, as more fully described in the City's Fiscal Year 2027 through 2031 Capital Improvement Plan, and the payment of all costs incidental and related thereto; and that to meet this appropriation, the Treasurer, with the approval of the City Manager, is authorized to borrow said amount under and pursuant to M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

The order must be published at least five days prior to the holding of a public hearing with respect to the order and its final passage and requires the affirmative vote of at least two-thirds of all members of the City Council, as in the case of any other loan order for bonds.

Please call me if there are any questions about the suggested proceedings.

Sincerely,

/s/ Chelsea A. Tryder

Chelsea A. Tryder

WATERTOWN FIRE DEPARTMENT
OFFICE OF CHIEF OF DEPARTMENT
Fire Department Headquarters, 99 Main Street
Watertown, Massachusetts 02472-4410
Tel. (617) 972-6512 • Fax (617) 972-6575
www.fire.watertown-ma.gov

RYAN A. NICHOLSON
Chief of Department

Memorandum

To: Mr. George Proakis, City Manager

From: Chief Ryan A. Nicholson

Date: June 16, 2026

Subject: Engine replacement for a 2013 Engine

As you are aware, the FY27 budget includes $1,250,000 for the replacement of 2013 "Engine 3". I recommend that we move forward with this replacement at this time. We have been working closely with the vendor to create the specifications for this engine. The vendor has been holding our position in a queue and requires a signed agreement and purchase order at this time in order to move forward with our order. Due to the age of the current engine and the increased costs of maintaining its serviceability it would be beneficial to move forward with replacement as planned.

In working with the Auditor's Office, $500,000 has been identified in our FY26 Full Time Salaries line item to decrease the necessary loan order request from the $1,250,000 noted in Conceptual Recommendation #21a of the FY27-31 CIP to $750,000.

Thank you for your attention to this request and please let me know if I can provide any further information.

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 16, 2026

RE: Agenda Item – Transfer of Funds

Attached is correspondence from City Auditor Megan Langan regarding the proposed FY2026 transfer of $500,000 to support the replacement of the Fire Department's 2013 Engine 3.

Conceptual Recommendation 21a of the FY27–31 CIP advises proceeding with the FY27 $1,250,000 proposed loan order for the Engine Truck Replacement (2013 Engine 3). However, due to vacancies within the Department, additional funds have been identified in the FY26 Fire Full-Time Salaries account. These available funds may be applied to reduce the required loan order to $750,000.

I respectfully request that this transfer be placed on the June 23, 2026 City Council meeting agenda.

Thank you for your consideration.

WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER

FROM: MEGAN LANGAN, CITY AUDITOR ML

DATE: JUNE 16, 2026

RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request for the replacement of 2013 "Engine 3" for the Fire Department in the amount of $500,000 for Fiscal Year 2026.

As you are aware, Conceptual Recommendation #21 of the FY27 – 31 CIP states:

21. Proceed with the FY27 $1,425,000 Fire Department proposed loan orders:
    a. $1,250,000 for Engine Truck Replacement, 2013 Engine 3
    b. $175,000 for Replacement of 2 Cardiac Monitors"

Additional monies have been identified in the FY26 Fire Full Time Salaries account due to vacancies within the Department which could be utilized to decrease the loan order to $750,000.

The utilization of unspent expenditure account monies for the acquisition and payment of capital equipment items is consistent with the Honorable City Council's Ongoing Budget Policy Guideline to make annual capital expenditures (including debt and exclusive of the school Building for the Future Initiative funding and enterprise funds) equal to 7.5 – 8% of the operating budget in order to maintain and improve its infrastructure, facilities, and equipment.

Therefore, I respectfully request the attached transfer be placed on the June 23, 2026 City Council Agenda.

Thank you for your consideration in this matter.

TRANSFER AMOUNT: $ 500,000

FROM:	FY 2026 FIRE FULL TIME SALARIES 0122051-510111	$ 500,000
TO:	FY 2026 TR TO CAP PR - FIRE DEPT 0193059-596510	$ 500,000

I hereby certify to the availability, authority of funding source, mathematical accuracy and appropriate fiscal year.

6/16/26
DATE

CITY AUDITOR

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 16, 2026

RE: Fiscal Year 2027 Water & Sewer Rates

Attached please find correspondence from Thomas D. Brady, DPW Director summarizing the Water and Sewer Rate Study Analysis performed for the City of Watertown. As stated in the report, this study was performed to provide the City with recommended water and sewer rate changes that will generate sufficient revenue to fund the purchase of water and wastewater treatment from the Massachusetts Water Resource Authority ("MWRA"), operational costs, indirect costs, debt service costs, and short-term and long-term capital improvements. The proposed rate changes will ensure the water fund and sewer fund continue to maintain healthy retained earnings.

I respectfully request a First Reading on an Order establishing water and sewer rates and charges for Fiscal Year 2027 be considered at the June 23, 2026 City Council meeting. The Public Hearing and consideration of rate schedules and fees designed to raise sufficient revenues to support the Fiscal Year 2027 operational services provided to customers of the City's Water/Sewer System would be scheduled for the July 14, 2026 City Council Meeting.

Thank you for your consideration in this matter.

WATERTOWN
MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS

To: George J. Proakis, City Manager

From: Thomas D. Brady, DPW Director

Date: June 15, 2026

Re: FY27 Water & Sewer Rates

Background

A water and sewer rate study was conducted to provide the City with recommended water and sewer rate changes which will generate sufficient revenue to fund the operational, indirect, debt service, and short- and long-term capital improvement costs while ensuring the water and sewer funds continue to maintain healthy retained earnings. The attached report contains rate recommendations which fully support the City's final FY 2027 water and sewer budgets and capital plans.

Estimated Expenses and Revenues

Without any changes in revenue, total projected water revenues for FY 2027 are $9,816,450 and projected expenditures are $10,531,533, leaving a deficit of over $715,000 for FY 2027. The revenue total does not include liens, which is revenue from prior years that the City has already identified as revenue in those years.

Without any changes in revenue, total projected sewer revenues for FY 2027 are $12,981,892 and projected expenditures are $14,788,830, leaving a deficit of over $1.8 million for FY 2027. The revenue total does not include liens, which is revenue from prior years that the City has already identified as revenue in those years.

The Water Enterprise Fund and the Sewer Enterprise Fund are experiencing budgetary shortfalls because revenue recovered from rates is insufficient to cover expenditures.

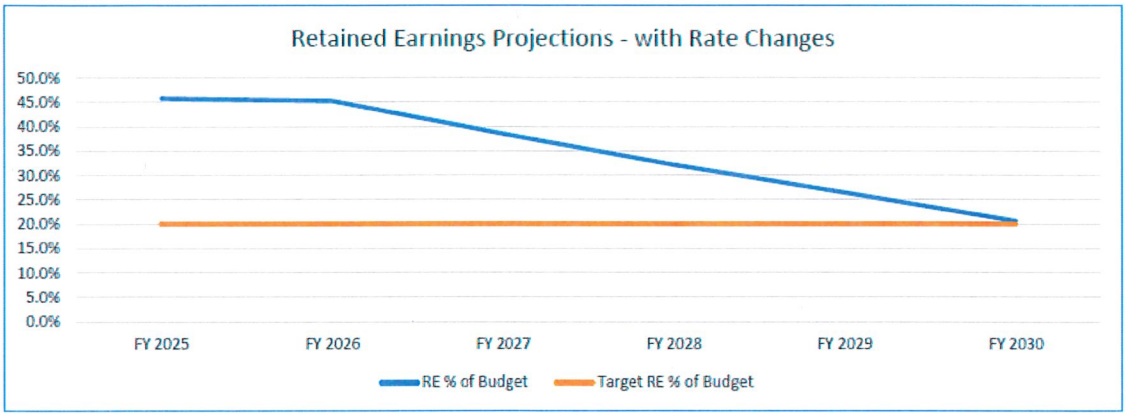
DPW Building 124 Orchard St, Watertown, MA 02472 617-972-6420

A Look Back to FY 2026 and Ahead to FY 2028

The FY 2026 rate study indicated that 4% annual increases in water and sewer rates over the five-year projection period would ensure that all expenses could be covered by revenues and available retained earnings while maintaining healthy retained earnings of 20% by the end of FY2030:

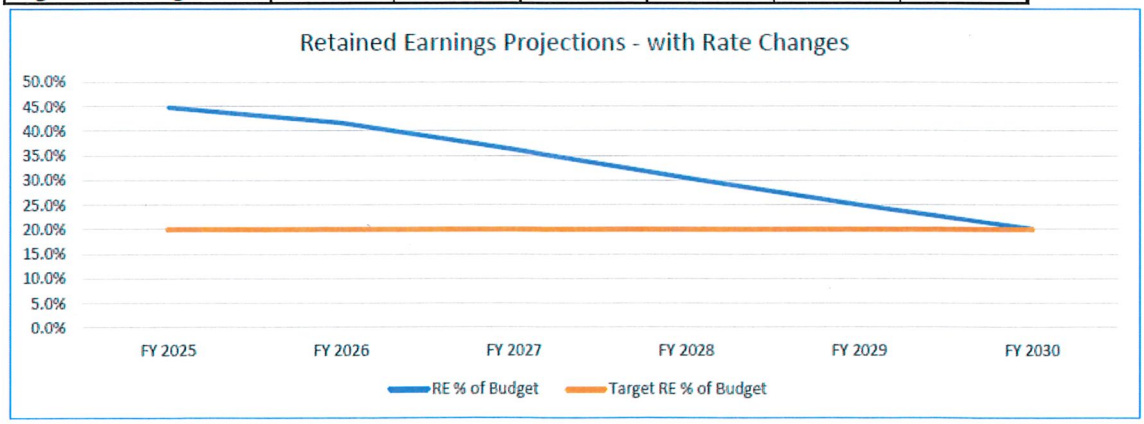
Water Rate Study

Rate Changes:	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
	3.50%	3.50%	4.00%	4.00%	4.00%	4.00%
Rate Impact	**FY 2025 PROJECTED**	**FY 2026 PROJECTED**	**FY 2027 PROJECTED**	**FY 2028 PROJECTED**	**FY 2029 PROJECTED**	**FY 2030 PROJECTED**
Surplus/Deficit	$ 939,759	$ 73,537	$ (359,289)	$ (504,064)	$ (531,372)	$ (580,946)
Projected Retained Earnings	$ 4,409,700	$ 4,483,237	$ 4,123,948	$ 3,619,884	$ 3,088,512	$ 2,507,566
RE % of Budget	45.8%	45.3%	38.5%	32.2%	26.4%	20.6%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Sewer Rate Study

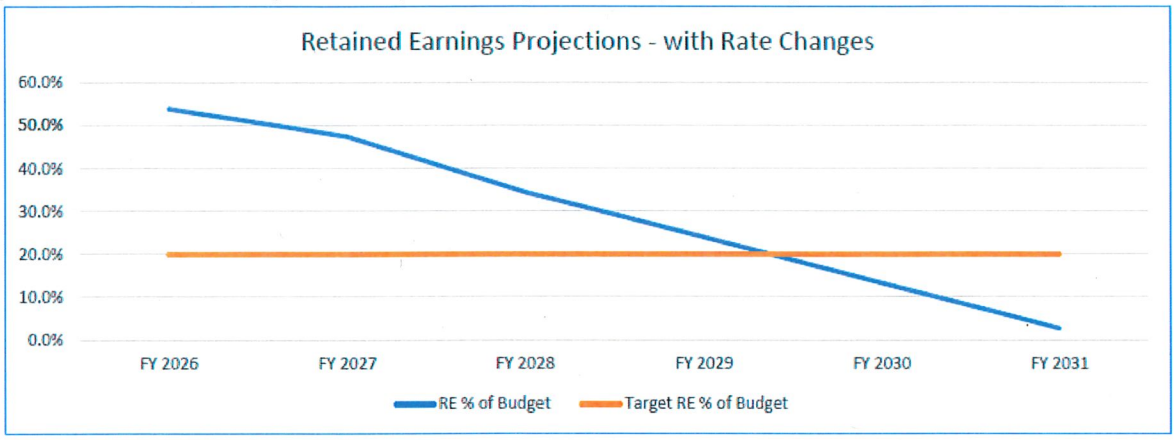
Rate Changes:	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
	3.50%	3.50%	4.00%	4.00%	4.00%	4.00%
Rate Impact	**FY 2025 PROJECTED**	**FY 2026 PROJECTED**	**FY 2027 PROJECTED**	**FY 2028 PROJECTED**	**FY 2029 PROJECTED**	**FY 2030 PROJECTED**
Surplus/Deficit	$ 1,466,714	$ (59,777)	$ (406,376)	$ (595,501)	$ (660,548)	$ (653,164)
Projected Retained Earnings	$ 5,620,921	$ 5,561,144	$ 5,154,768	$ 4,559,267	$ 3,898,719	$ 3,245,555
RE % of Budget	44.8%	41.7%	36.2%	30.5%	25.0%	20.1%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



In the FY 2027 rates study, 4% annual increases in water and sewer rates over the five-year projection period show a very different picture, with retained earnings dropping to 13.2% of budget in the Water Enterprise Fund and to -2.1% in the Sewer Enterprise Fund in FY 2030, and going even lower in FY 2031:

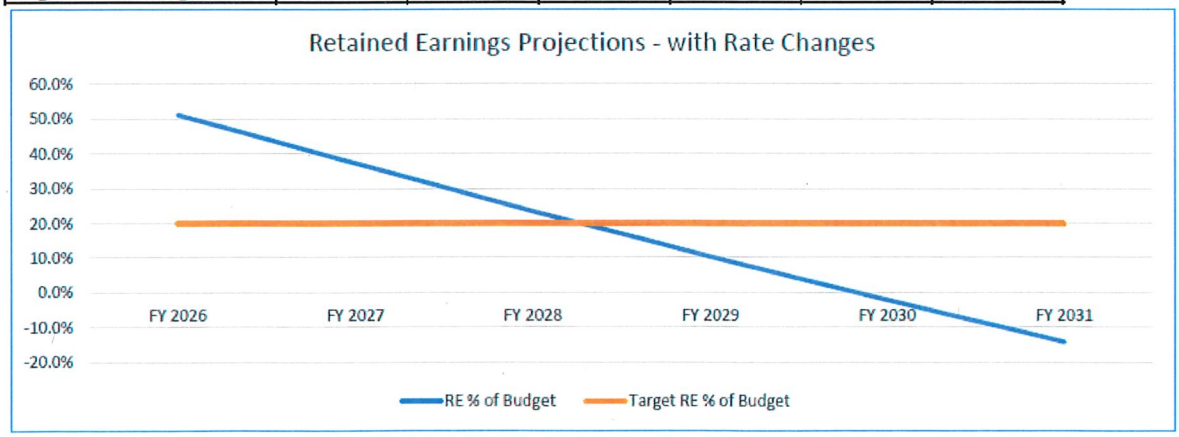
Water Rate Study

Rate Changes:	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
	3.50%	4.00%	4.00%	4.00%	4.00%	4.00%
Rate Impact	**FY 2026 PROJECTED**	**FY 2027 PROJECTED**	**FY 2028 PROJECTED**	**FY 2029 PROJECTED**	**FY 2030 PROJECTED**	**FY 2031 PROJECTED**
Surplus/Deficit	$ 514,183	$ (342,932)	$(1,008,251)	$(1,097,162)	$(1,217,277)	$(1,319,912)
Projected Retained Earnings	$5,335,172	$4,992,240	$ 3,983,989	$ 2,886,827	$ 1,669,550	$ 349,638
RE % of Budget	53.9%	47.4%	34.4%	23.9%	13.2%	2.7%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Sewer Rate Study

Rate Changes:	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
	3.50%	4.00%	4.00%	4.00%	4.00%	4.00%
Rate Impact	**FY 2026 PROJECTED**	**FY 2027 PROJECTED**	**FY 2028 PROJECTED**	**FY 2029 PROJECTED**	**FY 2030 PROJECTED**	**FY 2031 PROJECTED**
Surplus/Deficit	$ 884,676	$(1,294,777)	$(1,811,237)	$(1,994,244)	$(2,075,693)	$(2,188,743)
Projected Retained Earnings	$ 6,811,848	$ 5,517,071	$ 3,705,834	$ 1,711,590	$ (364,103)	$(2,552,846)
RE % of Budget	51.2%	37.3%	23.4%	10.3%	-2.1%	-14.2%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Similarly, the annual budget deficits toward the end of the projection period have also grown substantially in the new rate study, projected at $1.3 million in the Water Enterprise Fund and nearly $2.2 million in the Sewer Enterprise Fund in FY 2031.

For this reason, the new rate study calls for substantially higher rate increases in the outyears of the projection window – 6% for water and 8% for sewer – to maintain retained earnings at a health level.

Our consultant recently informed us that the FY 2026 rate study contained a modeling error that contributed to the differences between the FY 2026 and FY 2027 financial outlooks for the Enterprise Funds. Building the model on FY 2024 actual user charges revenue, the consultant used FY 2025 rate increases that were higher than those actually adopted (5.5% for water and 6.0% for sewer versus the 3.5% adopted for both), which overstated projected revenues and understated the rate increases needed in FY 2026 and future years. After correcting the error in the FY 2027 rate study, higher rate increases were required to maintain healthy reserve levels.

While it is helpful to know one of the causes of the significant change in the financial outlook of the Enterprise Funds between the FY 2026 and FY 2027 rate studies was a modeling error, it does not change the fact that we are facing a serious financial challenge with the Enterprise Funds in the five-year projection window. As such, Assistant Director for Public Utilities Sean Harrington and I will lead a comprehensive review of the finances of the Funds well before the FY 2028 rate-setting process, beginning in the fall of this calendar year, in an attempt to mitigate the high rate increases currently shown in the model for FY 2028 and beyond. We intend to examine every expense category and revenue stream – starting with a careful review of the Capital Improvement Plan (CIP) for both Enterprise Funds as well as the combined additional $4.4 million that has been included in the rate model for the past several years for unidentified capital projects to be funded out of retained earnings.

Proposed Rates and Charges

Taking into consideration all the foregoing, we are recommending that Watertown increase its water rates, sewer rates, and service charges by 4.5% for FY 2027. This increase is slightly higher than the rate increase projected in the FY 2026 rate study (4%) because of the significant change in the financial outlook of the Water and Sewer Enterprise Funds presented in the FY 2027 rate study. We hope to mitigate the more substantial rate increases outlined in

Option 2 of the FY 2027 rate study with the comprehensive financial review of the Water and Sewer Enterprise Funds discussed above.

With a 4.5% increase, the quarterly water bill for a typical resident using 1,800cf will increase $5.10 per quarter, from $115.28 to $120.38. The quarterly sewer bill for a typical resident with a usage of 1,800cf will increase $9.54 per quarter, from $213.48 to $223.02. The overall or combined water and sewer bill for a typical resident with a usage of 1,800cf would increase from $328.76 per quarter to $343.40 per quarter; for an overall increase of $14.64 per quarter, or 4.5%.

Tables 1 and 2 below present the current and proposed water and sewer rates, as well as quarterly bill impacts for typical customers, respectively.

Table 1: Current and Proposed Water and Sewer Rates

Base Charge	**FY 2026**	**FY 2027**	**Difference**	
Minimum Charge				
(Quarterly)	*Current*	*Proposed*	*$*	*%*
5/8	$9.44	$9.86	$0.42	4.5%
¾	$10.05	$10.50	$0.45	4.5%
1	$11.87	$12.40	$0.53	4.5%
1 1/4	$14.29	$14.93	$0.64	4.5%
1.5	$14.29	$14.93	$0.64	4.5%
2	$20.84	$21.78	$0.94	4.5%
3	$69.46	$72.59	$3.13	4.5%
4	$87.46	$91.40	$3.94	4.5%
6	$129.46	$135.29	$5.83	4.5%
Volumetric Rate (per Ccf)				
Water				
Tier 1	$5.88	$6.14	$0.26	4.5%
Tier 2	$9.16	$9.57	$0.41	4.5%
Tier 3	$12.38	$12.94	$0.56	4.5%
Tier 4	$16.16	$16.89	$0.73	4.5%
Sewer (100% of Water Consumption)				
Tier 1	$11.86	$12.39	$0.53	4.5%
Tier 2	$15.48	$16.18	$0.70	4.5%
Tier 3	$17.28	$18.06	$0.78	4.5%
Tier 4	$21.17	$22.12	$0.95	4.5%
Combined Rate				
Tier 1	$17.74	$18.54	$0.80	4.5%
Tier 2	$24.64	$25.75	$1.11	4.5%
Tier 3	$29.66	$30.99	$1.33	4.5%
Tier 4	$37.33	$39.01	$1.68	4.5%
Irrigation (all Ccf)	$16.16	$16.89	$0.73	4.5%

Table 2: Quarterly Bill Impacts for Typical Customers

Meter Size	Usage (cu. Ft)	Current FY 2026			Proposed FY 2027			Difference	
		Water	Sewer	Total	Water	Sewer	Total	$	%
5/8"	1,000	$68.24	$118.60	$186.84	$71.31	$123.94	$195.25	$8.41	4.5%
5/8"	2,500	$156.44	$296.50	$452.94	$163.48	$309.84	$473.32	$20.38	4.5%
5/8"	5,000	$385.44	$683.50	$1,068.94	$402.78	$714.26	$1,117.04	$48.10	4.5%
5/8"	15,000	$1,623.44	$2,411.50	$4,034.94	$1,696.49	$2,520.02	$4,216.51	$181.57	4.5%
1"	25,000	$2,863.87	$4,139.50	$7,003.37	$2,992.74	$4,325.78	$7,318.52	$315.15	4.5%
4"	75,000	$11,019.46	$14,724.50	$25,743.96	$11,515.34	$15,387.10	$26,902.44	$1,158.48	4.5%

City of Watertown
Massachusetts

Water and Sewer Rate Study

Fiscal Year 2027

June 2026

Weston & Sampson

WESTON & SAMPSON ENGINEERS, INC.
55 Walkers Brook Drive, Suite 100, Reading, MA 01867
Tel: 978.532.1900

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EXECUTIVE SUMMARY

This report summarizes the Water and Sewer Rate Study performed for the City of Watertown ("City") by The Abrahams Group LLC and Weston & Sampson. This study was performed to provide the City with recommended water and sewer rate changes that will generate sufficient revenue to fund the purchase of water and wastewater treatment from the Massachusetts Water Resource Authority ("MWRA"), operational costs, indirect costs, debt service costs, and short-term and long-term capital improvements. The proposed rate changes will ensure the water fund and sewer fund continue to maintain healthy retained earnings.

Rate options were reviewed with City management and discussed with City staff. The discussion led to two (2) rate options for presentation in this report. The rate options are designed to support the City's final FY 2027 water and sewer budgets, planned capital projects, and maintain healthy retained earnings balances.

1.0 BACKGROUND

The City of Watertown consists of primarily urban commercial and residential development with a population of approximately 35,000, according to the 2020 U.S. Census. The City's Public Utilities Division through the City's Department of Public works ("DPW"), provides services to approximately 9,500 commercial, residential, industrial, and institutional accounts.

The Public Utilities Division is responsible for providing its customers with drinking water and providing wastewater collection and conveyance in a cost-effective and environmentally friendly manner that meets EPA and DEP standards.

The City is a member community of the MWRA. The MWRA supplies water to the City, with an average daily demand of 2.52 million gallons per day, per the MWRA's Community Water Use data from December 2023. The water is then conveyed to the City's residents through the City's 82 miles of water distribution mains.

The City's sewer system consists of approximately 82 miles of sewer mains that transport wastewater to the MWRA's interceptors. The City transports an average daily flow of 3.85 million gallons per day, per the MWRA's Sewer Flow Report for the calendar years of 2021, 2022, and 2023.

2.0 EXISTING RATE STRUCTURE AND CHARGES

The City's water and sewer rates are based on a multi-tier rate structure in which the rate per 100 cubic feet of water increases with consumption. All 9,500 plus residential, commercial, and irrigation accounts are billed quarterly which are staggered across each quarter according to the billing cycle.

The City currently has an inclining, four-tier structure for non-irrigation water consumption and sewer flow and a flat fee for irrigation water consumption, as well as meter and fire protection charges. The following table shows current water and sewer rates for FY 2026:

Tier	Consumption	Water Rate (per 100 cubic feet)	Sewer Rate (per 100 cubic feet)
1	0 - 2,500 cu ft	$5.88	$11.86
2	2,501 - 5,000 cu ft	$9.16	$15.48
3	5,001 - 25,000 cu ft	$12.38	$17.28
4	Over 25,000 cu ft	$16.16	$21.17
Irrigation	All	$16.16	N/A

The following table shows current meter service charges for FY 2026:

Meter Size (inches)	Rates/Quarter
5/8	$9.44
3/4	$10.05
1	$11.87
1 1/4	$14.29
1 1/2	$14.29
2	$20.84
3	$69.46
4	$87.46
6	$129.46

The following table shows current fire service charges for FY 2026:

Service Size (inches)	Rates/Quarter
2	$13.77
3	$48.19
4	$96.39
6	$282.27
8	$598.95
10	$1,080.88

2.1 Comparison to Neighboring Communities

When considering rate and/or tier changes, comparing the City's rates and tiers to neighboring communities' rates and tiers provides helpful information on how communities measure up. The table below compares water rates by tier and base charges. The average customer's bill, based on an industry-standard 2,800 cubic feet of usage, is also included in the table. Each community in the table is a member of the MWRA.

Community	Tiers					Base	Rates					Average Bill
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5		Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	
Watertown	0-2,500	2,500-5,000	5,001-25,000	Over 25,000		$9.44	$5.88	$9.16	$12.38	$16.16		$183.92
Waltham	0-2,100	2,100-4,500	4,500-12,000	Over 12,000			$3.07	$4.15	$11.90	$17.14		$93.52
Needham	0-600	600-2,700	2,700-4,200	Over 4,200		$16.00	$3.47	$3.72	$5.44	$5.73		$120.38
Lexington	0-4,000	4,000-8,000	Over 8,000				$5.06	$7.59	$10.02			$141.68
Wellesley	0-1,500	1,500-3,600	3,600-7,200	7,200-108,000	Over 108,000	$32.25	$5.81	$6.82	$10.81	$14.00	$17.81	$208.06
Brookline	0-1,800	Over 1,800				$39.42	$3.46	$8.65				$188.20
Belmont	0-9,000	Over 9,000				$18.90	$7.20	$8.26				$220.50
Arlington	0-1,500	1,500-3,000	Over 3,000			$19.56	$9.19	$9.84	$11.95			$285.33
Newton	0-1,000	1,000-2,500	2,500-6,000	Over 6,000			$8.09	$9.36	$10.76	$13.42		$253.58

Data in the table above is per quarter. Tiers are in cubic feet. Rates per 100 cubic feet. Average bill is for usage of 2,800 cubic feet with 5/8" meter.

The following table compares sewer rates by tier and base charges.

Community	Tiers					Base	Rates					Average Bill
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5		Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	
Watertown	0-2,500	2,500-5,000	5,001-25,000	Over 25,000			$11.86	$15.48	$17.28	$21.17		$342.94
Waltham	0-2,100	2,100-4,500	4,500-12,000	Over 12,000			$5.46	$7.63	$13.26	$16.51		$168.07
Needham	0-600	600-2,700	2,700-4,200	Over 4,200		$13.00	$11.13	$12.29	$13.25	$14.45		$351.12
Lexington	0-4,000	4,000-8,000	Over 8,000				$10.27	$16.78	$26.69			$287.56
Wellesley	Flat Rate					$15.00	$11.55					$338.40
Brookline	Flat Rate					$39.42	$10.36					$329.50
Belmont	Flat Rate					$17.76	$15.11					$440.84
Arlington	0-1,500	1,500-3,000	Over 3,000				$10.80	$11.51	$13.97			$311.63
Newton	0-1,000	1,000-2,500	2,500-6,000	Over 6,000			$12.59	$14.73	$15.82	$18.19		$394.31

Data in the table above is per quarter. Tiers are in cubic feet. Rates per 100 cubic feet. Average bill is for usage of 2,800 cubic feet with 5/8" meter.

2.2 Existing Expenses and Revenues

A fourth tier was added to the water and sewer rate structures for FY 2023. The positive impact of the tier changes on water and sewer billings continued into FY 2024, FY 2025, and FY 2026. For FY 2025, water rates increased by 3.5% across all tiers and sewer rates increased by 3.5% across all tiers. A dry summer in 2024 impacted FY 2025 billings, with both the water fund and sewer fund ending FY 2025 with a large surplus. The water fund's surplus in FY 2025 was $1,540,281 and the sewer fund's surplus in FY 2025 was $2,862,347. These surpluses have contributed to healthy retained earnings balances for both funds at the time of the most recent certification, which was as of July 1, 2025. The latest certification for water was $4,820,989, or 53.0%, of water fund expenses in FY 2025, and the latest certification for sewer was $5,927,172, or 45.9%, of sewer fund expenses in FY 2025.

Projections for FY 2026 show that the water fund should end with a surplus of about $500,000. The 3.5% rate increase and increased consumption due to very dry conditions for a second consecutive year greatly contributed to the projected surplus. Total fund expenses are projected to increase 8.8% over FY 2025's, which includes a $96,000, or 2.1%, increase to the City's MWRA water

assessment and a $292,000, or 25.1%, increase to long-term debt. The water fund's projected surplus for FY 2026 is $514,183 despite these increases in expenses. Any surplus should further enhance the retained earnings balance. The sewer fund should also end FY 2026 with a sizable surplus. Like with water, the 3.5% rate increase and increased consumption due to very dry conditions at the end of the summer of 2025 have greatly contributed to the projected surplus. Total fund expenses are projected to increase 19.0% compared to FY 2025's. FY 2026 saw a $398,000, or 5.5%, increase to the City's MWRA sewer assessment, an $835,000, or 146.6%, increase in capital outlay, and a $478,000, or 113.9%, increase to long-term debt. The sewer fund's projected surplus for FY 2025 is $884,676. Any surplus should further enhance the retained earnings balance.

The City's FY 2027 water and sewer budgets were integrated into this study. The FY 2027 water budget is $10,531,542, a 6.3% increase over FY 2026's water budget, and the FY 2027 sewer budget is $14,788,830, a 10.8% increase over FY 2026's sewer budget. The MWRA's preliminary FY 2027 water assessment is $4,707,331, a 0.4% increase over the FY 2026 assessment. Although an increase, this is the second straight year for which the City's water assessment increase is below the City's average increase in the recent past. The MWRA's preliminary FY 2027 sewer assessment is $7,881,472, an increase of 2.7% over the FY 2026 assessment. The sewer assessment increased 2.9% on average over the five prior years. The MWRA's assessment is the single largest expense for the Water Enterprise Fund and the Sewer Enterprise Fund.

The City plans to invest in infrastructure improvements via its regularly maintained capital improvement plans ("CIPs") over the next five years. Included in the water projections presented, in addition to the funding of the City's regularly maintained CIP, is funding for capital improvements of $2.4 million total from FY 2028 to FY 2031, to be funded out of retained earnings. Included in the sewer projections presented, in addition to the funding of the City's regularly maintained CIP, is funding for capital improvements of $2.0 million total from FY 2028 to FY 2031, to be funded out of retained earnings.

3.0 BASELINE ANALYSIS

Without any changes in revenue (i.e., no rate adjustments), as presented in the baseline financial analysis, total projected water revenues for FY 2027 are $9,816,450 and projected expenditures are $10,531,533, leaving a deficit of over $715,000 for FY 2027. The revenue total does not include liens, which is revenue from prior years that the City has already identified as revenue in those years.

Without any changes in revenue (i.e., no rate adjustments), as presented in the baseline financial analysis, total projected sewer revenues for FY 2027 are $12,981,892 and projected expenditures are $14,788,830, leaving a deficit of over $1.8 million for FY 2027. The revenue total does not include liens, which is revenue from prior years that the City has already identified as revenue in those years.

The Water Enterprise Fund and the Sewer Enterprise Fund are experiencing budgetary shortfalls because revenue recovered from rates is insufficient to cover expenditures. The City should strongly consider rate action for FY 2027 and beyond to ensure sufficient revenue is realized from rates. Any deficit at the conclusion of a fiscal year would presumably be covered by available retained earnings. While healthy retained earnings balances in both funds would allow for this, the consistent use of retained earnings could eventually lead to retained earning balances dropping below recommended levels.

4.0 OPTIONS FOR RATES AND CHANGES

Options for updated rates and charges included in this report are designed to ensure all expenses included can be covered by revenues and available retained earnings and to target retained earnings of 20% of total expenditures by the end of the five-year period. The recommended retained earnings balance is between 10% and 25%.

Since the analysis conducted was a five-year look-ahead, proposed rate increases are presented for the next five (5) fiscal years, including FY 2027. Each of these options will help the City achieve its goals of covering actual costs of services, maintaining healthy retained earnings, investing in capital improvements, and ensuring long-term fiscal stability, although one of the rate options presented is the rate plan supported by City Council when rates were set for FY 2026. Its inclusion allows for illustration of how the financial picture has changed for both water and sewer since the conclusion of the FY 2026 rate study.

The options are designed to change rates and charges only, without changes to the City's rate structure. This is consistent with how the City has changed rates and charges in the recent past, other than the recent addition of the fourth tier in the rate structure, which was implemented for FY 2023.

4.1 Option 1

Option 1 is consistent with the rate plan supported by City Council as part of the FY 2026 rate study.

Rate increases are presented in the following table:

	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Water	4.0%	4.0%	4.0%	4.0%	4.0%
Sewer	4.0%	4.0%	4.0%	4.0%	4.0%

The following table shows current meter service charges and proposed FY 2027 meter service charges along with the difference between them. The increases to the meter service charges are the same as the increases to water rates.

	Rates/Quarter		Difference	
Meter Size (inches)	**Current FY 2026**	**Proposed FY 2027**	**$**	**%**
5/8	$9.44	$9.82	$0.38	4.0%
3/4	$10.05	$10.45	$0.40	4.0%
1	$11.87	$12.34	$0.47	4.0%
1 1/4	$14.29	$14.86	$0.57	4.0%
1 1/2	$14.29	$14.86	$0.57	4.0%
2	$20.84	$21.67	$0.83	4.0%
3	$69.46	$72.24	$2.78	4.0%
4	$87.46	$90.96	$3.50	4.0%
6	$129.46	$134.64	$5.18	4.0%

The following table shows current private fire protection charges and proposed FY 2027 private fire protection charges along with the difference between them. The increases to the private fire protection charges are the same as the increases to water rates.

	Rates/Quarter		Difference	
Service Size (inches)	**Current FY 2026**	**Proposed FY 2027**	**$**	**%**
2"	$13.77	$14.32	$0.55	4.0%
3"	$48.19	$50.12	$1.93	4.0%
4"	$96.39	$100.25	$3.86	4.0%
6"	$282.27	$293.56	$11.29	4.0%
8"	$598.95	$622.91	$23.96	4.0%
10"	$1,080.88	$1,124.12	$43.24	4.0%

The following table shows current volumetric rates and proposed FY 2027 volumetric rates along with the difference between them.

Tier	Volume (cu. Ft)	Volumetric Rates (per 100 cubic feet)		Difference	
		Current FY 2026	Proposed FY 2027	$	%
Water					
1	0 - 2,500	$5.88	$6.12	$0.24	4.0%
2	2,501 - 5,000	$9.16	$9.53	$0.37	4.0%
3	5,001 - 25,000	$12.38	$12.88	$0.50	4.0%
4	Over 25,000	$16.16	$16.81	$0.65	4.0%
Irrigation	All	$16.16	$16.81	$0.65	4.0%
Sewer					
1	0 - 2,500	$11.86	$12.33	$0.47	4.0%
2	2,501 - 5,000	$15.48	$16.10	$0.62	4.0%
3	5,001 - 25,000	$17.28	$17.97	$0.69	4.0%
4	Over 25,000	$21.17	$22.02	$0.85	4.0%
Combined					
1	0 - 2,500	$17.74	$18.45	$0.71	4.0%
2	2,501 - 5,000	$24.64	$25.63	$0.99	4.0%
3	5,001 - 25,000	$29.66	$30.85	$1.19	4.0%
4	Over 25,000	$37.33	$38.82	$1.49	4.0%
Irrigation	All	$16.16	$16.81	$0.65	4.0%

The following table contains the quarterly bill impact on sample customers.

Meter Size	Usage (cu. Ft)	Current FY 2026			Proposed FY 2027			Difference	
		Water	Sewer	Total	Water	Sewer	Total	$	%
5/8"	1,000	$68.24	$118.60	$186.84	$70.97	$123.34	$194.31	$7.47	4.0%
5/8"	2,500	$156.44	$296.50	$452.94	$162.70	$308.36	$471.06	$18.12	4.0%
5/8"	5,000	$385.44	$683.50	$1,068.94	$400.86	$710.84	$1,111.70	$42.76	4.0%
5/8"	15,000	$1,623.44	$2,411.50	$4,034.94	$1,688.38	$2,507.96	$4,196.34	$161.40	4.0%
1"	25,000	$2,863.87	$4,139.50	$7,003.37	$2,978.42	$4,305.08	$7,283.50	$280.13	4.0%
4"	75,000	$11,019.46	$14,724.50	$25,743.96	$11,460.24	$15,313.48	$26,773.72	$1,029.76	4.0%

The information presented for this option includes the total additional funding of $2.4 million in water capital from FY 2028 to FY 2031 to be funded out of retained earnings and the additional funding of $2.0 million in sewer capital from FY 2028 to FY 2031 to be funded out of retained earnings. This funding is in addition to what is in the City-maintained water and sewer CIPs.

While a rate increase for FY 2027 of 4.0% certainly improves the outlook of both funds, projections based on annual 4.0% increases show that retained earnings will be below the targeted 20% of fund expenses by FY 2030 and FY 2031, in large part due to large expense increases in FY 2027, and

that corresponding revenues are no longer covering the larger expenses in both funds. This rate option is included so updated projections can illustrate that rate action greater than the supported plan during the FY 2026 study is necessary to allow retained earnings to remain healthy.

4.2 Option 2

Option 2 contains a slightly higher rate increase for FY 2027 compared to the FY 2026 rate study supported by City Council, along with level rate increases in the subsequent years.

Rate increases are presented in the following table:

	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Water	4.5%	6.0%	6.0%	6.0%	6.0%
Sewer	4.5%	8.0%	8.0%	8.0%	8.0%

The following table shows current meter service charges and proposed FY 2027 meter service charges along with the difference between them. The increases to the meter service charges are the same as the increases to water rates.

	Rates/Quarter		Difference	
Meter Size (inches)	Current FY 2026	Proposed FY 2027	$	%
5/8	$9.44	$9.86	$0.42	4.5%
3/4	$10.05	$10.50	$0.45	4.5%
1	$11.87	$12.40	$0.53	4.5%
1 1/4	$14.29	$14.93	$0.64	4.5%
1 1/2	$14.29	$14.93	$0.64	4.5%
2	$20.84	$21.78	$0.94	4.5%
3	$69.46	$72.59	$3.13	4.5%
4	$87.46	$91.40	$3.94	4.5%
6	$129.46	$135.29	$5.83	4.5%

The following table shows current private fire protection charges and proposed FY 2027 private fire protection charges along with the difference between them. The increases to the private fire protection charges are the same as the increases to water rates.

	Rates/Quarter		Difference	
Service Size (inches)	Current FY 2026	Proposed FY 2027	$	%
2"	$13.77	$14.39	$0.62	4.5%
3"	$48.19	$50.36	$2.17	4.5%
4"	$96.39	$100.73	$4.34	4.5%
6"	$282.27	$294.97	$12.70	4.5%
8"	$598.95	$625.90	$26.95	4.5%
10"	$1,080.88	$1,129.52	$48.64	4.5%

The following table shows current volumetric rates and proposed FY 2027 volumetric rates along with the difference between them.

Tier	Volume (cu. Ft)	Volumetric Rates (per 100 cubic feet)		Difference	
		Current FY 2026	Proposed FY 2027	$	%
Water					
1	0 - 2,500	$5.88	$6.14	$0.26	4.5%
2	2,501 - 5,000	$9.16	$9.57	$0.41	4.5%
3	5,001 - 25,000	$12.38	$12.94	$0.56	4.5%
4	Over 25,000	$16.16	$16.89	$0.73	4.5%
Irrigation	All	$16.16	$16.89	$0.73	4.5%
Sewer					
1	0 - 2,500	$11.86	$12.39	$0.53	4.5%
2	2,501 - 5,000	$15.48	$16.18	$0.70	4.5%
3	5,001 - 25,000	$17.28	$18.06	$0.78	4.5%
4	Over 25,000	$21.17	$22.12	$0.95	4.5%
Combined					
1	0 - 2,500	$17.74	$18.54	$0.80	4.5%
2	2,501 - 5,000	$24.64	$25.75	$1.11	4.5%
3	5,001 - 25,000	$29.66	$30.99	$1.33	4.5%
4	Over 25,000	$37.33	$39.01	$1.68	4.5%
Irrigation	All	$16.16	$16.89	$0.73	4.5%

The following table contains the quarterly bill impact on sample customers.

Meter Size	Usage (cu. Ft)	Current FY 2026			Proposed FY 2027			Difference	
		Water	Sewer	Total	Water	Sewer	Total	$	%
5/8"	1,000	$68.24	$118.60	$186.84	$71.31	$123.94	$195.25	$8.41	4.5%
5/8"	2,500	$156.44	$296.50	$452.94	$163.48	$309.84	$473.32	$20.38	4.5%
5/8"	5,000	$385.44	$683.50	$1,068.94	$402.78	$714.26	$1,117.04	$48.10	4.5%
5/8"	15,000	$1,623.44	$2,411.50	$4,034.94	$1,696.49	$2,520.02	$4,216.51	$181.57	4.5%
1"	25,000	$2,863.87	$4,139.50	$7,003.37	$2,992.74	$4,325.78	$7,318.52	$315.15	4.5%
4"	75,000	$11,019.46	$14,724.50	$25,743.96	$11,515.34	$15,387.10	$26,902.44	$1,158.48	4.5%

The information presented for this option includes the total additional funding of $2.4 million in water capital from FY 2028 to FY 2031 to be funded out of retained earnings and the additional funding of $2.0 million in sewer capital from FY 2028 to FY 2031 to be funded out of retained earnings. This funding is in addition to what is in the City-maintained water and sewer CIPs.

A rate increase for FY 2027 of 4.5% allows retained earnings to remain at a healthy level for both water and sewer in the short term, but strong rate action would be needed in subsequent years to ensure retained earnings remain healthy in those years.

5.0 CONCLUSION

It is important to the City that the proposed rate increases are mitigated as much as possible, given the current environment, while also balancing the importance of continuing to fund the City's water and sewer capital improvement plans. The projections in this report include the full funding of the CIPs, as well as funding of additional capital improvements as described.

The City is focused on water and sewer rate increases of 4.5% for FY 2027 and also on committing to a thorough review of the status of the water and sewer enterprise funds, the water and sewer capital plans, and the water and sewer rate structure in the early part of FY 2027. This review may yield changes that will mitigate the rate increases needed in future years.

The projections provided in the report are based on many assumptions. We recommend that the water and sewer analyses conducted for the City are reviewed and updated each year. For example, assumptions including planned expenditures and anticipated revenues, change year to year and it is important to capture those changes to ensure that the rate plans presented are based on the most accurate information available at the time.

If, in future years, retained earnings projections show balances lower than those considered industry standard, the City can look at its planned expenses to see if any can be adjusted for a given year. This review should include any planned debt as the City can choose to push out planned debt a year or two, if necessary.

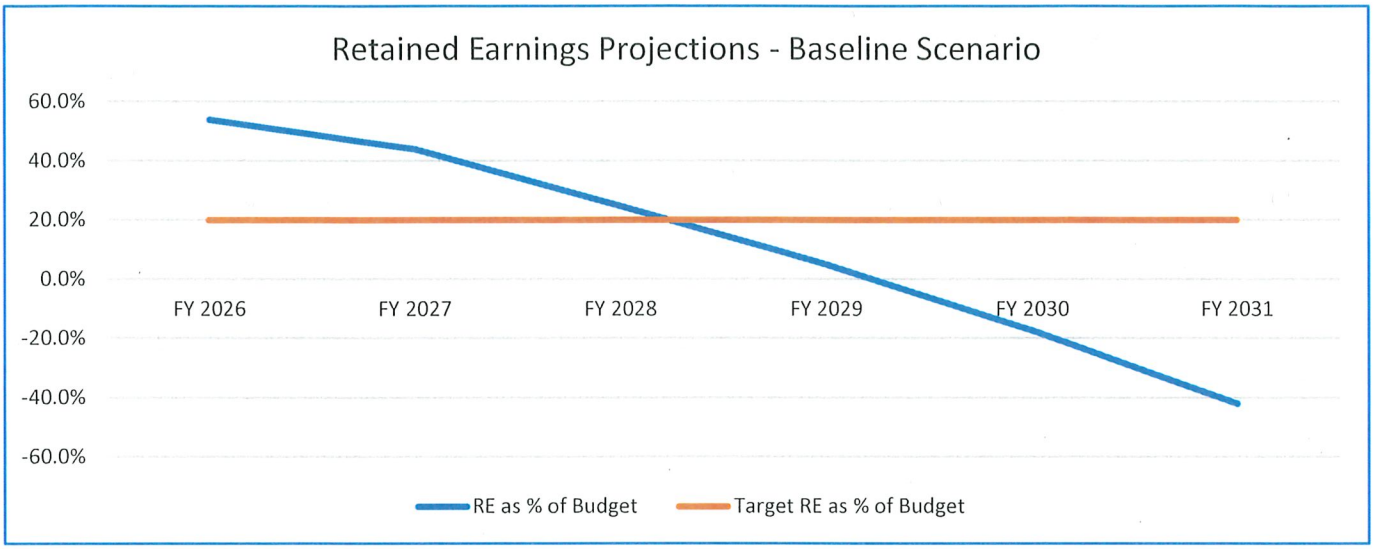
APPENDIX A

Water Rate Study

Includes:
Baseline Scenario
Option1 Summary
Option 2 Summary

Target Retained Earnings as % of Budget:	20.0%

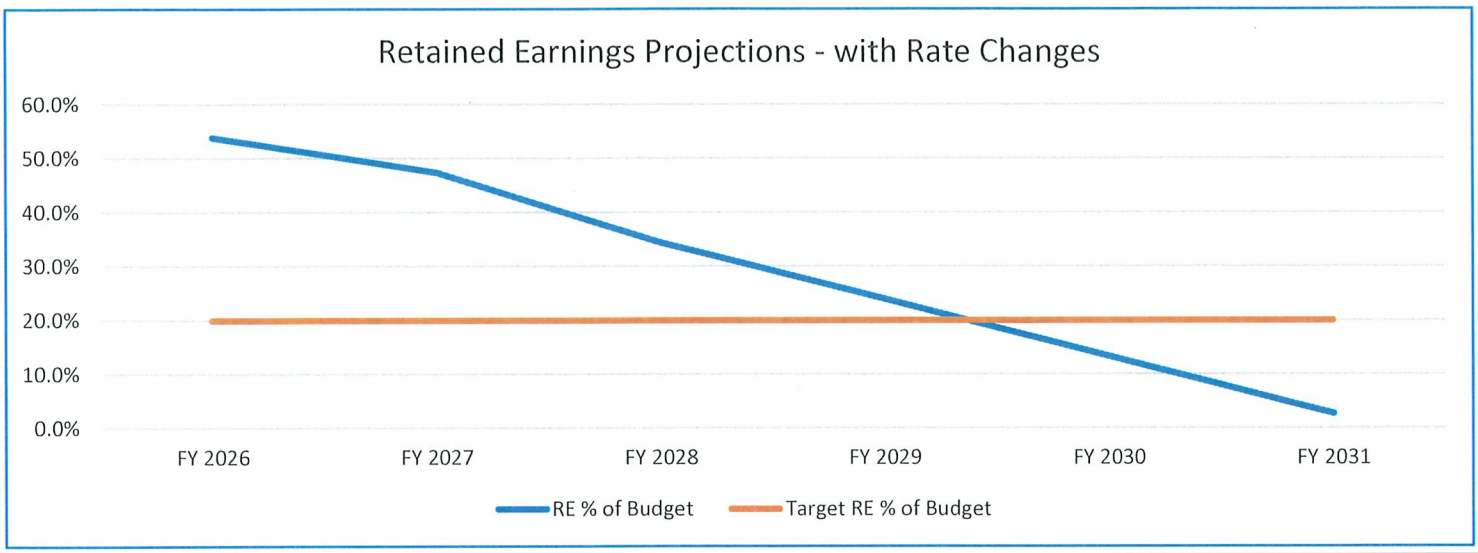
Baseline	FY 2026 PROJECTED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED
Surplus/Deficit	$ 514,183	$ (715,083)	$ (1,767,438)	$ (2,258,866)	$ (2,797,599)	$ (3,335,597)
Projected Retained Earnings	$5,335,172	$4,620,089	$ 2,852,651	$ 593,785	$ (2,203,814)	$ (5,539,411)
RE as % of Budget	53.9%	43.9%	24.6%	4.9%	-17.5%	-42.1%
Target RE as % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Description	FY 2021 ACTUAL	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 ACTUAL	FY 2026 BUDGETED	FY 2026 PROJECTED	FY 2027 BUDGETED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED	COMMENTS
Revenues and Other Sources														
TAX LIENS REDEEMED	$ 4,605	$ 7,498	$ 6,813	$ 2,148	$ 87,477		$ 5,444		$ 5,266	$ 5,266	$ 5,266	$ 5,266	$ 5,266	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON LIENS/WATER	$ 8,323	$ 3,594	$ 3,987	$ 2,860	$ 21,118		$ 4,140		$ 4,691	$ 4,691	$ 4,691	$ 4,691	$ 4,691	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN WATER CHARGES	$ 49,699	$ 43,905	$ 57,217	$ 49,102	$ 70,285		$ 56,764		$ 49,981	$ 49,981	$ 49,981	$ 49,981	$ 49,981	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
WATER UTILITY USAGE CHARGES	$ 7,148,519	$ 7,304,812	$ 8,410,930	$ 8,685,156	$ 9,628,770		$ 9,686,176		$ 9,303,756	$ 9,303,756	$ 9,303,756	$ 9,303,756	$ 9,303,756	FY26, based on YTD actuals + estimated May commitments; FY27 and on based on F
MUNICIPAL WATER CHARGES	$ 160,000	$ 185,675	$ 171,810	$ 210,248	$ 201,348		$ 179,333		$ 171,810	$ 171,810	$ 171,810	$ 171,810	$ 171,810	FY26 YTD Actual; FY27 and on is the FY23 actual amount
WATER LIENS	$ 190,168	$ 234,594	$ 256,455	$ 265,022	$ 392,895		$ 340,009		$ -	$ -	$ -	$ -	$ -	FY26 based on YTD actual; zeroed out FY27-FY31 to exclude from rev req't
WATER/OTHER UTILITY CHARGES	$ 408,882	$ 68,287	$ 119,824	$ 190,732	$ 128,809		$ 54,362		$ 196,931	$ 196,931	$ 196,931	$ 196,931	$ 196,931	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
WATER TEST CHARGES	$ 74,458	$ 77,255	$ 85,537	$ 85,034	$ 98,812		$ 82,705		$ 80,571	$ 80,571	$ 80,571	$ 80,571	$ 80,571	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SALE OF PROP/FINAL READS	$ 3,890	$ -	$ -	$ -	$ -		$ -		$ -	$ -	$ -	$ -	$ -	Assume none
WATER/INTEREST INCOME	$ 9,349	$ 1,177	$ 1,314	$ 1,939	$ 11,893		$ 10,893		$ 3,445	$ 3,445	$ 3,445	$ 3,445	$ 3,445	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
Sub Total	**$ 8,057,893**	**$ 7,926,796**	**$ 9,113,886**	**$ 9,492,241**	**$ 10,641,406**	**$ 9,905,643**	**$ 10,419,826**	**$ 10,531,542**	**$ 9,816,450**	**$ 9,816,450**	**$ 9,816,450**	**$ 9,816,450**	**$ 9,816,450**	
Retained Earnings	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
Total Revenues and Other Sources	**$ 8,057,893**	**$ 7,926,796**	**$ 9,113,886**	**$ 9,492,241**	**$ 10,641,406**	**$ 9,905,643**	**$ 10,419,826**	**$ 10,531,542**	**$ 9,816,450**	**$ 9,816,450**	**$ 9,816,450**	**$ 9,816,450**	**$ 9,816,450**	
								27.5%						
Expenditures and Other Uses														
Salaries and Wages	$ 861,865	$ 999,818	$ 1,056,380	$ 991,273	$ 1,188,722	$ 1,316,084	$ 1,316,084	$ 1,325,709	$ 1,325,709	$ 1,385,366	$ 1,447,707	$ 1,512,854	$ 1,580,933	FY26 and FY27 from Budget; FY28 on 4.5% yearly incr (6.3% avg. incr. last 5 years)
MWRA Assessment	$ 3,935,832	$ 4,184,354	$ 4,147,401	$ 4,202,656	$ 4,592,105	$ 4,688,527	$ 4,688,527	$ 4,707,340	$ 4,707,331	$ 5,074,534	$ 5,272,440	$ 5,478,066	$ 5,691,710	FY26 actual and FY27 preliminary; FY28 and on based on 1.45% flow share
Other Expenses	$ 361,066	$ 358,695	$ 480,254	$ 508,423	$ 288,110	$ 492,757	$ 492,757	$ 672,000	$ 672,000	$ 688,800	$ 706,020	$ 723,671	$ 741,762	FY26 and FY27 from Budget; FY28 on 2.5% yearly incr (1.0% avg. incr. last 5 years)
Capital Outlay	$ 235,199	$ 219,757	$ 103,981	$ 468,678	$ 252,672	$ 286,000	$ 286,000	$ 286,000	$ 286,000	$ 336,000	$ 386,000	$ 436,000	$ 486,000	FY26 and FY27 from budget; $50k increase FY28 and on
Long Term Debt	$ 542,013	$ 645,750	$ 1,271,610	$ 1,288,438	$ 1,164,200	$ 1,456,650	$ 1,456,650	$ 1,417,050	$ 1,417,050	$ 1,451,425	$ 1,438,463	$ 1,459,160	$ 1,464,943	FY27 on, from Planned Debt schedule with CIP, as provided by the City
Projected Additional Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 450,000	$ 550,000	$ 650,000	$ 750,000	Anticipated additional capital to be funded out of RE; Increase $100,000 annually
Sub Total	**$ 5,935,975**	**$ 6,408,373**	**$ 7,059,626**	**$ 7,459,468**	**$ 7,485,828**	**$ 8,240,018**	**$ 8,240,018**	**$ 8,408,099**	**$ 8,408,090**	**$ 9,386,125**	**$ 9,800,631**	**$ 10,259,750**	**$ 10,715,348**	
Indirect Costs	$ 1,588,520	$ 1,553,006	$ 1,511,731	$ 1,423,464	$ 1,615,298	$ 1,665,625	$ 1,665,625	$ 2,123,443	$ 2,123,443	$ 2,197,764	$ 2,274,685	$ 2,354,299	$ 2,436,700	FY26 and FY27 from Budget; FY28 on 3.5% yearly incr (0% avg. incr. last 5 years, but
Transfer to Capital Projects	$ 250,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -					Used to be $250K/$500K annually; not including now due to add'l debt line from ca
Total Expenditures and Other Uses	**$ 7,774,495**	**$ 7,961,379**	**$ 8,571,357**	**$ 8,882,932**	**$ 9,101,126**	**$ 9,905,643**	**$ 9,905,643**	**$ 10,531,542**	**$ 10,531,533**	**$ 11,583,888**	**$ 12,075,316**	**$ 12,614,050**	**$ 13,152,048**	
Excess (Deficiency) of Revenues and Available Funds > Expenditures and Other Uses	**$ 283,398**	**$ (34,583)**	**$ 542,529**	**$ 609,309**	**$ 1,540,281**	**$ -**	**$ 514,183**	**$ -**	**$ (715,083)**	**$ (1,767,438)**	**$ (2,258,866)**	**$ (2,797,599)**	**$ (3,335,597)**	
Retained Earnings Summary														
Proj. Certified Retained Earnings as of July 1, 2025					$ 4,820,989									
Available Retained Earnings Start of FY							$ 4,820,989		$ 5,335,172	$ 4,620,089	$ 2,852,651	$ 593,785	$ (2,203,814)	
Close Prior Year Reserves							$ -		$ -	$ -	$ -	$ -	$ -	
Establish New Year's Reserves (for Expenditures Only)							$ -		$ -	$ -	$ -	$ -	$ -	
Current Year Surplus/(Deficit)							$ 514,183		$ (715,083)	$ (1,767,438)	$ (2,258,866)	$ (2,797,599)	$ (3,335,597)	
Projected Retained Earnings Balance							**$ 5,335,172**		**$ 4,620,089**	**$ 2,852,651**	**$ 593,785**	**$ (2,203,814)**	**$ (5,539,411)**	
Projected Retained Earnings Balance as % of Budget					53.0%		53.9%		43.9%	24.6%	4.9%	-17.5%	-42.1%	

Rate Changes:	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
	3.50%	4.00%	4.00%	4.00%	4.00%	4.00%

Rate Impact	FY 2026 PROJECTED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED
Surplus/Deficit	$ 514,183	$ (342,932)	$(1,008,251)	$(1,097,162)	$(1,217,277)	$(1,319,912)
Projected Retained Earnings	$5,335,172	$4,992,240	$ 3,983,989	$ 2,886,827	$ 1,669,550	$ 349,638
RE % of Budget	53.9%	47.4%	34.4%	23.9%	13.2%	2.7%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Service Charge

Meter Size	Current	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
5/8"	$ 9.44	$ 9.82	$ 10.21	$ 10.62	$ 11.04	$ 11.48
3/4"	$ 10.05	$ 10.45	$ 10.87	$ 11.30	$ 11.75	$ 12.22
1"	$ 11.87	$ 12.34	$ 12.83	$ 13.34	$ 13.87	$ 14.42
1 1/2"	$ 14.29	$ 14.86	$ 15.45	$ 16.07	$ 16.71	$ 17.38
2"	$ 20.84	$ 21.67	$ 22.54	$ 23.44	$ 24.38	$ 25.36
3"	$ 69.46	$ 72.24	$ 75.13	$ 78.14	$ 81.27	$ 84.52
4"	$ 87.46	$ 90.96	$ 94.60	$ 98.38	$ 102.32	$ 106.41
6"	$ 129.46	$ 134.64	$ 140.03	$ 145.63	$ 151.46	$ 157.52

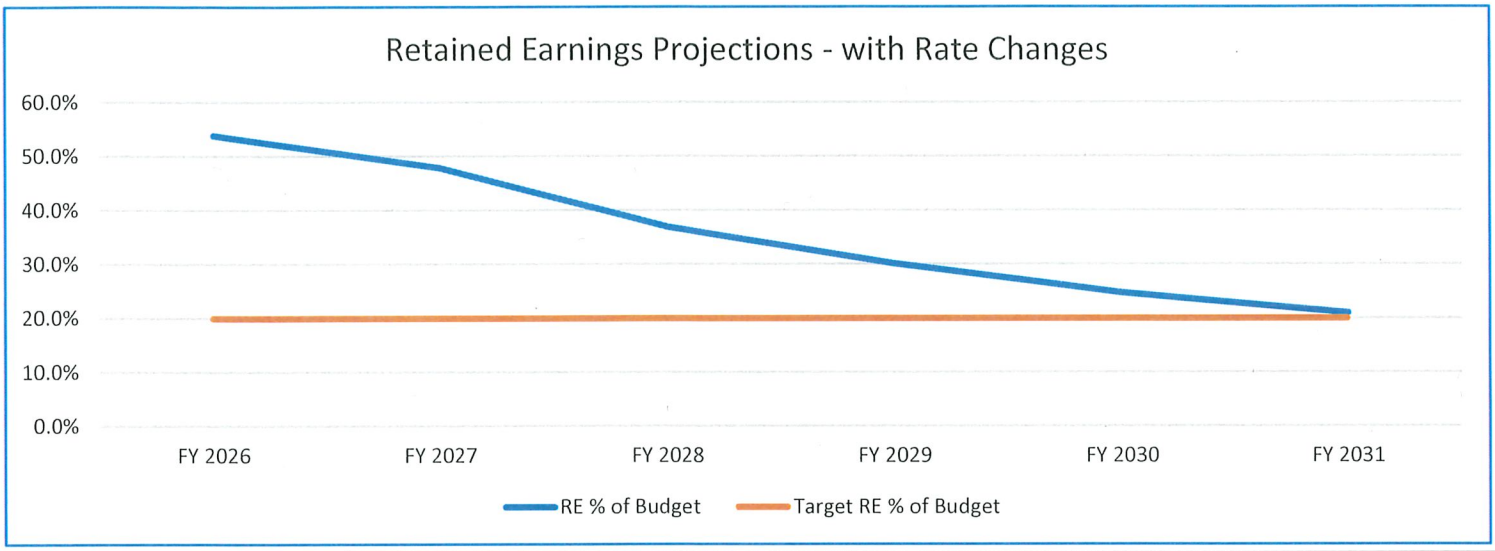
Rates (per 100 cf of usage)	Current	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
1st Step (0 - 2,500 cf)	$ 5.88	$ 6.12	$ 6.36	$ 6.61	$ 6.87	$ 7.14
2nd Step (2,501 - 5,000 cf)	$ 9.16	$ 9.53	$ 9.91	$ 10.31	$ 10.72	$ 11.15
3rd Step (5,001 - 25,000 cf)	$ 12.38	$ 12.88	$ 13.40	$ 13.94	$ 14.50	$ 15.08
4th Step (over 25,001)	$ 16.16	$ 16.81	$ 17.48	$ 18.18	$ 18.91	$ 19.67

User Impact (per Bill) - Water Bills Only			New Bills				
User Type	Usage	Current Bill	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Low-End User (5/8" meter)	1,000	$ 68.24	$ 71.02	$ 73.81	$ 76.72	$ 79.74	$ 82.88
High Tier 1 User (5/8" meter)	2,500	$ 156.44	$ 162.82	$ 169.21	$ 175.87	$ 182.79	$ 189.98
High Tier 2 User (5/8" meter)	5,000	$ 385.44	$ 401.07	$ 416.96	$ 433.62	$ 450.79	$ 468.73
Mid Tier 2 User (5/8" meter)	15,000	$ 1,623.44	$ 1,689.07	$ 1,756.96	$ 1,827.62	$ 1,900.79	$ 1,976.73
High Tier 2 User (1" meter)	25,000	$ 2,863.87	$ 2,979.59	$ 3,099.58	$ 3,224.34	$ 3,353.62	$ 3,487.67
Large User (4" meter)	75,000	$11,019.46	$ 11,463.21	$ 11,921.35	$ 12,399.38	$ 12,897.07	$13,414.66

Description	FY 2020 ACTUAL	FY 2021 ACTUAL	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 ACTUAL	FY 2026 BUDGETED	FY 2026 PROJECTED	FY 2027 BUDGETED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED	COMMENTS
Revenues and Other Sources										4.00%	4.00%	4.00%	4.00%	4.00%	
TAX LIENS REDEEMED	$ 6,608	$ 4,605	$ 7,498	$ 6,813	$ 2,148	$ 87,477	$ -	$ 5,444	$ -	$ 5,266	$ 5,266	$ 5,266	$ 5,266	$ 5,266	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON LIENS/WATER	$ 7,825	$ 8,323	$ 3,594	$ 3,987	$ 2,860	$ 21,118	$ -	$ 4,140	$ -	$ 4,691	$ 4,691	$ 4,691	$ 4,691	$ 4,691	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN WATER CHARGES	$ 46,155	$ 49,699	$ 43,905	$ 57,217	$ 49,102	$ 70,285	$ -	$ 56,764	$ -	$ 49,981	$ 49,981	$ 49,981	$ 49,981	$ 49,981	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
WATER UTILITY USAGE CHARGES	$6,629,005	$7,148,519	$7,304,812	$8,410,930	$8,685,156	$ 9,628,770	$ -	$ 9,686,176	$ -	$ 9,675,906	$10,062,942	$10,465,460	$10,884,078	$11,319,441	FY26, based on YTD actuals + estimated May commitments; FY27 and on based on FY2
MUNICIPAL WATER CHARGES	$ 195,000	$ 160,000	$ 185,675	$ 171,810	$ 210,248	$ 201,348	$ -	$ 179,333	$ -	$ 171,810	$ 171,810	$ 171,810	$ 171,810	$ 171,810	FY26 YTD Actual; FY27 and on is the FY23 actual amount
WATER LIENS	$ 235,517	$ 190,168	$ 234,594	$ 256,455	$ 265,022	$ 392,895	$ -	$ 340,009	$ -	$ -	$ -	$ -	$ -	$ -	FY26 based on YTD actual; zeroed out FY27-FY31 to exclude from rev req't
WATER/OTHER UTILITY CHARGES	$ 113,359	$ 408,882	$ 68,287	$ 119,824	$ 190,732	$ 128,809	$ -	$ 54,362	$ -	$ 196,931	$ 196,931	$ 196,931	$ 196,931	$ 196,931	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
WATER TEST CHARGES	$ 71,850	$ 74,458	$ 77,255	$ 85,537	$ 85,034	$ 98,812	$ -	$ 82,705	$ -	$ 80,571	$ 80,571	$ 80,571	$ 80,571	$ 80,571	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SALE OF PROP/FINAL READS	$ 117,633	$ 3,890	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
WATER/INTEREST INCOME	$ 9,819	$ 9,349	$ 1,177	$ 1,314	$ 1,939	$ 11,893	$ -	$ 10,893	$ -	$ 3,445	$ 3,445	$ 3,445	$ 3,445	$ 3,445	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
Sub Total	**$7,432,772**	**$8,057,893**	**$7,926,796**	**$9,113,886**	**$9,492,241**	**$10,641,406**	**$9,905,643**	**$10,419,826**	**$10,531,542**	**$10,188,601**	**$10,575,637**	**$10,978,154**	**$11,396,773**	**$11,832,136**	
Retained Earnings	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
Total Revenues and Other Sources	**$7,432,772**	**$8,057,893**	**$7,926,796**	**$9,113,886**	**$9,492,241**	**$10,641,406**	**$9,905,643**	**$10,419,826**	**$10,531,542**	**$10,188,601**	**$10,575,637**	**$10,978,154**	**$11,396,773**	**$11,832,136**	
Expenditures and Other Uses															
Salaries and Wages	$ 898,466	$ 861,865	$ 999,818	$1,056,380	$ 991,273	$ 1,188,722	$1,316,084	$ 1,316,084	$ 1,325,709	$ 1,325,709	$ 1,385,366	$ 1,447,707	$ 1,512,854	$ 1,580,933	FY26 and FY27 from Budget; FY28 on 4.5% yearly incr (6.3% avg. incr. last 5 years)
MWRA Assessment	$3,897,384	$3,935,832	$4,184,354	$4,147,401	$4,202,656	$ 4,592,105	$4,688,527	$ 4,688,527	$ 4,707,340	$ 4,707,331	$ 5,074,534	$ 5,272,440	$ 5,478,066	$ 5,691,710	FY26 actual and FY27 preliminary; FY28 and on based on 1.45% flow share
Other Expenses	$ 330,698	$ 361,066	$ 358,695	$ 480,254	$ 508,423	$ 288,130	$ 492,757	$ 492,757	$ 672,000	$ 672,000	$ 688,800	$ 706,020	$ 723,671	$ 741,762	FY26 and FY27 from Budget; FY28 on 2.5% yearly incr (1.0% avg. incr. last 5 years)
Capital Outlay	$ 231,446	$ 235,199	$ 219,757	$ 103,981	$ 468,678	$ 252,672	$ 286,000	$ 286,000	$ 286,000	$ 286,000	$ 336,000	$ 386,000	$ 436,000	$ 486,000	FY26 and FY27 from budget; $50k increase FY28 and on
Long Term Debt	$ 676,446	$ 542,013	$ 645,750	$1,271,610	$1,288,438	$ 1,164,200	$1,456,650	$ 1,456,650	$ 1,417,050	$ 1,417,050	$ 1,451,425	$ 1,438,463	$ 1,459,160	$ 1,464,943	FY27 on, from Planned Debt schedule with CIP, as provided by the City
Projected Additional Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 450,000	$ 550,000	$ 650,000	$ 750,000	Anticipated additional capital to be funded out of RE; Increase $100,000 annually
Sub Total	**$6,034,439**	**$5,935,975**	**$6,408,373**	**$7,059,626**	**$7,459,468**	**$ 7,485,828**	**$8,240,018**	**$ 8,240,018**	**$ 8,408,099**	**$ 8,408,090**	**$ 9,386,125**	**$ 9,800,631**	**$10,259,750**	**$10,715,348**	
Indirect Costs	$1,631,808	$1,588,520	$1,553,006	$1,511,731	$1,423,464	$ 1,615,298	$1,665,625	$ 1,665,625	$ 2,123,443	$ 2,123,443	$ 2,197,764	$ 2,274,685	$ 2,354,299	$ 2,436,700	FY26 and FY27 from Budget; FY28 on 3.5% yearly incr (0% avg. incr. last 5 years, but big
Transfer to Capital Projects	$ 500,000	$ 250,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Used to be $250K/$500K annually; not including now due to add'l debt line from capita
Total Expenditures and Other Uses	**$8,166,247**	**$7,774,495**	**$7,961,379**	**$8,571,357**	**$8,882,932**	**$ 9,101,126**	**$9,905,643**	**$ 9,905,643**	**$10,531,542**	**$10,531,533**	**$11,583,888**	**$12,075,316**	**$12,614,050**	**$13,152,048**	
Excess (Deficiency) of Revenues and Available Funds > Expenditures and Other Uses	$ (733,475)	$ 283,398	$ (34,583)	$ 542,529	$ 609,309	$ 1,540,281	$ -	$ 514,183	$ -	$ (342,932)	$ (1,008,251)	$ (1,097,162)	$ (1,217,277)	$ (1,319,912)	
Retained Earnings Summary															
Proj. Certified Retained Earnings as of July 1, 2025						$ 4,820,989									
Available Retained Earnings Start of FY								$ 4,820,989		$ 5,335,172	$ 4,992,240	$ 3,983,989	$ 2,886,827	$ 1,669,550	
Close Prior Year Reserves								$ -		$ -	$ -	$ -	$ -	$ -	
Establish New Year's Reserves (for Expenditures Only)								$ -		$ -	$ -	$ -	$ -	$ -	
Current Year Surplus/(Deficit)								$ 514,183		$ (342,932)	$ (1,008,251)	$ (1,097,162)	$ (1,217,277)	$ (1,319,912)	
Projected Retained Earnings Balance								$ 5,335,172		$ 4,992,240	$ 3,983,989	$ 2,886,827	$ 1,669,550	$ 349,638	
Projected Retained Earnings Balance as % of Budget						53.0%		53.9%		47.4%	34.4%	23.9%	13.2%	2.7%	

Rate Changes:	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
	3.50%	4.50%	6.00%	6.00%	6.00%	6.00%

Rate Impact	FY 2026 PROJECTED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED
Surplus/Deficit	$ 514,183	$ (296,414)	$ (765,423)	$ (638,505)	$ (521,791)	$ (365,016)
Projected Retained Earnings	$ 5,335,172	$ 5,038,758	$ 4,273,335	$ 3,634,830	$ 3,113,039	$ 2,748,023
RE % of Budget	53.9%	47.8%	36.9%	30.1%	24.7%	20.9%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Service Charge

Meter Size	Current	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
5/8"	$ 9.44	$ 9.86	$ 10.45	$ 11.08	$ 11.74	$ 12.44
3/4"	$ 10.05	$ 10.50	$ 11.13	$ 11.80	$ 12.51	$ 13.26
1"	$ 11.87	$ 12.40	$ 13.14	$ 13.93	$ 14.77	$ 15.66
1 1/2"	$ 14.29	$ 14.93	$ 15.83	$ 16.78	$ 17.79	$ 18.86
2"	$ 20.84	$ 21.78	$ 23.09	$ 24.48	$ 25.95	$ 27.51
3"	$ 69.46	$ 72.59	$ 76.95	$ 81.57	$ 86.46	$ 91.65
4"	$ 87.46	$ 91.40	$ 96.88	$ 102.69	$ 108.85	$ 115.38
6"	$ 129.46	$ 135.29	$ 143.41	$ 152.01	$ 161.13	$ 170.80

Rates (per 100 cf of usage)	Current	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
1st Step (0 - 2,500 cf)	$ 5.88	$ 6.14	$ 6.51	$ 6.90	$ 7.31	$ 7.75
2nd Step (2,501 - 5,000 cf)	$ 9.16	$ 9.57	$ 10.14	$ 10.75	$ 11.40	$ 12.08
3rd Step (5,001 - 25,000 cf)	$ 12.38	$ 12.94	$ 13.72	$ 14.54	$ 15.41	$ 16.33
4th Step (over 25,001)	$ 16.16	$ 16.89	$ 17.90	$ 18.97	$ 20.11	$ 21.32

User Impact (per Bill) - Water Bills Only			New Bills				
User Type	Usage	Current Bill	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Low-End User (5/8" meter)	1,000	$ 68.24	$ 71.26	$ 75.55	$ 80.08	$ 84.84	$ 89.94
High Tier 1 User (5/8" meter)	2,500	$ 156.44	$ 163.36	$ 173.20	$ 183.58	$ 194.49	$ 206.19
High Tier 2 User (5/8" meter)	5,000	$ 385.44	$ 402.61	$ 426.70	$ 452.33	$ 479.49	$ 508.19
Mid Tier 2 User (5/8" meter)	15,000	$ 1,623.44	$ 1,696.61	$ 1,798.70	$ 1,906.33	$ 2,020.49	$ 2,141.19
High Tier 2 User (1" meter)	25,000	$ 2,863.87	$ 2,993.15	$ 3,173.39	$ 3,363.18	$ 3,564.52	$ 3,777.41
Large User (4" meter)	75,000	$ 11,019.46	$ 11,517.15	$ 12,207.13	$ 12,936.94	$ 13,713.60	$ 14,537.13

Description	FY 2020 ACTUAL	FY 2021 ACTUAL	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 ACTUAL	FY 2026 BUDGETED	FY 2026 PROJECTED	FY 2027 BUDGETED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED	COMMENTS
Revenues and Other Sources										4.50%	6.00%	6.00%	6.00%	6.00%	
TAX LIENS REDEEMED	$ 6,608	$ 4,605	$ 7,498	$ 6,813	$ 2,148	$ 87,477	$ -	$ 5,444	$ -	$ 5,266	$ 5,266	$ 5,266	$ 5,266	$ 5,266	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON LIENS/WATER	$ 7,825	$ 8,323	$ 3,594	$ 3,987	$ 2,860	$ 21,118	$ -	$ 4,140	$ -	$ 4,691	$ 4,691	$ 4,691	$ 4,691	$ 4,691	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN WATER CHARGES	$ 46,155	$ 49,699	$ 43,905	$ 57,217	$ 49,102	$ 70,285	$ -	$ 56,764	$ -	$ 49,981	$ 49,981	$ 49,981	$ 49,981	$ 49,981	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
WATER UTILITY USAGE CHARGES	$6,629,005	$7,148,519	$7,304,812	$8,410,930	$8,685,156	$ 9,628,770	$ -	$ 9,686,176	$ -	$ 9,722,425	$10,305,770	$10,924,117	$11,579,564	$12,274,337	FY26, based on YTD actuals + estimated May commitments; FY27 and on based on FY24
MUNICIPAL WATER CHARGES	$ 195,000	$ 160,000	$ 185,675	$ 171,810	$ 210,248	$ 201,348	$ -	$ 179,333	$ -	$ 171,810	$ 171,810	$ 171,810	$ 171,810	$ 171,810	FY26 YTD Actual; FY27 and on is the FY23 actual amount
WATER LIENS	$ 235,517	$ 190,168	$ 234,594	$ 256,455	$ 265,022	$ 392,895	$ -	$ 340,009	$ -	$ -	$ -	$ -	$ -	$ -	FY26 based on YTD actual; zeroed out FY27-FY31 to exclude from rev req't
WATER/OTHER UTILITY CHARGES	$ 113,359	$ 408,882	$ 68,287	$ 119,824	$ 190,732	$ 128,809	$ -	$ 54,362	$ -	$ 196,931	$ 196,931	$ 196,931	$ 196,931	$ 196,931	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
WATER TEST CHARGES	$ 71,850	$ 74,458	$ 77,255	$ 85,537	$ 85,034	$ 98,812	$ -	$ 82,705	$ -	$ 80,571	$ 80,571	$ 80,571	$ 80,571	$ 80,571	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SALE OF PROP/FINAL READS	$ 117,633	$ 3,890	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
WATER/INTEREST INCOME	$ 9,819	$ 9,349	$ 1,177	$ 1,314	$ 1,939	$ 11,893	$ -	$ 10,893	$ -	$ 3,445	$ 3,445	$ 3,445	$ 3,445	$ 3,445	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
Sub Total	**$7,432,772**	**$8,057,893**	**$7,926,796**	**$9,113,886**	**$9,492,241**	**$10,641,406**	**$9,905,643**	**$10,419,826**	**$10,531,542**	**$10,235,119**	**$10,818,465**	**$11,436,811**	**$12,092,258**	**$12,787,032**	
Retained Earnings	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
Total Revenues and Other Sources	**$7,432,772**	**$8,057,893**	**$7,926,796**	**$9,113,886**	**$9,492,241**	**$10,641,406**	**$9,905,643**	**$10,419,826**	**$10,531,542**	**$10,235,119**	**$10,818,465**	**$11,436,811**	**$12,092,258**	**$12,787,032**	
Expenditures and Other Uses															
Salaries and Wages	$ 898,466	$ 861,865	$ 999,818	$1,056,380	$ 991,273	$ 1,188,722	$1,316,084	$ 1,316,084	$ 1,325,709	$ 1,325,709	$ 1,385,366	$ 1,447,707	$ 1,512,854	$ 1,580,933	FY26 and FY27 from Budget; FY28 on 4.5% yearly incr (6.3% avg. incr. last 5 years)
MWRA Assessment	$3,897,384	$3,935,832	$4,184,354	$4,147,401	$4,202,656	$ 4,592,105	$4,688,527	$ 4,688,527	$ 4,707,340	$ 4,707,331	$ 5,074,534	$ 5,272,440	$ 5,478,066	$ 5,691,710	FY26 actual and FY27 preliminary; FY28 and on based on 1.45% flow share
Other Expenses	$ 330,698	$ 361,066	$ 358,695	$ 480,254	$ 508,423	$ 288,130	$ 492,757	$ 492,757	$ 672,000	$ 672,000	$ 688,800	$ 706,020	$ 723,671	$ 741,762	FY26 and FY27 from Budget; FY28 on 2.5% yearly incr (1.0% avg. incr. last 5 years)
Capital Outlay	$ 231,446	$ 235,199	$ 219,757	$ 103,981	$ 468,678	$ 252,672	$ 286,000	$ 286,000	$ 286,000	$ 286,000	$ 336,000	$ 386,000	$ 436,000	$ 486,000	FY26 and FY27 from budget; $50k increase FY28 and on
Long Term Debt	$ 676,446	$ 542,013	$ 645,750	$1,271,610	$1,288,438	$ 1,164,200	$1,456,650	$ 1,456,650	$ 1,417,050	$ 1,417,050	$ 1,451,425	$ 1,438,463	$ 1,459,160	$ 1,464,943	FY27 on, from Planned Debt schedule with CIP, as provided by the City
Projected Additional Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 450,000	$ 550,000	$ 650,000	$ 750,000	Anticipated additional capital to be funded out of RE; Increase $100,000 annually
Sub Total	**$6,034,439**	**$5,935,975**	**$6,408,373**	**$7,059,626**	**$7,459,468**	**$ 7,485,828**	**$8,240,018**	**$ 8,240,018**	**$ 8,408,099**	**$ 8,408,090**	**$ 9,386,125**	**$ 9,800,631**	**$10,259,750**	**$10,715,348**	
Indirect Costs	$1,631,808	$1,588,520	$1,553,006	$1,511,731	$1,423,464	$ 1,615,298	$1,665,625	$ 1,665,625	$ 2,123,443	$ 2,123,443	$ 2,197,764	$ 2,274,685	$ 2,354,299	$ 2,436,700	FY26 and FY27 from Budget; FY28 on 3.5% yearly incr (0% avg. incr. last 5 years, but big
Transfer to Capital Projects	$ 500,000	$ 250,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Used to be $250K/$500K annually; not including now due to add'l debt line from capita
Total Expenditures and Other Uses	**$8,166,247**	**$7,774,495**	**$7,961,379**	**$8,571,357**	**$8,882,932**	**$ 9,101,126**	**$9,905,643**	**$ 9,905,643**	**$10,531,542**	**$10,531,533**	**$11,583,888**	**$12,075,316**	**$12,614,050**	**$13,152,048**	
Excess (Deficiency) of Revenues and Available Funds > Expenditures and Other Uses	**$ (733,475)**	**$ 283,398**	**$ (34,583)**	**$ 542,529**	**$ 609,309**	**$ 1,540,281**	**$ -**	**$ 514,183**	**$ -**	**$ (296,414)**	**$ (765,423)**	**$ (638,505)**	**$ (521,791)**	**$ (365,016)**	
Retained Earnings Summary															
Proj. Certified Retained Earnings as of July 1, 2025						$ 4,820,989									
Available Retained Earnings Start of FY								$ 4,820,989		$ 5,335,172	$ 5,038,758	$ 4,273,335	$ 3,634,830	$ 3,113,039	
Close Prior Year Reserves								$ -		$ -	$ -	$ -	$ -	$ -	
Establish New Year's Reserves (for Expenditures Only)								$ -		$ -	$ -	$ -	$ -	$ -	
Current Year Surplus/(Deficit)								$ 514,183		$ (296,414)	$ (765,423)	$ (638,505)	$ (521,791)	$ (365,016)	
Projected Retained Earnings Balance								**$ 5,335,172**		**$ 5,038,758**	**$ 4,273,335**	**$ 3,634,830**	**$ 3,113,039**	**$ 2,748,023**	
Projected Retained Earnings Balance as % of Budget						53.0%		53.9%		47.8%	36.9%	30.1%	24.7%	20.9%	

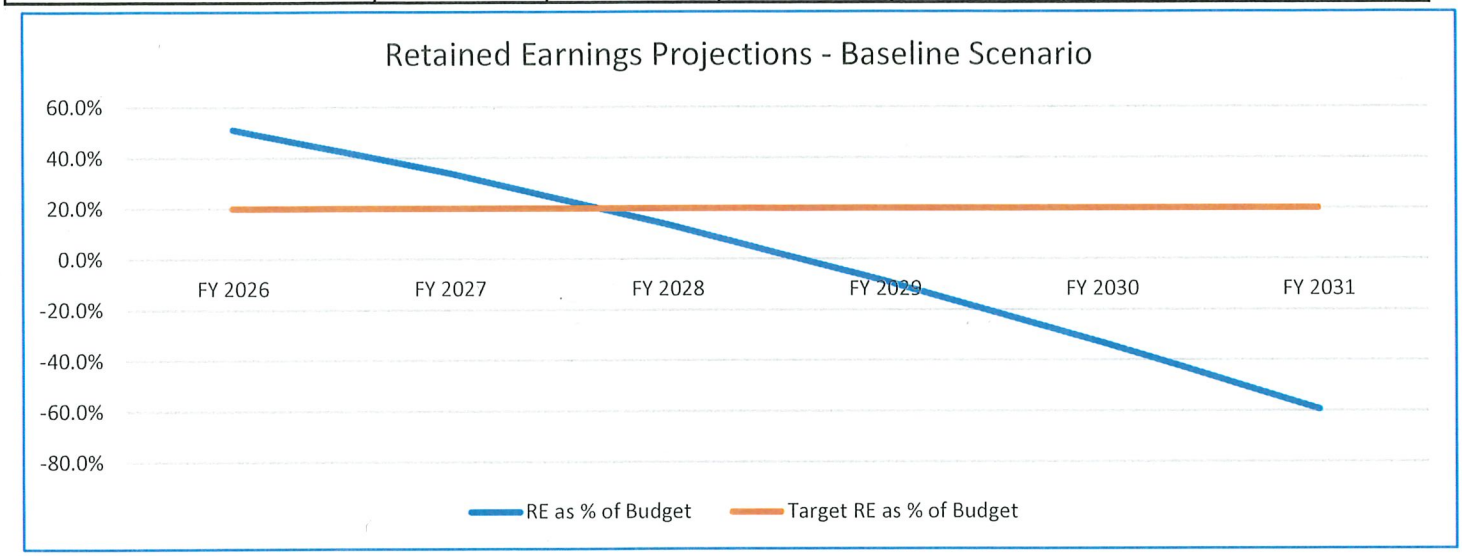
APPENDIX B

Sewer Rate Study

Includes:
Baseline Scenario
Option1 Summary
Option 2 Summary

Target Retained Earnings as % of Budget:	20.0%

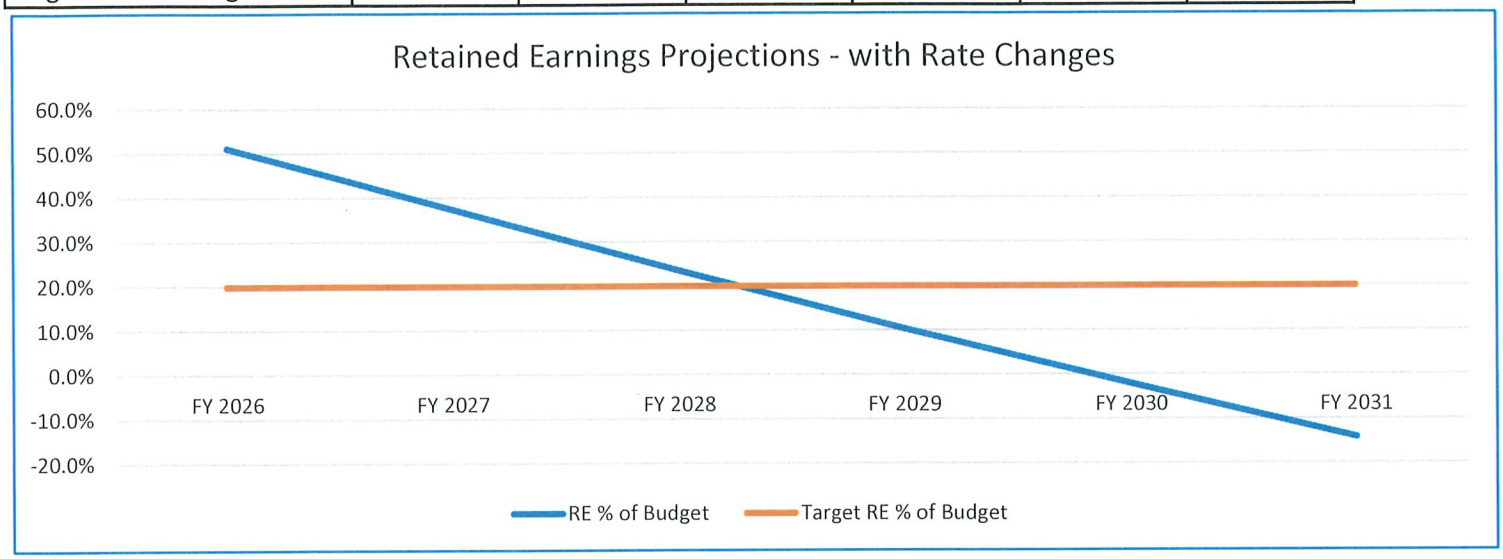
Baseline	FY 2026 PROJECTED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED
Surplus/Deficit	$ 884,676	$ (1,806,938)	$ (2,856,046)	$ (3,593,006)	$ (4,250,566)	$ (4,962,772)
Projected Retained Earnings	$ 6,811,848	$ 5,004,910	$ 2,148,864	$ (1,444,142)	$ (5,694,708)	$ (10,657,480)
RE as % of Budget	51.2%	33.8%	13.6%	-8.7%	-33.0%	-59.4%
Target RE as % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Description	FY 2021 ACTUAL	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 ACTUAL	FY 2026 BUDGETED	FY 2026 PROJECTED	FY 2027 BUDGETED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED	COMMENTS
Revenues and Other Sources														
TAX LIENS REDEEMED	$ 7,742	$ 12,202	$ 9,969	$ 3,164	$ 130,302		$ 9,263		$ 8,269	$ 8,269	$ 8,269	$ 8,269	$ 8,269	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON LIENS/SEWER	$ 12,874	$ 5,233	$ 6,191	$ 4,434	$ 31,260		$ 7,102		$ 7,183	$ 7,183	$ 7,183	$ 7,183	$ 7,183	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON SEWER CHARGES	$ 80,888	$ 70,772	$ 88,187	$ 77,234	$ 105,199		$ 91,392		$ 79,270	$ 79,270	$ 79,270	$ 79,270	$ 79,270	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SEWER UTILITY USAGE CHARGES	$ 10,304,173	$ 10,519,436	$ 11,557,328	$ 11,952,692	$ 13,021,653		$ 13,395,042		$ 12,804,023	$ 12,804,023	$ 12,804,023	$ 12,804,023	$ 12,804,023	FY26, based on YTD actuals + estimated May commitments; FY27 and on based on FY2
MUNICIPAL SEWER CHARGES	$ 86,068	$ 85,000	$ 77,190	$ 110,217	$ 128,731		$ 96,563		$ 77,190	$ 77,190	$ 77,190	$ 77,190	$ 77,190	FY27 and on is the FY23 actual amount
SEWER LIENS	$ 327,560	$ 383,618	$ 461,044	$ 551,077	$ 614,514		$ 581,121		$ -	$ -	$ -	$ -	$ -	FY26 based on YTD actual;zeroed out FY27-FY31 to exclude from rev req't
SEWER/OTHER UTILITY CHARGES	$ 630	$ 1,170	$ 1,705	$ 240	$ 210		$ 615		$ 936	$ 936	$ 936	$ 936	$ 936	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SEWER/INTEREST INCOME	$ 14,855	$ 1,378	$ 1,641	$ 2,208	$ 16,325		$ 16,756		$ 5,021	$ 5,021	$ 5,021	$ 5,021	$ 5,021	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
Sub Total	**$ 10,834,789**	**$ 11,078,809**	**$ 12,203,256**	**$ 12,701,266**	**$ 14,048,194**	**$ 13,351,401**	**$ 14,197,854**	**$ 14,788,838**	**$ 12,981,892**	**$ 12,981,892**	**$ 12,981,892**	**$ 12,981,892**	**$ 12,981,892**	
Retained Earnings	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
Total Revenues and Other Sources	**$ 10,834,789**	**$ 11,078,809**	**$ 12,203,256**	**$ 12,701,266**	**$ 14,048,194**	**$ 13,351,401**	**$ 14,197,854**	**$ 14,788,838**	**$ 12,981,892**	**$ 12,981,892**	**$ 12,981,892**	**$ 12,981,892**	**$ 12,981,892**	
Expenditures and Other Uses														
Salaries and Wages	$ 498,991	$ 547,601	$ 624,811	$ 620,031	$ 796,215	$ 924,601	$ 924,601	$ 1,320,030	$ 1,320,030	$ 1,379,431	$ 1,441,506	$ 1,506,374	$ 1,574,160	FY26 and FY27 from Budget; FY28 on 4.5% yearly incr (10.2% avg. incr. last 5 years)
MWRA Assessment	$ 6,648,177	$ 6,806,903	$ 6,800,255	$ 7,004,552	$ 7,277,190	$ 7,713,813	$ 7,675,590	$ 7,881,480	$ 7,881,472	$ 8,117,916	$ 8,361,454	$ 8,612,297	$ 8,870,666	FY26 actual and FY27 preliminary; increase 3.0% yearly (3.0% avevage last 5 years)
Other Expenses	$ 460,569	$ 796,940	$ 397,024	$ 694,988	$ 403,941	$ 513,775	$ 513,775	$ 529,000	$ 529,000	$ 542,225	$ 555,781	$ 569,675	$ 583,917	FY26 and FY27 from Budget; FY28 on 2.5% yearly incr (12.4% avg. incr. last 5 years)
Capital Outlay	$ 1,053,285	$ 3,648,133	$ 771,263	$ 2,835,168	$ 569,718	$ 1,405,000	$ 1,405,000	$ 1,405,000	$ 1,405,000	$ 1,455,000	$ 1,505,000	$ 1,555,000	$ 1,605,000	FY26 and FY27 from budget; $50k increase FY28 and on
Long Term Debt	$ 411,053	$ 369,578	$ 300,253	$ 254,588	$ 419,904	$ 898,355	$ 898,355	$ 1,049,635	$ 1,049,635	$ 1,298,543	$ 1,472,017	$ 1,552,351	$ 1,673,123	FY27 on, from Planned Debt schedule with CIP, as provided by the City
Projected Additional Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 350,000	$ 450,000	$ 550,000	$ 650,000	Anticipated additional capital to be funded out of RE; Increase $100,000 annually
Sub Total	**$ 9,072,074**	**$ 12,169,154**	**$ 8,893,606**	**$ 11,409,327**	**$ 9,466,969**	**$ 11,455,544**	**$ 11,417,321**	**$ 12,185,145**	**$ 12,185,137**	**$ 13,143,116**	**$ 13,785,757**	**$ 14,345,697**	**$ 14,956,867**	
Indirect Costs	$ 1,491,802	$ 1,507,448	$ 1,397,994	$ 1,494,512	$ 1,718,878	$ 1,895,857	$ 1,895,857	$ 2,603,693	$ 2,603,693	$ 2,694,822	$ 2,789,141	$ 2,886,761	$ 2,987,798	FY26 and FY27 from Budget; FY28 on 3.5% yearly incr (2.6% avg. incr. last 5 years, but
Transfer to Capital Projects	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Was $250K per year, but not including now due to additional debt line from capital
Total Expenditures and Other Uses	**$ 10,563,876**	**$ 13,676,602**	**$ 10,291,600**	**$ 12,903,839**	**$ 11,185,847**	**$ 13,351,401**	**$ 13,313,178**	**$ 14,788,838**	**$ 14,788,830**	**$ 15,837,938**	**$ 16,574,898**	**$ 17,232,458**	**$ 17,944,664**	
Excess (Deficiency) of Revenues and Available Funds > Expenditures and Other Uses	**$ 270,913**	**$ (2,597,792)**	**$ 1,911,656**	**$ (202,573)**	**$ 2,862,347**	**$ -**	**$ 884,676**	**$ -**	**$ (1,806,938)**	**$ (2,856,046)**	**$ (3,593,006)**	**$ (4,250,566)**	**$ (4,962,772)**	
Retained Earnings Summary														
Certified Retained Earnings as of July 1, 2025					$ 5,927,172									
Available Retained Earnings Start of FY							$ 5,927,172		$ 6,811,848	$ 5,004,910	$ 2,148,864	$ (1,444,142)	$ (5,694,708)	
Close Prior Year Reserves							$ -		$ -	$ -	$ -	$ -	$ -	
Establish New Year's Reserves (for Expenditures Only)							$ -		$ -	$ -	$ -	$ -	$ -	
Current Year Surplus/(Deficit)							$ 884,676		$ (1,806,938)	$ (2,856,046)	$ (3,593,006)	$ (4,250,566)	$ (4,962,772)	
Projected Retained Earnings Balance							**$ 6,811,848**		**$ 5,004,910**	**$ 2,148,864**	**$ (1,444,142)**	**$ (5,694,708)**	**$ (10,657,480)**	
Projected Retained Earnings Balance as % of Budget					45.9%		51.2%		33.8%	13.6%	-8.7%	-33.0%	-59.4%	

Rate Changes:	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
	3.50%	4.00%	4.00%	4.00%	4.00%	4.00%

Rate Impact	FY 2026 PROJECTED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED
Surplus/Deficit	$ 884,676	$(1,294,777)	$(1,811,237)	$(1,994,244)	$(2,075,693)	$(2,188,743)
Projected Retained Earnings	$ 6,811,848	$ 5,517,071	$ 3,705,834	$ 1,711,590	$ (364,103)	$(2,552,846)
RE % of Budget	51.2%	37.3%	23.4%	10.3%	-2.1%	-14.2%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



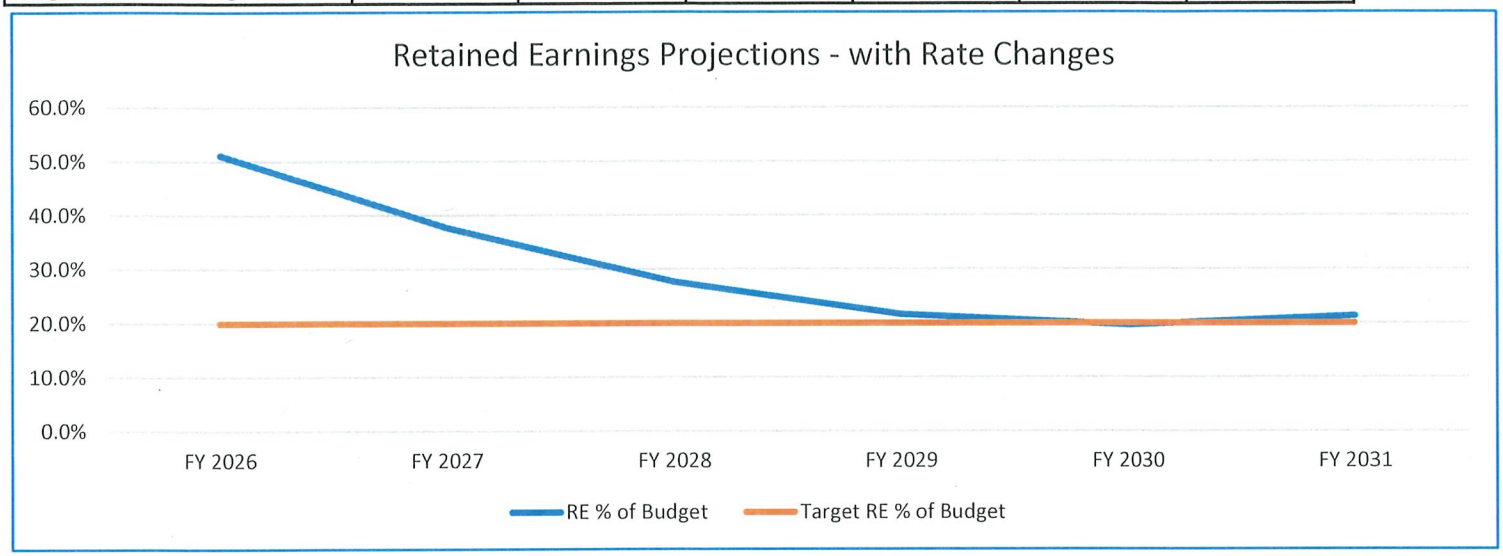
Rates (per 100 cf of usage)	Current	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
1st Step (0 - 2,500 cf)	$ 11.86	$ 12.33	$ 12.82	$ 13.33	$ 13.86	$ 14.41
2nd Step (2,501 - 5,000 cf)	$ 15.48	$ 16.10	$ 16.74	$ 17.41	$ 18.11	$ 18.83
3rd Step (5,001 - 25,000 cf)	$ 17.28	$ 17.97	$ 18.69	$ 19.44	$ 20.22	$ 21.03
4th Step (over 25,001)	$ 21.17	$ 22.02	$ 22.90	$ 23.82	$ 24.77	$ 25.76

User Impact (per Bill) - Sewer Bills Only			New Bills				
User Type	Usage	Current Bill	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Low-End User	1,000	$ 118.60	$ 123.30	$ 128.20	$ 133.30	$ 138.60	$ 144.10
High Tier 1 User	2,500	$ 296.50	$ 308.25	$ 320.50	$ 333.25	$ 346.50	$ 360.25
Low Tier 2 User	5,000	$ 683.50	$ 710.75	$ 739.00	$ 768.50	$ 799.25	$ 831.00
Mid Tier 2 User	15,000	$ 2,411.50	$ 2,507.75	$ 2,608.00	$ 2,712.50	$ 2,821.25	$ 2,934.00
High Tier 2 User	25,000	$ 4,139.50	$ 4,304.75	$ 4,477.00	$ 4,656.50	$ 4,843.25	$ 5,037.00
Large User	75,000	$ 14,724.50	$ 15,314.75	$ 15,927.00	$ 16,566.50	$ 17,228.25	$ 17,917.00

Description	FY 2021 ACTUAL	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 ACTUAL	FY 2026 BUDGETED	FY 2026 PROJECTED	FY 2027 BUDGETED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED	COMMENTS
Revenues and Other Sources									4.00%	4.00%	4.00%	4.00%	4.00%	
TAX LIENS REDEEMED	$ 7,742	$ 12,202	$ 9,969	$ 3,164	$ 130,302	$ -	$ 9,263	$ -	$ 8,269	$ 8,269	$ 8,269	$ 8,269	$ 8,269	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON LIENS/SEWER	$ 12,874	$ 5,233	$ 6,191	$ 4,434	$ 31,260	$ -	$ 7,102	$ -	$ 7,183	$ 7,183	$ 7,183	$ 7,183	$ 7,183	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON SEWER CHARGES	$ 80,888	$ 70,772	$ 88,187	$ 77,234	$ 105,199	$ -	$ 91,392	$ -	$ 79,270	$ 79,270	$ 79,270	$ 79,270	$ 79,270	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SEWER UTILITY USAGE CHARGES	$ 10,304,173	$ 10,519,436	$ 11,557,328	$ 11,952,692	$ 13,021,653	$ -	$ 13,395,042	$ -	$ 13,316,184	$ 13,848,831	$ 14,402,784	$ 14,978,896	$ 15,578,052	FY26, based on YTD actuals + estimated May commitments; FY27 and on based on FY24
MUNICIPAL SEWER CHARGES	$ 86,068	$ 85,000	$ 77,190	$ 110,217	$ 128,731	$ -	$ 96,563	$ -	$ 77,190	$ 77,190	$ 77,190	$ 77,190	$ 77,190	FY27 and on is the FY23 actual amount
SEWER LIENS	$ 327,560	$ 383,618	$ 461,044	$ 551,077	$ 614,514	$ -	$ 581,121	$ -	$ -	$ -	$ -	$ -	$ -	FY26 based on YTD actual;zeroed out FY27-FY31 to exclude from rev req't
SEWER/OTHER UTILITY CHARGES	$ 630	$ 1,170	$ 1,705	$ 240	$ 210	$ -	$ 615	$ -	$ 936	$ 936	$ 936	$ 936	$ 936	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SEWER/INTEREST INCOME	$ 14,855	$ 1,378	$ 1,641	$ 2,208	$ 16,325	$ -	$ 16,756	$ -	$ 5,021	$ 5,021	$ 5,021	$ 5,021	$ 5,021	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
Sub Total	$ 10,834,789	$ 11,078,809	$ 12,203,256	$ 12,701,266	$ 14,048,194	$ 13,351,401	$ 14,197,854	$ 14,788,838	$ 13,494,053	$ 14,026,700	$ 14,580,654	$ 15,156,765	$ 15,755,921	
Retained Earnings	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
Total Revenues and Other Sources	$ 10,834,789	$ 11,078,809	$ 12,203,256	$ 12,701,266	$ 14,048,194	$ 13,351,401	$ 14,197,854	$ 14,788,838	$ 13,494,053	$ 14,026,700	$ 14,580,654	$ 15,156,765	$ 15,755,921	
Expenditures and Other Uses														
Salaries and Wages	$ 498,991	$ 547,601	$ 624,811	$ 620,031	$ 796,215	$ 924,601	$ 924,601	$ 1,320,030	$ 1,320,030	$ 1,379,431	$ 1,441,506	$ 1,506,374	$ 1,574,160	FY26 and FY27 from Budget; FY28 on 4.5% yearly incr (10.2% avg. incr. last 5 years)
MWRA Assessment	$ 6,648,177	$ 6,806,903	$ 6,800,255	$ 7,004,552	$ 7,277,190	$ 7,713,813	$ 7,675,590	$ 7,881,480	$ 7,881,472	$ 8,117,916	$ 8,361,454	$ 8,612,297	$ 8,870,666	FY26 actual and FY27 preliminary; increase 3.0% yearly (3.0% aveage last 5 years)
Other Expenses	$ 460,569	$ 796,940	$ 397,024	$ 694,988	$ 403,941	$ 513,775	$ 513,775	$ 529,000	$ 529,000	$ 542,225	$ 555,781	$ 569,675	$ 583,917	FY26 and FY27 from Budget; FY28 on 2.5% yearly incr (12.4% avg. incr. last 5 years)
Capital Outlay	$ 1,053,285	$ 3,648,133	$ 771,263	$ 2,835,168	$ 569,718	$ 1,405,000	$ 1,405,000	$ 1,405,000	$ 1,405,000	$ 1,455,000	$ 1,505,000	$ 1,555,000	$ 1,605,000	FY26 and FY27 from budget; $50k increase FY28 and on
Long Term Debt	$ 411,053	$ 369,578	$ 300,253	$ 254,588	$ 419,904	$ 898,355	$ 898,355	$ 1,049,635	$ 1,049,635	$ 1,298,543	$ 1,472,017	$ 1,552,351	$ 1,673,123	FY27 on, from Planned Debt schedule with CIP, as provided by the City
Projected Additional Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 350,000	$ 450,000	$ 550,000	$ 650,000	Anticipated additional capital to be funded out of RE; Increase $100,000 annually
Projected New Debt (stormwater capital plan below)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Anticipated debt tied to additional stormwater projects as shown below
Prior Year Expenses	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Only FY17 impact shown
Prior Year Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Only FY17 and FY18 impact shown
New Long Term Debt Service	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Ignoring since new debt provided by Town in schedule on Existing Debt row
Short Term Debt (Related to New Debt Service)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assuming none for now
Sub Total	$ 9,072,074	$ 12,169,154	$ 8,893,606	$ 11,409,327	$ 9,466,969	$ 11,455,544	$ 11,417,321	$ 12,185,145	$ 12,185,137	$ 13,143,116	$ 13,785,757	$ 14,345,697	$ 14,956,867	
Indirect Costs	$ 1,491,802	$ 1,507,448	$ 1,397,994	$ 1,494,512	$ 1,718,878	$ 1,895,857	$ 1,895,857	$ 2,603,693	$ 2,603,693	$ 2,694,822	$ 2,789,141	$ 2,886,761	$ 2,987,798	FY26 and FY27 from Budget; FY28 on 3.5% yearly incr (2.6% avg. incr. last 5 years, but big
Transfer to Capital Projects	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Was $250K per year, but not including now due to additional debt line from capital
Total Expenditures and Other Uses	$ 10,563,876	$ 13,676,602	$ 10,291,600	$ 12,903,839	$ 11,185,847	$ 13,351,401	$ 13,313,178	$ 14,788,838	$ 14,788,830	$ 15,837,938	$ 16,574,898	$ 17,232,458	$ 17,944,664	
Excess (Deficiency) of Revenues and Available Funds > Expenditures and Other Uses	$ 270,913	$ (2,597,792)	$ 1,911,656	$ (202,573)	$ 2,862,347	$ -	$ 884,676	$ -	$ (1,294,777)	$ (1,811,237)	$ (1,994,244)	$ (2,075,693)	$ (2,188,743)	
Retained Earnings Summary														
Certified Retained Earnings as of July 1, 2025					$ 5,927,172									
Available Retained Earnings Start of FY							$ 5,927,172		$ 6,811,848	$ 5,517,071	$ 3,705,834	$ 1,711,590	$ (364,103)	
Close Prior Year Reserves							$ -		$ -	$ -	$ -	$ -	$ -	
Establish New Year's Reserves (for Expenditures Only)							$ -		$ -	$ -	$ -	$ -	$ -	
Current Year Surplus/(Deficit)							$ 884,676		$ (1,294,777)	$ (1,811,237)	$ (1,994,244)	$ (2,075,693)	$ (2,188,743)	
Projected Retained Earnings Balance							$ 6,811,848		$ 5,517,071	$ 3,705,834	$ 1,711,590	$ (364,103)	$ (2,552,846)	
Projected Retained Earnings Balance as % of Budget					45.9%		51.2%		37.3%	23.4%	10.3%	-2.1%	-14.2%	

Rate Changes:	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
	3.50%	4.50%	8.00%	8.00%	8.00%	8.00%

Rate Impact	FY 2026 PROJECTED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED
Surplus/Deficit	$ 884,676	$(1,230,757)	$(1,209,448)	$ (790,359)	$ (199,385)	$ 436,825
Projected Retained Earnings	$ 6,811,848	$ 5,581,091	$ 4,371,643	$ 3,581,284	$ 3,381,899	$ 3,818,724
RE % of Budget	51.2%	37.7%	27.6%	21.6%	19.6%	21.3%
Target RE % of Budget	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%



Rates (per 100 cf of usage)	Current	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
1st Step (0 - 2,500 cf)	$ 11.86	$ 12.39	$ 13.38	$ 14.45	$ 15.61	$ 16.86
2nd Step (2,501 - 5,000 cf)	$ 15.48	$ 16.18	$ 17.47	$ 18.87	$ 20.38	$ 22.01
3rd Step (5,001 - 25,000 cf)	$ 17.28	$ 18.06	$ 19.50	$ 21.06	$ 22.74	$ 24.56
4th Step (over 25,001)	$ 21.17	$ 22.12	$ 23.89	$ 25.80	$ 27.86	$ 30.09

User Impact (per Bill) - Sewer Bills Only			New Bills				
User Type	Usage	Current Bill	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Low-End User	1,000	$ 118.60	$ 123.90	$ 133.80	$ 144.50	$ 156.10	$ 168.60
High Tier 1 User	2,500	$ 296.50	$ 309.75	$ 334.50	$ 361.25	$ 390.25	$ 421.50
Low Tier 2 User	5,000	$ 683.50	$ 714.25	$ 771.25	$ 833.00	$ 899.75	$ 971.75
Mid Tier 2 User	15,000	$ 2,411.50	$ 2,520.25	$ 2,721.25	$ 2,939.00	$ 3,173.75	$ 3,427.75
High Tier 2 User	25,000	$ 4,139.50	$ 4,326.25	$ 4,671.25	$ 5,045.00	$ 5,447.75	$ 5,883.75
Large User	75,000	$ 14,724.50	$ 15,386.25	$ 16,616.25	$ 17,945.00	$ 19,377.75	$ 20,928.75

Description	FY 2021 ACTUAL	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 ACTUAL	FY 2026 BUDGETED	FY 2026 PROJECTED	FY 2027 BUDGETED	FY 2027 PROJECTED	FY 2028 PROJECTED	FY 2029 PROJECTED	FY 2030 PROJECTED	FY 2031 PROJECTED	COMMENTS
Revenues and Other Sources									1.99%	8.00%	8.00%	8.00%	8.00%	
TAX LIENS REDEEMED	$ 7,742	$ 12,202	$ 9,969	$ 3,164	$ 130,302	$ -	$ 9,263	$ -	$ 8,269	$ 8,269	$ 8,269	$ 8,269	$ 8,269	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON LIENS/SEWER	$ 12,874	$ 5,233	$ 6,191	$ 4,434	$ 31,260	$ -	$ 7,102	$ -	$ 7,183	$ 7,183	$ 7,183	$ 7,183	$ 7,183	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
INT AND PEN ON SEWER CHARGES	$ 80,888	$ 70,772	$ 88,187	$ 77,234	$ 105,199	$ -	$ 91,392	$ -	$ 79,270	$ 79,270	$ 79,270	$ 79,270	$ 79,270	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SEWER UTILITY USAGE CHARGES	$ 10,304,173	$ 10,519,436	$ 11,557,328	$ 11,952,692	$ 13,021,653	$ -	$ 13,395,042	$ -	$ 13,380,204	$ 14,450,620	$ 15,606,670	$ 16,855,203	$ 18,203,620	FY26, based on YTD actuals + estimated May commitments; FY27 and on based on FY24 +
MUNICIPAL SEWER CHARGES	$ 86,068	$ 85,000	$ 77,190	$ 110,217	$ 128,731	$ -	$ 96,563	$ -	$ 77,190	$ 77,190	$ 77,190	$ 77,190	$ 77,190	FY27 and on is the FY23 actual amount
SEWER LIENS	$ 327,560	$ 383,618	$ 461,044	$ 551,077	$ 614,514	$ -	$ 581,121	$ -	$ -	$ -	$ -	$ -	$ -	FY26 based on YTD actual;zeroed out FY27-FY31 to exclude from rev req't
SEWER/OTHER UTILITY CHARGES	$ 630	$ 1,170	$ 1,705	$ 240	$ 210	$ -	$ 615	$ -	$ 936	$ 936	$ 936	$ 936	$ 936	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
SEWER/INTEREST INCOME	$ 14,855	$ 1,378	$ 1,641	$ 2,208	$ 16,325	$ -	$ 16,756	$ -	$ 5,021	$ 5,021	$ 5,021	$ 5,021	$ 5,021	FY26 YTD Actual; FY27-FY31, four-year average FY21-FY24
Sub Total	**$ 10,834,789**	**$ 11,078,809**	**$ 12,203,256**	**$ 12,701,266**	**$ 14,048,194**	**$ 13,351,401**	**$ 14,197,854**	**$ 14,788,838**	**$ 13,558,073**	**$ 14,628,490**	**$ 15,784,539**	**$ 17,033,073**	**$ 18,381,489**	
Retained Earnings	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assume none
Total Revenues and Other Sources	**$ 10,834,789**	**$ 11,078,809**	**$ 12,203,256**	**$ 12,701,266**	**$ 14,048,194**	**$ 13,351,401**	**$ 14,197,854**	**$ 14,788,838**	**$ 13,558,073**	**$ 14,628,490**	**$ 15,784,539**	**$ 17,033,073**	**$ 18,381,489**	
Expenditures and Other Uses														
Salaries and Wages	$ 498,991	$ 547,601	$ 624,811	$ 620,031	$ 796,215	$ 924,601	$ 924,601	$ 1,320,030	$ 1,320,030	$ 1,379,431	$ 1,441,506	$ 1,506,374	$ 1,574,160	FY26 and FY27 from Budget; FY28 on 4.5% yearly incr (10.2% avg. incr. last 5 years)
MWRA Assessment	$ 6,648,177	$ 6,806,903	$ 6,800,255	$ 7,004,552	$ 7,277,190	$ 7,713,813	$ 7,675,590	$ 7,881,480	$ 7,881,472	$ 8,117,916	$ 8,361,454	$ 8,612,297	$ 8,870,666	FY26 actual and FY27 preliminary; increase 3.0% yearly (3.0% avevage last 5 years)
Other Expenses	$ 460,569	$ 796,940	$ 397,024	$ 694,988	$ 403,941	$ 513,775	$ 513,775	$ 529,000	$ 529,000	$ 542,225	$ 555,781	$ 569,675	$ 583,917	FY26 and FY27 from Budget; FY28 on 2.5% yearly incr (12.4% avg. incr. last 5 years)
Capital Outlay	$ 1,053,285	$ 3,648,133	$ 771,263	$ 2,835,168	$ 569,718	$ 1,405,000	$ 1,405,000	$ 1,405,000	$ 1,405,000	$ 1,455,000	$ 1,505,000	$ 1,555,000	$ 1,605,000	FY26 and FY27 from budget; $50k increase FY28 and on
Long Term Debt	$ 411,053	$ 369,578	$ 300,253	$ 254,588	$ 419,904	$ 898,355	$ 898,355	$ 1,049,635	$ 1,049,635	$ 1,298,543	$ 1,472,017	$ 1,552,351	$ 1,673,123	FY27 on, from Planned Debt schedule with CIP, as provided by the City
Projected Additional Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 350,000	$ 450,000	$ 550,000	$ 650,000	Anticipated additional capital to be funded out of RE; Increase $100,000 annually
Projected New Debt (stormwater capital plan below	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Anticipated debt tied to additional stormwater projects as shown below
Prior Year Expenses	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Only FY17 impact shown
Prior Year Capital	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Only FY17 and FY18 impact shown
New Long Term Debt Service	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Ignoring since new debt provided by Town in schedule on Existing Debt row
Short Term Debt (Related to New Debt Service)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Assuming none for now
Sub Total	**$ 9,072,074**	**$ 12,169,154**	**$ 8,893,606**	**$ 11,409,327**	**$ 9,466,969**	**$ 11,455,544**	**$ 11,417,321**	**$ 12,185,145**	**$ 12,185,137**	**$ 13,143,116**	**$ 13,785,757**	**$ 14,345,697**	**$ 14,956,867**	
Indirect Costs	$ 1,491,802	$ 1,507,448	$ 1,397,994	$ 1,494,512	$ 1,718,878	$ 1,895,857	$ 1,895,857	$ 2,603,693	$ 2,603,693	$ 2,694,822	$ 2,789,141	$ 2,886,761	$ 2,987,798	FY26 and FY27 from Budget; FY28 on 3.5% yearly incr (2.6% avg. incr. last 5 years, but big
Transfer to Capital Projects	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	Was $250K per year, but not including now due to additional debt line from capital
Total Expenditures and Other Uses	**$ 10,563,876**	**$ 13,676,602**	**$ 10,291,600**	**$ 12,903,839**	**$ 11,185,847**	**$ 13,351,401**	**$ 13,313,178**	**$ 14,788,838**	**$ 14,788,830**	**$ 15,837,938**	**$ 16,574,898**	**$ 17,232,458**	**$ 17,944,664**	
Excess (Deficiency) of Revenues and														
Available Funds > Expenditures and Other Uses	**$ 270,913**	**$ (2,597,792)**	**$ 1,911,656**	**$ (202,573)**	**$ 2,862,347**	**$ -**	**$ 884,676**	**$ -**	**$ (1,230,757)**	**$ (1,209,448)**	**$ (790,359)**	**$ (199,385)**	**$ 436,825**	
Retained Earnings Summary														
Certified Retained Earnings as of July 1, 2025					$ 5,927,172									
Available Retained Earnings Start of FY							$ 5,927,172		$ 6,811,848	$ 5,581,091	$ 4,371,643	$ 3,581,284	$ 3,381,899	
Close Prior Year Reserves							$ -		$ -	$ -	$ -	$ -	$ -	
Establish New Year's Reserves (for Expenditures Only)							$ -		$ -	$ -	$ -	$ -	$ -	
Current Year Surplus/(Deficit)							$ 884,676		$ (1,230,757)	$ (1,209,448)	$ (790,359)	$ (199,385)	$ 436,825	
Projected Retained Earnings Balance							**$ 6,811,848**		**$ 5,581,091**	**$ 4,371,643**	**$ 3,581,284**	**$ 3,381,899**	**$ 3,818,724**	
Projected Retained Earnings Balance as % of Budget					45.9%		51.2%		37.7%	27.6%	21.6%	19.6%	21.3%	

WATERTOWN
MASSACHUSETTS
HUMAN RESOURCES

MEMORANDUM

To: Honorable City Council

From: Colleen Doyle, Human Resources Director

Date: June 5, 2026

RE: Chapter 268, Section 20b exemption

Enclosed for consideration is a Chapter 286A, Section 20b disclosure for Andrew MacDonald. His primary position with the City is with the Watertown Recreation Department as a part-time seasonal employee and will serve as a Summer Laborer with the Watertown Department of Public Works.

DISCLOSURE BY MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT AS REQUIRED BY G. L. c. 268A, § 20(b)

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Andrew MacDonald
Title/ Position	DPW Summer Laborer
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - DPW
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	hr@watertown-ma.gov
	Check one: ☐ **Elected** **or** ☒ **Non-elected**
Starting date as a municipal employee.	Tuesday 6/9/26
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee**. ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee**. ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ___ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __X__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. __X_ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. 2nd Position with the DPW
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. __X_ The services will be provided outside my normal working hours as a municipal employee. __X_ The services are not required as part of my regular duties as a municipal employee. __X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	06/05/2026

Attach additional pages if necessary.

NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

If you are disclosing a financial interest in a contract for personal services with a municipal agency, you must file the Certification below signed by the head of the contracting agency, and you must get approval of the exemption from the city council, board of aldermen, board of selectmen or town council.

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	George Proakis
Title/ Position	City Manager
Municipal Agency:	City of Watertown
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6465
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	
Date:	

APPROVAL BY CITY COUNCIL, BOARD OF ALDERMEN, BOARD OF SELECTMEN OR TOWN COUNCIL

	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified above. The exemption under § 20(b) is approved.
Signature:	On behalf of the Council or Board, I sign this approval.
Date:	

Attach additional pages if necessary.
File disclosure, Certification and Approval with the city or town clerk.

Form revised February, 2012

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 15, 2026

RE: Agenda Item – Approval of Gift Expenditures

I am pleased to share the attached correspondence from Jenna Bancroft, Director of Human Services, detailing the generous support provided to the Watertown Food Pantry. Between January and May 2026, the pantry received a total of $31,967.38 in combined food and monetary donations. This exceptional level of support reflects the collective generosity of individuals, community organizations, businesses, and foundations.

In accordance with Massachusetts General Laws Chapter 44, Section 53A, any expenditure of gifted funds requires the approval of the City Manager and City Council.

Therefore, I respectfully request that the attached resolution approving these gift expenditures be placed on the City Council agenda for June 23, 2026.

Thank you for your consideration and action on this matter

Resolution No. 2026-

RESOLUTION APPROVING THE EXPENDITURE OF GIFTS TO THE WATERTOWN FOOD PANTRY

WHEREAS, the City of Watertown gratefully acknowledges the generosity of individuals, community organizations, businesses, and foundations that provide ongoing support to the Watertown Food Pantry; and

WHEREAS, the total amount of donations received between January and May 2026, amounts to $31,967.38 in combined food and monetary donations, reflecting exceptional community commitment to supporting residents in need; and

WHEREAS, in accordance with Massachusetts General Laws Chapter 44, Section 53A, the expenditure of gifted funds requires the approval of both the City Manager and the City Council;

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Watertown hereby approves the expenditure of gifts totaling $31,967.38 for the benefit of the Watertown Food Pantry, as outlined in the correspondence submitted by the Director of Human Services; and

_____
Council Member

I hereby certify that at a meeting of the City Council for which a quorum was present, the above resolution was adopted by a vote of ____for ____against and ____present on June 23, 2026.

_____ _____
Brendan McCarthy, Council Clerk Mark Sideris, Council President

WATERTOWN
MASSACHUSETTS
HUMAN SERVICES

MEMORANDUM

To: George Proakis, City Manager
From: Jenna Bancroft, Director of Human Services
Date: June 11, 2026
Subject: Watertown Food Pantry Donation Acceptance (January – May 2026)

During the months of January, February, March, April and May 2026, the Watertown Food Pantry, a program of Human Services, received a total of $31,967.38 in monetary donations from individual community members, groups, and local businesses. These donations include funds from the Watertown Community Foundation through their online fundraising platform for local food access programs.

I respectfully ask that these donations be brought to City Council for review and acceptance. Please contact me with any questions. Thank you.

Watertown Food Pantry Donations
January – March 2026

Fidelity Charitable (Anonymous) $6,000
Watertown Community Foundation (unidentified individual donors) $9,077.78
Sons of Italy $2,000
Phyllis Birnbaum $3,000
Sophie Rich $2,245
John Murray $1,000
Mary Heilman $140
St. Stephen's Armenian Apostolic Church $1,000
Carol Ryder-Foley $2,000
The Franchi-Hershoff Family Charitable Foundation $1,000
Shervin Riahi $300
Greater Boston Church of Spiritualism $200
Eventbrite, Inc. $292.74
Gregory Lichniak $100
Canadian American Club of MA $150
Odysseys Unlimited Inc. $528
Susan Fish $300
Marian Kowalski $50
William Aldridge $200
John Oliver Trust $60
Vanasse Hangen Brustlin, Inc. $1,923.86
Roberta Brown $100
Carl & May Daw $100
Wendy Scott $200

Total $31,967.38

ORDINANCE #__ **2026 – O – _**

WHEREAS noise pollution is a hazard to public health, welfare, safety, and quality of life; and

WHEREAS a substantial body of science and technology exists by which noise pollution may be measured and abated; and

WHEREAS people have a right to and should be ensured an environment free from excessive noise pollution that may jeopardize their health, welfare, or safety.

NOW THEREFORE BE IT ORDAINED by the City Council of Watertown that Title IX, Chapter 95 of the Watertown Code of Ordinances, inclusive of all sections, is hereby repealed and replaced in its entirety with a new Chapter 95 as follows:

95.01 Statement of Purpose

A. Noise pollution is a serious hazard to public health, welfare, safety, and quality of life. A substantial body of science and technology exists by which noise may be measured and substantially abated, and the people have a right to and should be ensured an environment free from excessive noise that may jeopardize their health, welfare, or safety, or degrade their quality of life. This chapter serves to address persistent noise pollution.

95.02 Definitions:

A. Construction and demolition: Any site preparation, assembly, erection, substantial repair, alteration, destruction, or similar action for public or private rights of way, structures, utilities, or similar property, and also the use of any equipment for any processing of any material

B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action

C. Emergency work: Any work performed to prevent or alleviate the physical hazard or property damage threatened or caused by an emergency

D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A), or the level prescribed in 95.03 (B) in the case of tonal noise

E. A-weighted decibels (dBA): The A-weighted sound-pressure level expressed in decibels

F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made

G. Plainly audible: any sound that is detectable and distinguishable from ambient or background noise at a specified location, such that the sound's source or character can be reasonably identified under ordinary conditions. A determination of plainly audible sound may be made by direct observation

H. Tonal noise: any noise that is judged by a listener to have the characteristics of a pure tone, whine, hum, or buzz

95.03 Prohibition of Noise Pollution

A. Any activity, other than those exempted by 95.03(C) below, which creates or produces sound measured at 10 dBA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any property
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

B. When a tonal noise, as defined in 95.02 (H) above, is emitted, the creation or production of noise measured at 5 dBA above ambient noise level at any of the following locations shall be deemed a violation of this section:
    1. The property line of any property
    2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property

C. Noise emanating from the operation of the following is exempt from the application of this section 95.03:
    1. Motor vehicles on a public highway
    2. Equipment used for construction and demolition
    3. Equipment used in domestic or commercial maintenance
    4. Noncommercial public speaking and public assembly as protected by state and federal constitutions
    5. An emergency or emergency work
    6. City-sponsored events

D. No person owning, leasing or controlling a source of noise shall cause, suffer, allow or permit unnecessary emissions from said source of noise that causes noise pollution.

95.04 Construction and Demolition

A. All devices employed in construction or demolition which are plainly audible shall be permitted for use during the hours of 7:00 AM to 7:00 PM on Monday through Friday, and during the hours of 8:00 AM to 7:00 PM on Saturdays. All such devices shall be prohibited outside of such hours on Monday through Friday and Saturdays, and at any time on Sundays and legal holidays.

B. Nothing in this section shall be construed to prohibit noise emanating from vehicles used in construction or demolition for the purposes of safety such as backup alarms on a vehicle.

95.05 Domestic and Commercial Maintenance

A. All devices employed in domestic lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM to 8:00 PM on Monday through Friday, and from 8:00 AM to 7:00 PM on Saturdays, Sundays, and legal holidays. All such devices which are plainly audible are prohibited outside of such hours.

B. All devices employed in commercial lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM to 5:00 PM on Monday through

Friday, and from 8:00 AM to 5:00 PM on Saturdays, Sundays, and legal holidays. All such devices which are plainly audible are prohibited outside of such hours.

95.06 Waiver

A. The Director of Public Health or their designee may grant a waiver for any activity otherwise forbidden by the provisions of this chapter upon a determination that compliance in the conduct of such activity would cause undue hardship on the person or persons conducting such activity or on the community, taking into account the extent of noise pollution caused by not requiring such compliance and whether reasonable efforts have been made to abate the noise. The Director of Public Health shall establish appropriate procedures for the processing of requests for such waivers, including such hearings as they deem appropriate. The Director of Public Health may seek the input of the Director of Public Works in waiver requests related to construction or demolition. In granting any such waiver, the Director of Public Health may impose such appropriate conditions as they deem necessary pursuant to this section. Copies of all such waivers shall be filed with the City Clerk and sent to all City Councilors.

95.07 Enforcement

A. The provisions of this chapter may be enforced by the Director of Public Health or their designee. The provisions of this chapter may also be enforced by the Chief of Police or their designee, the Fire Chief or their designee, and the Building Inspector or their designee.

95.08 Penalty

A. Pursuant to Chapter 40, Section 21D of Massachusetts General Law and the City's non-criminal disposition ordinance, any person who violates any provision of this chapter shall be issued a written and verbal warning for the first offense, then fined as follows:

1. $100 for the second offense
2. $200 for the third offense
3. $300 for the fourth offense and each subsequent offense

B. Each subsequent day or part thereof on which a violation occurs, whether continuous or intermittent, shall be considered a separate and succeeding offense.

C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

Watertown City Council
Committee on Climate and Energy

Councilor Palomba, Chair, Councilor Bays, Vice Chair, Councilor Offei, Secretary

Committee Report from Committee Meeting held on March 23, 2026

The Committee convened on Monday March 23, 2026, at 5:45 pm in the Richard E. Mastrangelo Council Chamber. The meeting was also on zoom. Present were Councilor Anthony Palomba, Chair; Councilor Caroline Bays, Vice Chair; and Councilor Theo Offei, Secretary. Also present in chambers were Councilor Vincent Piccirilli, Councilor Lisa Feltner, and Councilor Nicole Gardner. Staff present were Mia Kenna, Sustainability Planner; Silas Fyler, Assistant Director for Energy Management; Katie Swan, Environmental Planner and Conservation Agent; and Em Schule, Energy Advocate. Residents attending the meeting in-person included Deborah Peterson, Nancy Hammett, Ernesta Kraczkiewicz, Susan Falkoff, Jolly Tager, and David Aitcheson. Resident Brian Hebeisen attended on Zoom.

Purpose of the Meeting

The purpose of the meeting was to review and discuss the Climate and Energy Plan 3-Year Metric Report. The Report is attached.

Opening Remarks

Councilor Offei

Councilor Offei thanked the public for their attendance and characterized the meeting as meaningful climate accountability work — not merely goal-setting, but pausing to measure progress honestly and course-correcting where needed. He thanked city staff for producing the three-year metrics report, acknowledging the difficulty of pulling from dozens of data sources, navigating gaps, and being transparent about what is not yet known. He also recognized WFCC for the quality and technical rigor of their written response, noting that their letter raised concrete methodological questions and proposed alternative approaches. He stated his goals for the meeting: clarity on data questions raised, a shared understanding of where the plan needs acceleration, and a path forward on metrics not yet being tracked. He requested his opening remarks be included in the official minutes.

Councilor Palomba (Chair)

Councilor Palomba thanked the sustainability team, WFCC, and all attendees. He noted that the 2022 Climate and Energy Plan is subject to a five-year comprehensive review in 2027, making this metrics review a valuable preparatory step. He stated his intention to conclude the meeting no later than 8:00 PM and, if necessary, to schedule a follow-up meeting. He provided an orientation to the plan structure — five elements, each with goals, strategies, and actions, totaling 67 proposed actions — and noted that a column correlating plan actions to specific metrics had been added to the report at his request following the December committee meeting.

Staff Presentation: Three-Year Metrics Review

Mia Kenna, Sustainability Planner, led the presentation on behalf of the sustainability team, joined by Silas Fyler, Katie Swan, and Em Schule.

Plan Actions Status Overview

Of the 67 total actions in the Climate and Energy Plan, staff reported the following status breakdown:

- 22% Initiated — preliminary or ground-level work has begun
- 39% In Progress — initial research complete; city staff and partners actively working
- 12% Established and Ongoing — program built and functioning
- 6% Completed — specific end goal achieved (e.g., organics recycling program)
- 21% Not Yet Scheduled — no work or research begun

Context and Purpose of the Metrics Review

Ms. Kenna explained that the metrics were written by consultant KLA in the original 2022 plan and were not designed to correlate directly with specific plan actions — they were proposed as quantitative approximations of progress in each plan section. The metrics review asked three driving questions: Are the proposed metrics still appropriate? Are the data sources still viable? Where are data gaps that need to be addressed before the five-year review?

Staff identified five categories of metric status used throughout the report:

- Data remains consistent with the original source
- Updated to a more precise data source
- No metric was ever created for this action step
- Original source no longer available or not updated; alternative source needed
- No source or proxy available at this time; data cannot be reported

Ms. Kenna noted that overall Watertown is trending toward most goals that could be tracked, while acknowledging real gaps in several areas.

Discussion by Plan Element

1. Buildings and Energy

Staff reported the following status across the eight Buildings and Energy metrics:

- Trending toward goals (4): potential solar capacity on rooftops; installed solar capacity; number of gas/oil-heated residential properties; number of gas/oil-heated commercial properties
- Trending away from goals (1): enrollment in Watertown Electricity Choice
- Data availability issues (3): percent of income spent on energy for households at 0–30% AMI; estimated total solar electricity produced; commercial energy use intensity (EUI) for buildings over 5,000 sq ft

Discussion

Gas/Oil-Heated Residential Properties: Councilor Offei noted that the number of gas-heated homes increased slightly from 9,625 to 9,701 against a 2030 target of 5,775. Silas Fyler explained that the Specialized Stretch Code, effective 2024, now requires any new gas connection to include full electric wiring and panel capacity, effectively preventing further growth. The prior uptick was partly attributable to construction activity during the COVID period. Commercial properties showed improvement, declining from 510 to 347 against a target of 312.

Fossil Fuel Pathway in Stretch Code: Councilor Offei noted that the Specialized Stretch Code contains a fossil fuel pathway — it incentivizes electrification but does not prohibit gas. Homes being fully renovated are still being sold with gas systems. He argued this distinction must be clearly communicated when claiming progress on this metric.

Installed Solar Capacity — Data Jump: Installed solar capacity appeared to jump from 4,521 kW to 811,902 kW. Mr. Fyler clarified this reflects a switch in data source from the Mass. CDC solar tracking program (which had significant missing entries) to DPW tracking of PPS1 and PPS2 — the original baseline was materially understated. The corrected figure is still incomplete, as it excludes installations that did not claim SMART incentives, including the city's own installations at Hosmer School and the new high school. Those facilities are not on SMART because the city elected to retain the RECs for municipal use; the new high school additionally cannot participate in SMART due to LEED Platinum certification requirements.

Solar Goals Already Exceeded: Several members noted that if the corrected data is accurate, Watertown has already surpassed its original solar goals. Staff agreed the 2030 and 2050 targets for this metric will need to be revised upward. Mr. Fyler offered to attempt to reconstruct historical figures, noting that PPS1 records do not include start dates, making this difficult.

Watertown Electricity Choice Enrollment Decline: Concerns were voiced about why enrollment in the 100% renewable option was declining. Staff explained that the standard option has been upgraded to 100% Class 3 renewable energy, causing some residents to perceive the two products as equivalent and drop to the lower tier. Additionally, some residents are opting out of the community choice program entirely to seek individually negotiated rates. Solar panel owners also represent an opt-out segment.

Assessor Database Accuracy: Councilor Piccirilli noted that the Assessor's database — proposed as a source for several metrics including gas/oil-heated properties — is materially out of date. He cited his own home as an example: a slate roof replaced in 2018 and gas heat replaced with electric heat pumps within the past year are both still recorded incorrectly. He urged the committee to address the reliability of this source before relying on it for plan metrics.

Denominator and Definition Issues: Councilor Piccirilli raised a methodological concern applicable across multiple metrics: as Watertown adds housing, per-property and per-capita denominators change over time, making gross numbers hard to interpret without context. He argued that both gross numbers and percentages should be reported, and that key terms such as "residential property" should be precisely defined (e.g., whether a 100-unit apartment building counts as one property or 100). He noted that Watertown has added approximately 500–600 new housing units since 2019, which could mean the percentage of gas-heated homes is declining even if the gross count is slightly up.

Graph Presentation — Target Lines: Brian Hebeisen raised an overarching presentation concern: while 2030 and 2050 targets are listed in tables, they are not shown graphically within the charts, making it difficult for readers to assess progress visually. He requested that target lines be added to all charts.

Proposed Metric 9 — Total Greenhouse Gas Emissions: WFC member Jolly Tager proposed the addition of a ninth metric tracking total citywide greenhouse gas emissions. This metric is not currently tracked. There was broad agreement among committee members that this metric is essential to the plan's goals.

2. Transportation and Mobility

Staff reported the following status across the five Transportation and Mobility metrics:

- Trending toward goals (3): total EVs by percentage; total population within half mile of public EV charging; number of publicly accessible EV charging stations
- Trending away from goals (1): residents using sustainable modes to travel to work (bike, walk, transit)
- Data availability issues (1): roads rated 4 or 5 stress level — analysis from the Bike and Pedestrian Plan has not been updated

Discussion

Work-From-Home as a Sustainable Mode: Councilor Offei cited WFCC's critique that counting work-from-home (WFH) as a sustainable commute mode inflates the metric while only capturing approximately 20% of total car trips. Staff acknowledged the concern, explaining that WFH was included to show totals with and without it included and to account for pandemic-era shifts. Staff indicated willingness to explore a weighted methodology.

Road Stress Level Data: The data for this metric comes from a stress-level analysis in the Bike and Pedestrian Plan, which has not been updated and has no published update date. WFCC representative Deborah Peterson suggested that as an interim measure, the city could assess a smaller subset of key north-south routes and major corridors. Staff indicated they would work with Transportation Planner Zeke Mermell to determine whether an update could be incorporated into an upcoming plan revision.

Process Concern from WFCC: Deborah Peterson noted that WFCC responded to what they understood to be a finalized published document, but additional work has since been done on the metrics, creating an out-of-sync dynamic. She suggested that some methodological questions would be better resolved through direct conversations between WFC and sustainability staff rather than through formal public meetings. Councilor Palomba acknowledged the suggestion. Ms. Kenna confirmed the metrics document has not been revised since its January 2026 publication.

3. Natural Resources

Katie Swan, Environmental Planner, presented on Natural Resources metrics. Staff reported:

- Trending toward goals (2): open space per person; area (sq ft) of school and community gardens
- Data availability issues (4): tree canopy coverage; impervious surfaces; number of public trees; air quality

Discussion

Open Space Per Capita — Data Discrepancy: The baseline figure of 3.25 acres per 1,000 people appeared to jump to 15.3 acres — well above the 2030 target of 5 and the 2050 target of 10. Ms. Swan explained that the original consultants used a methodology that could not be replicated, as it required access to a proprietary program. Staff instead used census tract data matched with citywide open space data, calculating an average. She acknowledged this is a methodological shift, not simply updated data. Figures also vary significantly by census tract — eastern Watertown shows higher open space per capita in part due to Mount Auburn Cemetery.

Definition of Open Space: WFCC noted that the distinction between open space and green space has not been defined in the plan. Artificial turf fields (e.g., BBN fields, Watertown High School athletic fields) should not be counted as natural open space for climate and ecological purposes. The committee agreed that a clear definitional framework is needed before the five-year review.

Tree Canopy Study: A tree canopy study is currently being administered by DPW with a consultant, expected to be delivered by June 30 with results likely available in July. The current baseline figure is from 2016 (20.89%), with a 2030 target of 23% and a 2050 target of 27%.

Stormwater Quality as a Metric: A member speaking on behalf of the Stormwater Advisory Committee noted that the city already collects stormwater quality data from all drains annually as part of its MS4 permit reporting. She proposed that water quality data going from Watertown's drains into the Charles River could serve as a direct and measurable indicator of the combined impact of tree canopy, open space management, and infiltration practices. Staff and the committee received the suggestion positively, noting that the Natural Resources section already includes a goal to minimize stormwater runoff and improve quality.

Open Space Equity Mapping: Councilor Gardner asked whether staff has data showing where open space gaps are greatest within the city. Ms. Swan confirmed this information exists in the raw data and offered to share it. Councilor Gardner indicated strong interest in making this information available to the full council.

4. Infrastructure and Waste

Staff reported the following:

- Trending toward goals (4): tons of trash sent to incineration; household waste generation (lbs/household/year); diversion rate (recycled tons / total tons); number of households signed up for food waste pickup
- Data availability issues (1): critical infrastructure in hazardous areas — pending the Hazard Mitigation Plan

Discussion

Food Waste Pickup Enrollment: As of March 6, 2026, 3,316 households are enrolled in the food waste pickup program.

Diversion Rate Definition: WFCC requested confirmation that the diversion rate metric includes both recycling and composting in the numerator. Staff indicated they would verify with Matthew Bacon, the city recycling coordinator, who provides the data directly from Republic Services and Waste Management.

Coverage Gap for Multi-Family and Commercial Waste: Approximately 70% of Watertown residents use city-contracted trash services; the remaining 30% — primarily large residential buildings and commercial properties with private haulers — are not captured in current data. Staff committed to researching whether other municipalities have developed methods to track waste for this segment.

5. Public Health and Community Preparedness

Staff reported the following:

- Trending toward goals (2): community members signed up for emergency alerts; customer hours of weather-related power outages
- Data availability issues (3): number of census tracts with moderate or high heat vulnerability scores; businesses signed up for emergency alerts; number of residents served by resilience hubs annually

Discussion

Weather-Related Power Outages: The data shows a dramatic improvement from the baseline figure. Staff acknowledged uncertainty about how the original metric was calculated and backtracked the data manually from annual state reports to verify consistency. The large improvement does appear to hold. Staff intends to continue using Eversource and DPW/Department of Public Utilities records as sources.

Relevance of Power Outage Metric: Councilor Bays questioned whether city actions can meaningfully move this metric, since most outage duration is determined by Eversource's infrastructure and maintenance. Staff acknowledged that city tree maintenance does have some impact but that the city is not the primary responsible party.

Heat Vulnerability Score Metric: The original data source was created for a one-time study and has not been updated. Staff has been unable to recreate the methodology and is working to identify an equivalent alternative.

Business Emergency Alert Enrollment: Emergency alert data is collected through the Watertown Police Department, which has no way to distinguish individual from business sign-ups. This metric cannot be tracked under the current system.

Resilience Hubs: The city is actively working to establish resilience hubs but has not yet finalized locations or programming. Staff noted a related grant application was recently submitted. The metric for residents served cannot be reported until the program is operational.

Next Steps

Councilor Palomba closed the presentation and summarized the path forward:

- The sustainability team will review suggestions from WFCC and councilors and incorporate revisions as appropriate in preparation for the five-year plan review.
- The five-year comprehensive review of the Climate and Energy Plan is anticipated for 2027. Laurel Schwab returns from parental leave in approximately three weeks and will lead that process.
- Several data sources and baseline figures require revision before the five-year review, including at minimum: solar capacity data, open space calculation methodology, and gas/oil-heated property definitions.
- A follow-up Committee meeting may be needed to continue discussion on unresolved items.
- Staff will work with WFCC directly to address open methodological questions, including the work-from-home commute classification and road stress data.
- Staff will consult with Transportation Planner Zeke Mermell on a timeline for updating the road stress analysis.
- Staff will follow up on: accuracy of the Assessor's database as a heating system data source; feasibility of tracking waste for the 30% of residents not on city-contracted collection; and historical solar capacity figures if PPS1 start dates can be obtained.

Meeting Summary

Key Findings

- Watertown is trending toward most trackable goals. Real wins include solar growth, composting enrollment, stretch energy code adoption, and EV charging infrastructure.
- Several goals have already been exceeded — notably installed solar capacity and open space per capita — but this is largely the result of understated baselines and methodology changes, not solely new progress. Targets in these areas must be revised upward before the five-year review.
- The Specialized Stretch Code is an important policy tool but contains a fossil fuel pathway — it does not require all-electric construction. Progress claims on gas/oil-heated properties must reflect this nuance.
- The Assessor’s database is not being reliably updated and should not be used as a primary data source for heating system type until its accuracy is verified.
- Total citywide greenhouse gas emissions are not currently tracked. There was broad agreement that this must be added as a metric (proposed Metric 9) before the five-year review.
- The sustainable commute metric is trending in the wrong direction, and the methodology — including work-from-home as a sustainable mode — requires reassessment.
- Definitions of “open space” and “green space” are not established in the plan. Artificial turf fields should be excluded from natural open space calculations.
- Approximately 30% of resident waste (multi-family and commercial with private haulers) is not captured in current diversion and generation metrics.

Action Items and Next Steps

- **Staff — Solar data:** Attempt to reconstruct a corrected historical baseline for installed solar capacity using PPS1/PPS2 data; report back on what is recoverable.
- **Staff — Solar and open space goals:** Revise 2030 and 2050 targets for solar capacity and open space per capita to reflect corrected baselines.
- **Staff — Assessor database:** Investigate why the Assessor's database is not being updated with current heating system and roof data, and assess its viability as a data source for plan metrics.
- **Staff — Charts:** Add 2030 and 2050 target lines to all metric charts in the report.
- **Staff — Greenhouse gas metric:** Develop a methodology and data source for tracking total citywide greenhouse gas emissions (proposed Metric 9) for inclusion in the five-year review.
- **Staff — Commute metric:** Explore a weighted methodology for the sustainable commute metric that accounts for the disproportionate share of total trips represented by work-from-home, in consultation with WFCC.
- **Staff — Road stress data:** Work with Transportation Planner Zeke Mermell to determine a timeline for updating the road stress analysis in the Bike and Pedestrian Plan, or identify an interim subset of corridors to measure.
- **Staff — Open space definition:** Establish clear definitions of "open space" and "green space" for use in the plan, ensuring artificial turf areas are excluded from natural open space calculations.
- **Staff — Open space equity data:** Share open space gap analysis by census tract with Councilor Gardner and the full council.
- **Staff — Stormwater metric:** Work with the Stormwater Committee to evaluate incorporating MS4 stormwater quality data into the Natural Resources metrics.
- **Staff — Diversion rate:** Confirm with Matthew Bacon that the diversion rate metric includes both recycling and composting in the numerator.
- **Staff — Waste coverage gap:** Research how other municipalities track waste for residents and commercial properties not on city-contracted collection services.
- **Chair — Follow-up meeting:** Councilor Palomba to schedule a follow-up Committee meeting as needed to continue discussion on unresolved items ahead of the 2027 five-year review.

Motions and Votes

No formal motions were made or votes taken at this meeting. The session was a presentation and discussion forum. The committee anticipates further action at a follow-up meeting once outstanding data and methodology questions have been addressed by staff.

The meeting adjourned 7:50 PM
Minutes were prepared by Councilor Offei

Watertown City Council
Committee on Public Works
Councilor Piccirilli-Chair, Councilor Feltner-Vice Chair, Councilor Palomba- Secretary

Committee Report of June 11, 2026 Meeting
Presented to the City Council on June 23, 2026

The Committee on Public Works met on Thursday, June 11 in the City Council Office at 5:30 PM to interview Christopher Coner for appointment to the Stormwater Committee, Eileen Ryan for reappointment to the Solid Waste and Recycling Committee, and Russ Arico for reappointment to the Solid Waste and Recycling Committee. Present at the meeting where Councilor Piccirilli, Chair, Councilor Feltner, Vice Chair, and Councilor Palomba, Secretary.

Please note that Ms. Ryan was unable to attend the meeting. The Committee will schedule a meeting in the future to interview her.

Appointment of Christopher Coner to the Stormwater Committee to fill the unexpired term of Lilian Muscala.

Mr. Coner and his family have lived in Watertown since 2015. He has extensive experience as an environmental scientist and consultant. He has served in this capacity for the last 15 years. He decided to apply to serve on the Stormwater Committee after he received an invitation to do so from the City.

He believes that he can contribute to the Stormwater Committee's mission because of his professional experience. In addition, he feels he can assist the Committee's public education efforts given his ability to translate technical information into language that residents will understand. While he has not had direct experience working or volunteering with municipalities, he is very interested in learning about the scientific goals of the Committee and helping to achieving those goals. He is also interested in the efforts of the Committee's chair to revitalize the Committee and increase its interaction with Watertown residents and believes he can make a valuable contribution to these important efforts.

Councilor Feltner made the following motion –
The Committee on Public Works recommends that the City Council approve the appointment of Christopher Coner to the Stormwater Committee for a term expiring July 15, 2027.
Councilor Palomba seconded the motion and it passed 3 – 0.

Reappointment of Russ Arico to the Solid Waste and Recycling Committee

Mr. Arico is proud of what the Solid Waste and Recycling Committee has done and continues to do. He feels above all else recycling has the most positive impact on our environment. He is particularly pleased with the Swap Shop program which has taken place four times to date. He has participated in three of the programs. He believes it is a great community event in addition to a valuable recycling activity as residents are genuinely appreciative of being able to bring items to the Sway Shop and at the same time leave with something they need.

He has great respect for Matt Bacon, our Recycling and Sustainability Coordinator, who staffs the Committee. He personally does not have specific suggestions on what new initiatives the Committee might pursuit. However, he believes that it is important that whatever the Committee agrees to do in the future they must create goals that can be reached for accomplishing specific goals is key to the Committee's future growth, collaboration, and effectiveness.

Councilor Feltner made the following motion –
The Committee on Public Works recommends that the City Council approve the reappointment of Russ Arico to the Solid Waste and Recycling Committee for a term ending May 15, 2029.
Councilor Palomba seconded the motion and it passed 3 – 0.

Councilor Feltner made a motion to adjourn which was seconded by Councilor Palomba and passed 3 – 0. The meeting adjourned at approximately 6:25 PM. Minutes were prepared by Councilor Palomba.

Watertown City Council

Committee on Human Services

Councilor Palomba-Chair, Councilor Bays-Vice Chair, Councilor Izzo- Secretary

Committee Report of June 15, 2026 Meeting

Presented to the City Council on June 23, 2026

The Committee convened on Monday, June 15, 2026, at 5:30 p.m. in the City Council Chamber. Present were Tony Palomba, Chair, Caroline Bays, Vice Chair, and Emily Izzo, Secretary. Also present were Council President Mark Sideris, Councilor Vinnie Piccirilli, Councilor Nicole Gardner, and Councilor John Gannon. City staff present included Gideon Schreiber, Director of Planning and Zoning and Will Downie, Senior Planner for Housing. Representatives from the Metropolitan Area Planning Council ("MAPC") included Adam Ploetz, Emma Yudelevitch, and Evelyne St-Louis. Also present were Cliff Cook, Chair of the Affordable Housing Trust, Barney Heath, Executive Director of Metro West Collaborative Development, Jacky van Leeuwen, Jamie Gordon, and Daniel Pritchard from Housing for All Watertown, and resident Dawn Slaven. Ms. St-Louis, Mr. Pritchard, and Ms. Slaven were present via Zoom.

The purpose of the meeting was to receive a presentation and discuss the Watertown Affordable Housing Incentives Study prepared by MAPC. Please see the Study attached.

Mr. Downie explained that the study originated from the Watertown Square planning and zoning process. As part of that effort, the City adopted several affordable housing incentives with the understanding that a broader evaluation would be undertaken to examine additional strategies for encouraging both market-rate developers and affordable housing developers to produce more affordable housing. The study was intended to evaluate potential incentives, identify barriers to housing production, and provide recommendations for future policy consideration.

MAPC staff presented the study findings and recommendations. The study examined incentives that could encourage market-rate developers to provide affordable housing beyond the requirements of Watertown's Inclusionary Zoning Ordinance, as well as strategies to support the development of affordable housing projects. The study concluded that incentives that reduce development costs, increase predictability, and shorten permitting timelines are generally the most effective tools for improving project feasibility and encouraging additional affordable housing production.

The presentation highlighted a number of recommendations for market-rate development, including density bonuses, height and dimensional relief, reductions in parking requirements, expedited permitting, waiver of certain ground-floor commercial requirements, and fee reductions. MAPC noted that many of these incentives can improve project feasibility by reducing construction costs or increasing the number of units that can be developed on a site. The study also emphasized that reducing uncertainty in the permitting process can provide significant value to developers and may encourage greater housing production.

The Committee also received information regarding recommendations designed to support affordable housing developers. MAPC explained that affordable housing projects face significant funding challenges because affordable rents generate less revenue than market-rate developments. As a result, affordable housing projects often rely on multiple subsidy sources and face funding gaps that can delay or prevent development. Recommendations included reducing land acquisition costs through the use of publicly owned land, reducing parking requirements, waiving commercial space requirements where appropriate, reducing fees, and exploring targeted financial assistance programs to support deeper affordability.

The presentation further discussed a potential “buy-down” program through which the City could provide financial assistance to support affordability levels below those currently required by inclusionary zoning. MAPC explained that deeper affordability generally requires substantial public investment because of the gap between affordable rents and market-rate rents. The study estimated that significant subsidies would be necessary to convert market-rate units into affordable units or to deepen affordability levels within projects that already contain affordable housing.

Committee members discussed the relationship between zoning reform and incentive-based approaches. Questions were raised regarding whether broader streamlining of zoning and permitting processes could be more effective than project-specific incentives. MAPC responded that the two approaches are not mutually exclusive and that streamlining development review can itself function as an incentive by reducing project delays, carrying costs, and uncertainty. The Committee also discussed the importance of clear development standards and expectations so that applicants better understand what is required before entering the permitting process.

Discussion also focused on the practical implementation of the study recommendations. It was noted that the recommendations are complex and may interact with one another in different ways. Questions were raised regarding potential unintended consequences and the need to evaluate how various incentives would function within Watertown’s existing zoning framework. It was emphasized that the study should serve as the beginning of a broader policy discussion involving the City Council, Administration,

Watertown Affordable Housing Trust, City's housing advocates, and development community.

Public comment highlighted the continuing regional housing shortage and the challenges affordable housing developers face in competing for land and securing financing. Commenters expressed support for further exploration of the study's recommendations and emphasized the importance of identifying practical ways to increase affordable housing production in Watertown. Concerns were also raised regarding staff capacity and the resources that may be necessary to implement future housing initiatives. The study presents a number of potential policy options and provides a useful framework for future discussion. The Chair emphasized the need to actualize the study recommendations in a timely fashion and to further investigate issues identified in the study such as parking requirements, additional methods of increasing density, the elimination of permit fees, and tax-exemption options.

Councilor Palomba made the following motion,

The Committee on Human Services recommends that the City Council direct the Administration to further analyze the Watertown Affordable Housing Incentives Study and develop options for implementing specific programs and policies based on the Study's recommendations.

Councilor Bays seconded the motion and it passed by a vote of 3–0.

The meeting adjourned at 7:07 p.m. Report prepared by Councilor Emily Izzo.

Watertown Affordable Housing Incentives Study

City Council Committee on Human Services

June 15, 2026

MAPC
Metropolitan Area Planning Council

Agenda

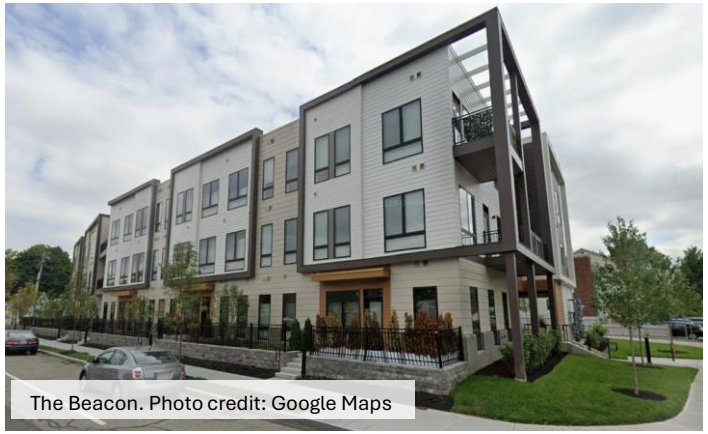
- Study overview
- Recap of process and major tasks
- Summary of recommendations
  - Recommendations for market-rate projects
  - Recommendations for affordable projects

Project Overview

Purpose of this Study

The purpose of this study is to assess **voluntary incentives** that would encourage either or both:

- **Market rate developers** to produce **more or deeper affordable units** than is already required by Watertown's mandatory inclusionary zoning (IZ) policy
- Greater production of **affordable housing developments** (e.g., 100% affordable LIHTC projects)



The Beacon. Photo credit: Google Maps

St-Joseph Hall. Photo credit: MetroWest

Watertown's Existing Policy Context

Mandatory inclusionary zoning (IZ) policy

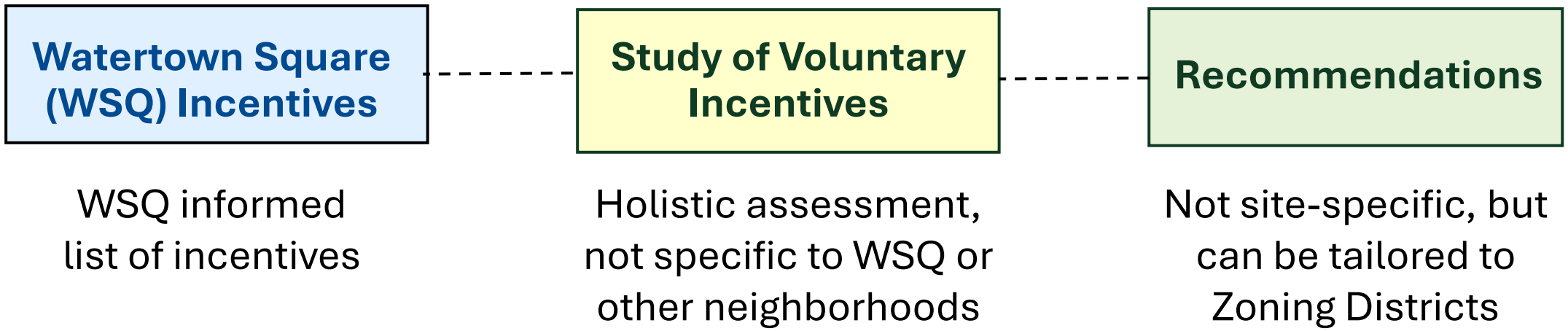
- **Threshold:** new developments with a minimum 6 units
- **Small-scale development (6-19 units):** 12.5% of units at 80% AMI (rental and ownership)
- **Medium- to large-scale development (20+ units):** 10% of units @ 80% AMI + 5% of units @ 65% AMI (rental); 15% at 80% AMI (ownership)

Incentives for affordable projects in Watertown Square

- Multifamily projects in Watertown Square with at least **50% of units affordable at <80% AMI are eligible for incentives.**
- **Incentives:**
  - 1 additional floor if affordable units are <80% AMI
  - 2 additional floors if affordable units are <60% AMI average
  - Reduced parking minimum (0.25 spaces/unit); greater reduction by special permit

**Only considering incentives for rental developments*

Policy Context + Incentive Study



Recap of Process and Major Tasks

Recap of Major Tasks

Phase 1: Understanding the Local Context

- Market and submarket assessment
- Zoning assessment

Phase 2: Informing the List and Use of Voluntary Incentives

- Interviews with market-rate developers
- Interviews with affordable housing developers
- Focus group with Planning and Zoning Board members
- Case study research of voluntary affordable housing incentive programs in other municipalities

Phase 3: Testing the Incentives

- Market-rate financial feasibility analyses: market rate pro forma and a simplified buy-down model
- Affordable sources & uses model for a typical 100% affordable project

Phase 4: Recommendations

- Summary of recommendations based on findings from Phases 1-3

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Focus of Dec 2025 presentation

Phase 3: Testing the Incentives

- Market-rate financial feasibility analyses: market rate pro forma and a simplified buy-down model
- Affordable sources & uses model for a typical 100% affordable project

Phase 4: Recommendations

- Summary of recommendations based on findings from Phases 1-3

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Phase 3: Testing the Incentives

- Market-rate financial feasibility analyses: market rate pro forma and a simplified buy-down model
- Affordable sources & uses model for a typical 100% affordable project

Focus of March 2026 presentation

Phase 4: Recommendations

- Summary of recommendations based on findings from Phases 1-3

Recap of Major Tasks

Phase 1: Understanding the Local Context

- Market and submarket assessment
- Zoning assessment

Phase 2: Informing the List and Use of Voluntary Incentives

- Interviews with market-rate developers
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Phase 1: Understanding the Local Context

- Market and submarket assessment
- Zoning assessment

Phase 2: Informing the List and Use of Voluntary Incentives

- Interviews with market-rate developers
- Interviews with affordable housing developers
- Focus group with Planning and Zoning Board members
- Case study research of voluntary affordable housing incentive programs in other municipalities

Phase 3: Testing the Incentives

- Market-rate financial feasibility analyses: market rate pro forma and a simplified buy-down model
- Affordable sources & uses model for a typical 100% affordable project

Phase 4: Recommendations

- Summary of recommendations based on findings from Phases 1-3

Focus for today

List of Incentives Tested

	Market-rate Pro Forma	Affordable Sources & Uses Model
Free Publicly Owned Land		✓
Reduced Parking Minimum (0.25 spaces per unit)*		✓
Reduced Parking Minimum (0.5 spaces per unit)*	✓	✓
Waived Commercial Requirement	✓	✓
Waived Permitting Fees	✓	✓
Waived Commercial Requirement and Permitting Fees	✓	
Density bonus (1x)	✓	✓
Density bonus (2x)	✓	✓
Density Bonus (1x) and Reduced Parking (0.25 spaces per unit)		✓
Density Bonus (1x) and Reduced Parking (0.5 spaces per unit)	✓	
Density Bonus (1x) and Waived Commercial Requirement	✓	
Density Bonus (1x) and Waived Permitting Fees	✓	

Summary of Recommendations

Approach to recommendations

- **Total of seven recommendations:**
  - Four for market-rate projects
  - Three for affordable projects

- MAPC worked closely with City Staff to develop these recommendations.
  - When moving from testing incentives to formulating recommendations, there is a need to balance what may be granted (incentive) for what is gained (more or deeper affordability). Narrative includes what tradeoffs should be considered.
  - Some recommendations can be applied citywide (regardless of the zoning district), and some require tailoring to the neighborhood/zoning district context.
  - Some recommendations are new, while some the city is already pursuing, but are important to emphasize.

Summary of Recommendations

Recommendations for market-rate projects

Recommendation #1: Consider adopting a voluntary incentive program for market-rate development projects that provide more or deeper affordability, available citywide, tiered by project size.

- **#1a: Small-scale development (6-19 units) affordable + incentive options:**
  - For more affordable units (15% of units at 80% AMI): Waive commercial requirements + permitting fees.

OR

  - For deeper affordability (10% of units at 65% AMI): Less viable unless a density bonus is offered. *Note that a density bonuses could change scale/size from small-scale to a medium-scale.*

- **#1b: Medium-to Large-scale development (20+ units) affordable + incentive options:**
  - All incentives and affordable options (more or deeper affordability) could be considered in a voluntary incentive program.
  - Consider offering a menu of incentives based on housing and economic goals.

Recommendation #2: Consider offering zoning standard relief incentives by base zoning district as part of the City's comprehensive zoning update, so that market-rate projects are encouraged to provide more or deeper affordability.

Because some incentives can directly change the proposed development, it is important to tailor these incentives to local zoning and neighborhood context. Incentives that could be tailored by neighborhood/zoning district context and goals:

- **Density bonuses** are not only feasible but an attractive incentive across the board.
- **Rightsize parking ratios** based on zoning and neighborhood context.
- **Consider waiving commercial requirements** for medium- to large-scale projects in areas where mixed-use development is less important and/or financially challenging.

Recommendation #3: Adopt a buy-down tool to achieve more or deeper affordability within market-rate projects subject to the City's inclusionary zoning policy.

Consider adopting a buy-down tool to create additional affordable units:

- Buy-down a market-rate unit to an 80% AMI unit (estimated fee of $215,000 to $290,000 per unit)

OR

- Buy-down a market-rate unit to an 60% AMI unit (estimated fee of $373,000 to $448,000 per unit)

OR

- **(To achieve deeper affordability)** Buy-down an 80% AMI unit to a 60% AMI unit (estimated fee of $158,000 per unit).
    - *This approach is more cost-effective and could be most promising for the City to explore.*

Recommendation #4: Maintain a strong commitment to other ongoing actions that the City is already pursuing, including tracking inclusionary units and incentives over time, and regularly reassessing the City's inclusionary zoning program.

- **#4a: Regularly revisit the City's inclusionary zoning policy and incentives.** The City's latest Housing Plan identifies such an assessment as a "near-term" strategy.

- **#4b: Continue to track inclusionary zoning units, voluntary affordable units, and incentives.** This is essential for evaluating which incentives are effective. Making this data publicly available is also a best practice.

- **#4c: Educate the development community about what incentives are available, especially after they are adopted.** Building relationships with the development community is key to a healthy housing market and ecosystem.

- **#4d: As part of the comprehensive zoning update, include consideration of the City's permitting/approval process.** This will help the city better areas of improvement/streamlining.

Summary of Recommendations

Recommendations for affordable projects

Recommendation #5: Adopt an incentive package available to affordable projects citywide, including streamlined permitting, ground-floor commercial requirements waiver, permit fee waivers, and reduced parking minimum to 1 space per unit.

These incentives all had some positive impact on affordable projects and offering them as a package helps increase their impact. They can be implemented in different ways, and they also all also have some tradeoffs to consider.

- **Streamlined permitting** could be implemented by allowing affordable projects by-right citywide (e.g., site plan review only with no special permit required).
- **Waiving ground-floor commercial requirements** could be offered as an incentive by-right or on a discretionary basis.
- **The range of permit fees** to be considered for the waiver would need to be determined by City staff with more specificity.
- **The minimum parking ratio** for affordable developments (other than in WSQ district) could be set to 1 space per unit.

Recommendation #6: Consider offering density bonuses and further parking reduction (<1 space per unit) as incentives for affordable projects on a district-specific basis, to be implemented as part of City's comprehensive zoning update.

Consider offering these incentives on a district-specific basis:

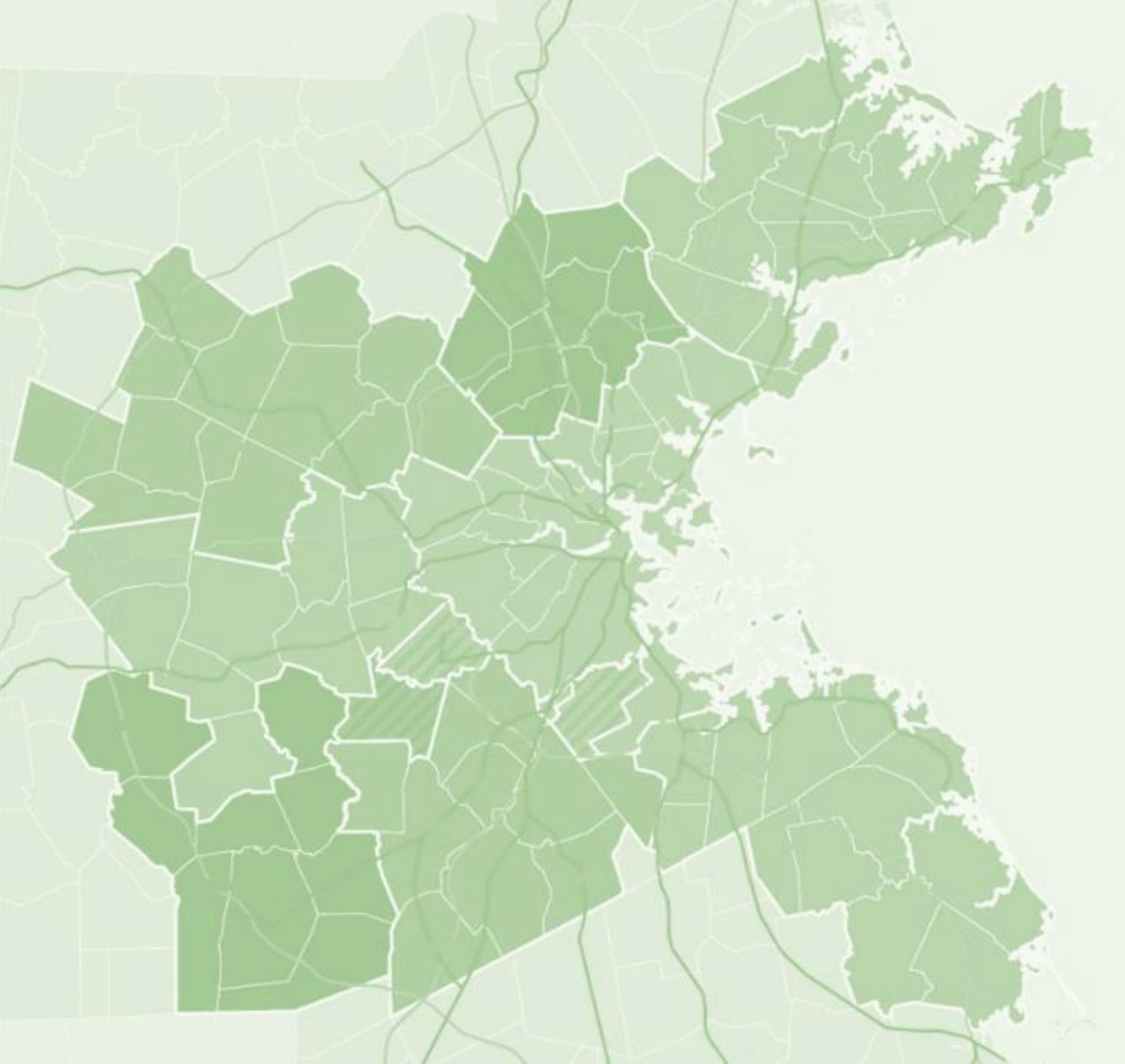
- **Density bonuses** provide important flexibility to affordable developers and tend to be most helpful in making affordable projects feasible on smaller lots. *(Note: Density bonus can be applied in different ways, e.g., residential floor area, FAR, height, etc.)*

- **Reduced parking minimums** provide developers with the option to reduce their parking if the site or projected demand warrants it.

- There is already a precedent for these types of incentives in WSQ.

Recommendation #7: Maintain a strong commitment to other actions the City is already pursuing to incentivize affordable developments.

- **#7a: Dedicating publicly owned land and offering land for free or at discounted rates** is a very meaningful way to incentivize affordable projects. The City's Housing Plan includes this strategy.
- **#7b: Providing City funds as a local funding match** (from the AHT, CPA, or other local funds) is an essential way for the City to support affordable projects and help them meet EOHLC criteria.
- **#7c: Tracking voluntary incentives offered to affordable projects** will be important for evaluation of the effectiveness of incentives over time. Making this data publicly available is also a best practice.
- **#7d: Growing and educating the network of affordable developers who could be active in Watertown is essential.** The AHT has done outreach to affordable developers about Watertown opportunities and the latest Housing Plan includes this as a strategy.



Thank you!

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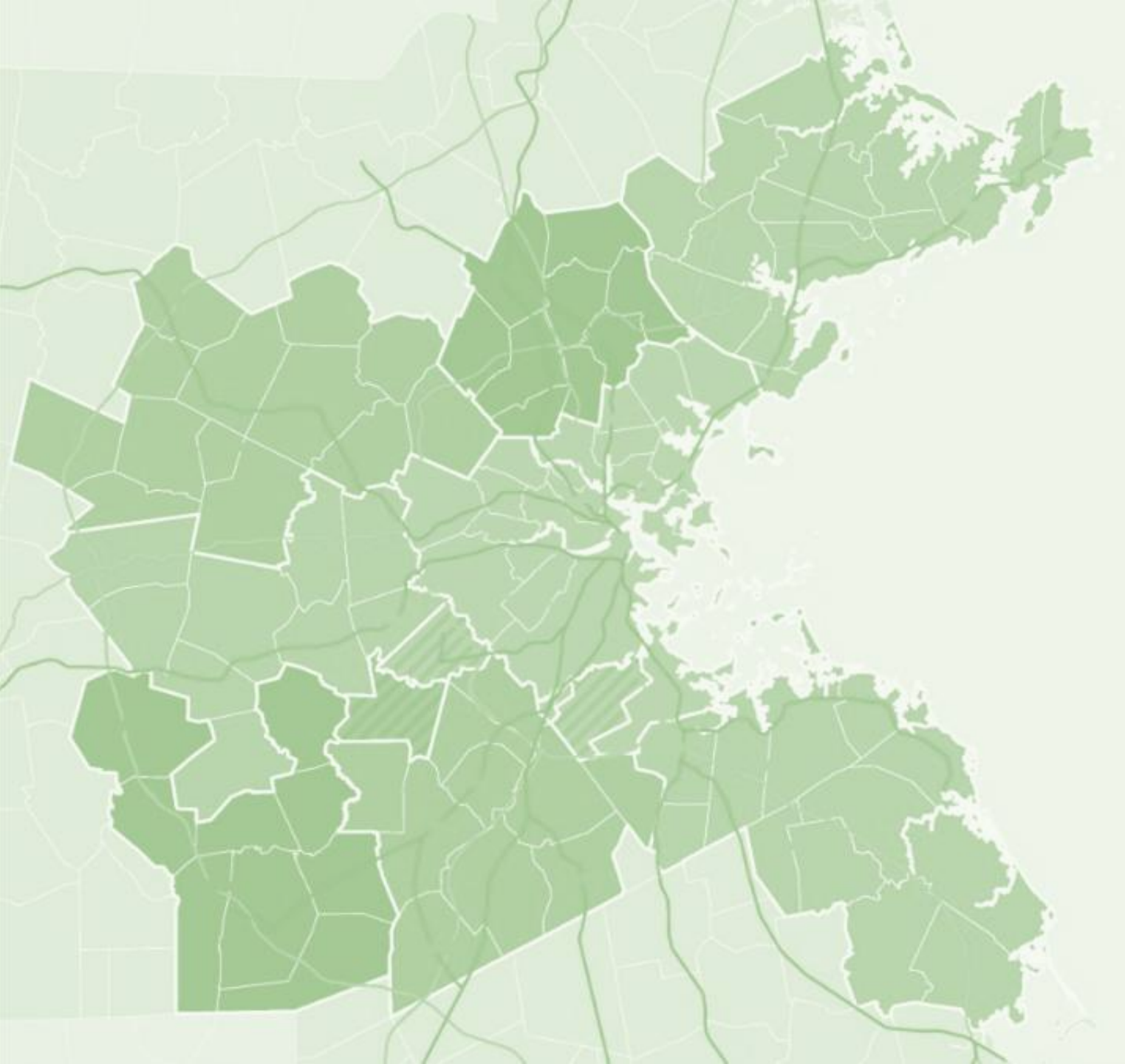
MAPC
Metropolitan Area Planning Council



Appendix

MAPC
Metropolitan Area Planning Council

Market Rate Financial Feasibility Analysis

Overview

- **Purpose:** Test the impact of incentives on the financial feasibility of market-rate developments providing more or deeper affordability than what is currently required under Watertown's IZ policy.

- **Main focus:** Zoning-based and other 'indirect' incentives as tested in the Pro Forma Model (Method 1)

- Preliminary exploration of direct subsidy incentives as tested in the Buy-Down Model (Method 2)

Market Rate Financial Feasibility Analysis

Method 1: Pro Forma Model

Methodology – Pro Forma Model

- **Pro Forma Model:** a tool that a developer typically uses to understand whether a real estate project is likely to be profitable.

- For policy makers, a pro forma model is a useful tool to understand how a particular policy might impact the local housing market.

- **Data sources:** CoStar, Warren Group, Zillow, RS Means, MAPC's rental listings database, and Developer interviews

Prototypes – Pro Forma Model

Prototype = hypothetical developments representing what *could be* built in Watertown based on current market conditions.

Note: Not site-specific, but based on aggregated data.

Prototype 1: 8 units with 800 sq ft of commercial space

- 2 stories – wood frame construction, 100% surface parking

Prototype 2: 25 units with 3,500 sq ft of commercial space

- 3 stories – wood frame construction, 100% podium parking

Prototype 3: 60 units with 5,000 sq ft of commercial space,

- 5 stories – podium construction, 100% podium parking

Affordability Scenarios

Prototype	Current IZ Policy	More Units	Deeper Affordability	Even Deeper Affordability
Prototype 1: 8 units w/ 800 sq ft	12.5% units @ 80% AMI	15% units @ 80% AMI	10% units @ 80% AMI + 5% units @ 65% AMI	10% units @ 80% AMI + 5% units @ 50% AMI
Prototype 2: 25 units w/ 3,500 sq ft **Prototype 3:** 60 units w/ 5,000 sq ft	10% units @ 80% AMI + 5% units @ 65% AMI	15% units @ 80% AMI + 5% units @ 65% AMI	10% units @ 80% AMI + 5% units @ 60% AMI	15% units @ 80% AMI + 5% units @ 50% AMI

Incentives Tested for Market-Rate Analysis

Incentives that reduce construction costs:

Waived Commercial Requirement

Waived Permitting Fees

Reduced Parking Ratio (0.5 space/unit)

Incentives Tested for Market-Rate Analysis

Incentives that reduce construction costs:

Waived Commercial Requirement

Waived Permitting Fees

Reduced Parking Ratio (0.5 space/unit)

**WSQ base is 0.5 space/units*

Incentives Tested for Market-Rate Analysis

Incentives that reduce construction costs:

Waived Commercial Requirement

Waived Permitting Fees

Reduced Parking Ratio (0.5 space/unit)

Waived Commercial Requirement

+ Waived Permitting Fees

**WSQ base is 0.5 space/units*

Incentives Tested for Market-Rate Analysis

Incentives that increase revenue:

- Density Bonus (1x)
- Density Bonus (2x)

Incentives Tested for Market-Rate Analysis

Incentives that increase revenue:

- Density Bonus (1x)
- Density Bonus (2x)

An extra density bonus above the by-right maximum is by far the **most common development incentive.**

Incentives Tested for Market-Rate Analysis

Incentives that increase revenue:

- Density Bonus (1x)
- Density Bonus (2x)

This could look like…

- Additional height*
- Increased Floor-Area-Ratio (FAR)
- Additional % of floor area or unit count

** WSQ offers extra height*

Incentives Tested for Market-Rate Analysis

Prototype 1: 8 units

Density Bonus (1x) → 4 additional affordable units

Density Bonus (2x) → 8 additional affordable units

Incentives Tested for Market-Rate Analysis

Coupled Density Bonus (1x) with other incentives:

Density Bonus (1x)

Density Bonus (2x)

+ Waived Commercial Requirement

+ Waived Permitting Fees

+ Reduced Parking Ratio

Feasibility of Small-Scale Development

Prototype 1: 8 units w/ 800 sq ft

Findings

- Deeper affordability requirements (50% AMI) are **not feasible** for small-scale housing projects.
- 65% AMI **might be possible** if commercial requirements are waived and density bonuses allowed.
- Adding more units for 80% AMI is **possible** if the commercial requirements are waived.
- Density bonuses can make small-scale development **feasible, but** they also significantly change the project size.

Preliminary Takeaways

- **More affordable units (15% units @ 80% AMI) can be carved out** with a menu of incentives for small-scale developments:

Possible Menu of Incentives

- ➡ Waived Commercial Requirement and Permitting Fees
- ➡ Density Bonus (1x) with the option to couple additional incentives
- ➡ Density Bonus (2x)

- All incentives can also help small-scale development **pencil out under the current IZ policy**.

Feasibility of Medium- to Large-Scale Development

Prototype 2: 25 units w/ 3,500 sq ft

Prototype 3: 60 units w/ 5,000 sq ft

Findings

- For **medium-scale projects**, **most** affordability options were **feasible,** with some incentives being more attractive than others.
- For **large-scale projects**, **all** affordable options were **feasible,** with some incentives being more attractive than others.

Most Attractive Incentives

- Waived Commercial Requirement
- Waived Commercial and Permitting Fees
- Density Bonus (1x) with the option to couple additional incentives
- Density Bonus (2x)

Preliminary Takeaways

Waiving commercial requirements for market-rate developments that opt for more or deeper affordability is an **attractive incentive.**

+ **Coupling it with waived permitting fees** provides additional financial offsets to construction costs.

Offering a density bonus for market-rate developments that opt for more or deeper affordability is an **attractive incentive.**

+ **Coupling it with other incentives** increases the potential margin of profitability, allowing for more or deeper affordable gains.

Preliminary Takeaways

Waiving permitting fees alone is not an attractive incentive, but it can be when coupled with other incentives.

+ **Auditing the permitting/approval process** will help clarify the real time and cost to development.

Lowering the floor and ceiling set for parking ratios allows for greater flexibility.

+ **Coupling parking reduction with other incentives** make the incentive more meaningful.

Revisiting and recalibrating IZ policy and incentives periodically will be important to ensure policy reflects market conditions change.

Detailed Assumptions: Market Rate Feasibly Analysis

Additional Appendix Materials

Incentives Tested for Market-Rate Analysis

Prototype 2: 25 units

- Density Bonus (1x) → 8 additional affordable units
- Density Bonus (2x) → 17 additional affordable units

Incentives Tested for Market-Rate Analysis

Prototype 3: 60 units

Density Bonus (1x) → 12 additional affordable units

Density Bonus (2x) → 24 additional affordable units

Findings – Small-scale Development

Incentives	Current IZ Policy	More Units	Deeper Affordability	Even Deeper Affordability
Waived Commercial Requirement	Feasible + Attractive	Possible	Possible	Not Feasible
Waived Permitting Fees	Feasible	Not Feasible	Not Feasible	Not Feasible
Reduced Parking Ratio	Feasible	Not Feasible	Not Feasible	Not Feasible
	Feasible + Attractive	Feasible	Possible	Not Feasible
	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive

Findings – Medium-scale Development

Incentives	Current IZ Policy	More Units	Deeper Affordability	Even Deeper Affordability
	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive	Feasible
	Feasible	Possible	Feasible	Possible
	Feasible	Possible	Possible	Possible
	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive
	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive

Findings – Large-scale Development

Incentives	Current IZ Policy	More Units	Deeper Affordability	Even Deeper Affordability
	Feasible + Attractive	Feasible	Feasible	Feasible
	Feasible	Feasible	Feasible	Feasible
	Feasible	Feasible	Feasible	Feasible
	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive
	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive	Feasible + Attractive

Market Rate Financial Feasibility Analysis

Method 2: Buy Down Model

Overview – Buy-down model

- Buy-down programs are an alternative way to achieve deeper or more affordability in an existing market rate project subject to IZ.

- Instead of offering indirect incentives, **a buy-down program involves a direct payment by the municipality to the developer.**

- The **buy-down model is a tool to estimate how much subsidy a municipality would need to pay a developer to:**
  - Deepen the affordability of an existing affordable unit (e.g. 80% AMI to 60% AMI)
  - Add a new affordable unit, by buying down a market rate unit to an affordable unit.

Overview – Buy-down model

- Buy-down programs are an alternative way to achieve deeper or more affordability in an existing market rate project subject to IZ.

- Instead of offering indirect incentives, **a buy-down program involves a direct payment by the municipality to the developer.**

- The **buy-down model is a tool to estimate how much subsidy a municipality would need to pay a developer to:**
  - Deepen the affordability of an existing affordable unit (e.g. 80% AMI to 60% AMI)
  - Add a new affordable unit, by buying down a market rate unit to an affordable unit.

Note: This is a preliminary analysis. More work would be needed to refine the results and explore program design and implementation in more detail.

Methodology – Buy-down model

- Buy-down costs are expressed as a **range** based on three different methods to reflect the variability and complexity in how this cost is estimated.
- Some similarities with methods for estimating in-lieu fee payments.
- Calculations are **based on Prototype 3** and use many of the same assumptions.

Methodology – Buy-down model

- Buy-down costs are expressed as a **range** based on three different methods to reflect the variability and complexity in how this cost is estimated.
- Some similarities with methods for estimating in-lieu fee payments.
- Calculations are **based on Prototype 3** and use many of the same assumptions.

Method 1: Affordability Gap

Fee = Difference between the fair market value and the value of the affordable unit (based on rents).

Method 2: Revenue Loss

Fee = Difference in rental income over 20 years, plus cost of operating an affordable unit (annual income certification, selection lottery, etc.)

Method 3: Development Cost

Fee = Difference between the total development cost and the value of the affordable units (based on rents).

Findings

Fee needed to buy down…	Approximate fee range
Market rate unit to 60% AMI	$373,000 to $448,000 per unit
Market rate unit to 80% AMI	$215,000 to $290,000 per unit
80% AMI unit to 60% AMI unit	$158,000 per unit*

**The results are the same across the three methodologies for the 80% AMI to 60% AMI scenario because the difference in value between a 60% AMI unit and an 80% AMI unit is a constant value.*

Preliminary Takeaways

- Buy-down payments are a **potentially viable incentive**, **especially for buying down deeper affordability from existing IZ units (e.g., 80% to 60% AMI),** but would require greater subsidy from the municipality.

- **Further work is needed** to assess developer interest and the specifics of program design and implementation.

- Watertown may want to **continue exploring a buy-down program as complementary to other proposed incentives.**

Affordable Housing Sources & Uses Model

Methodology – Sources & Uses Model

- We use a **simplified 'source & uses model'** to represent project costs (uses) and revenues (sources) for a typical 100% affordable housing project that might be expected in Watertown.

- Whereas a pro forma model compares the impact of incentives on the profitability of different prototypes, the sources & uses model compares the impact of incentives by looking at the **relative change in the funding gap.**

Methodology – Sources & Uses Model

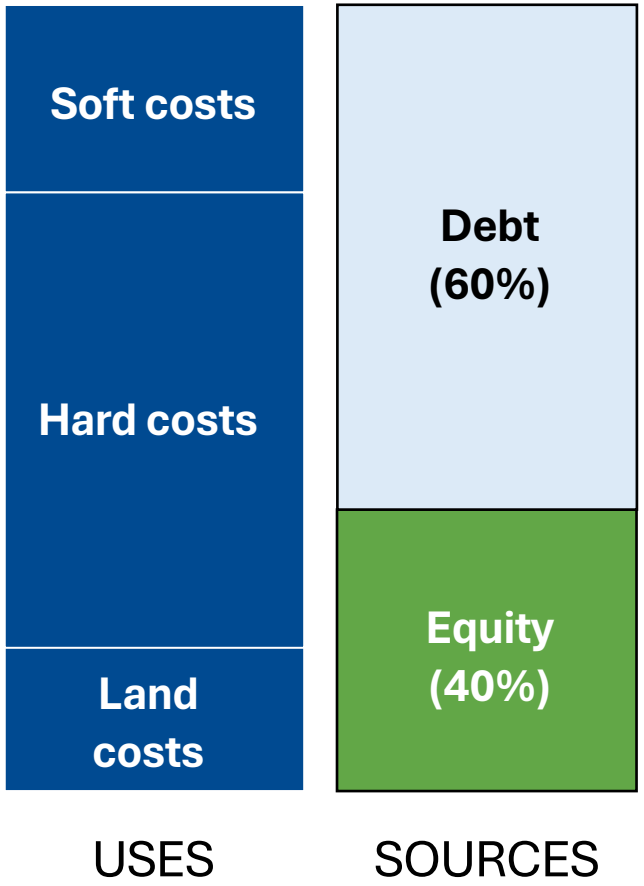
- We use a **simplified 'source & uses model'** to represent project costs (uses) and revenues (sources) for a typical 100% affordable housing project that might be expected in Watertown.

- Whereas a pro forma model compares the impact of incentives on the profitability of different prototypes, the sources & uses model compares the impact of incentives by looking at the **relative change in the funding gap.**

Note: The sources & uses model is supplemented with interviews with affordable housing developers, which provide additional context that cannot be as easily quantified.

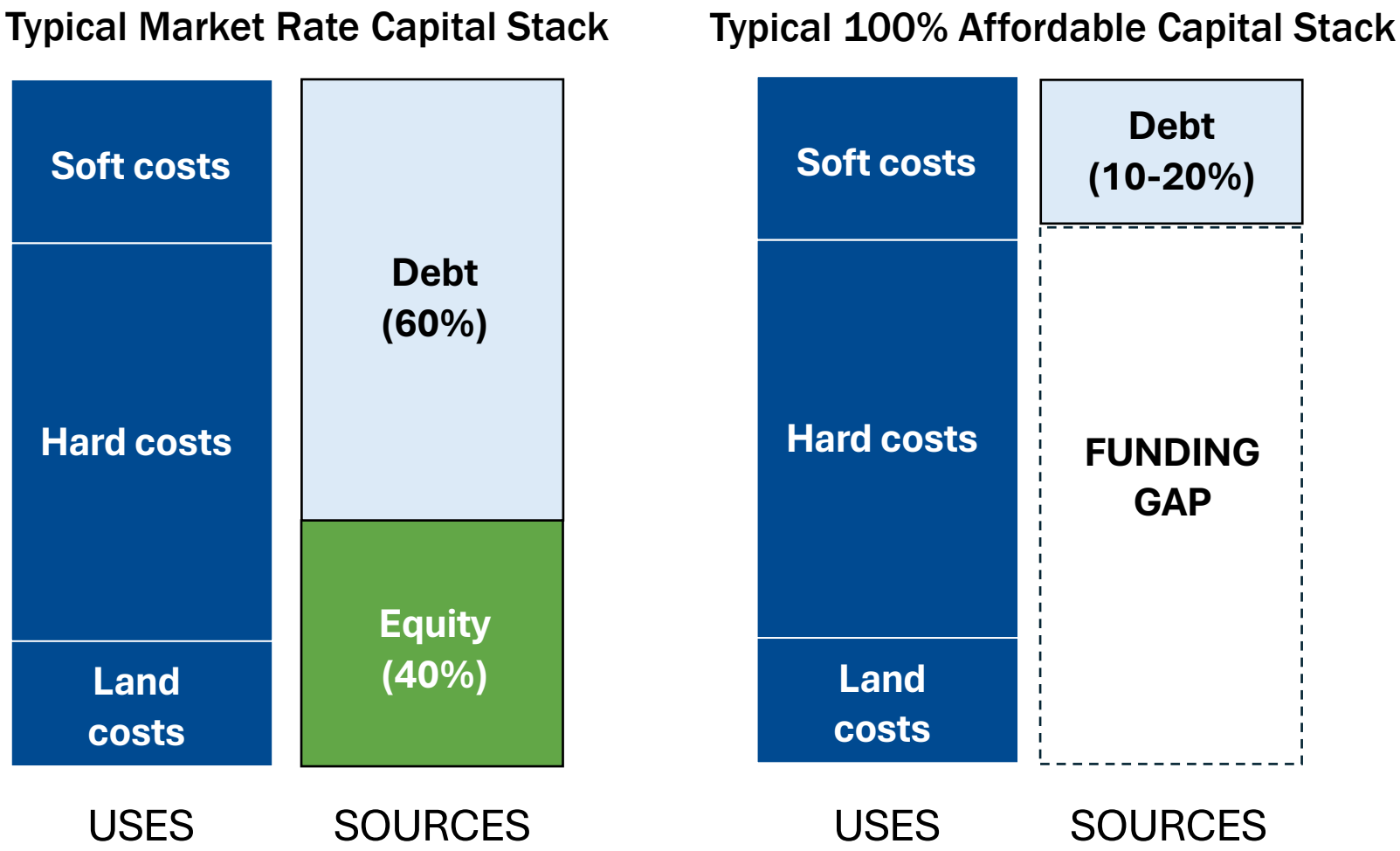
Methodology: What is a funding gap?

Typical Market Rate Capital Stack



Graphic modified from: https://shelterforce.org/2025/05/28/affordable-housing-finance-101/

Methodology: What is a funding gap?



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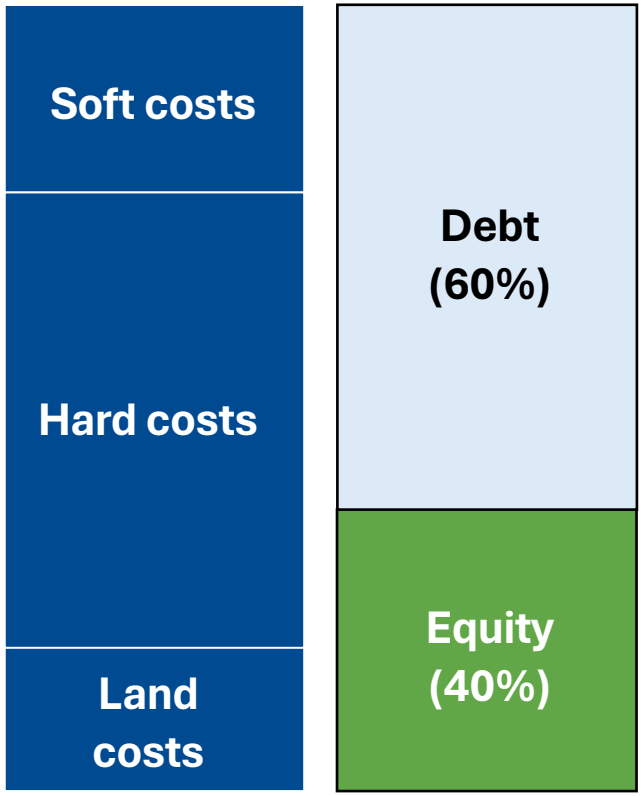
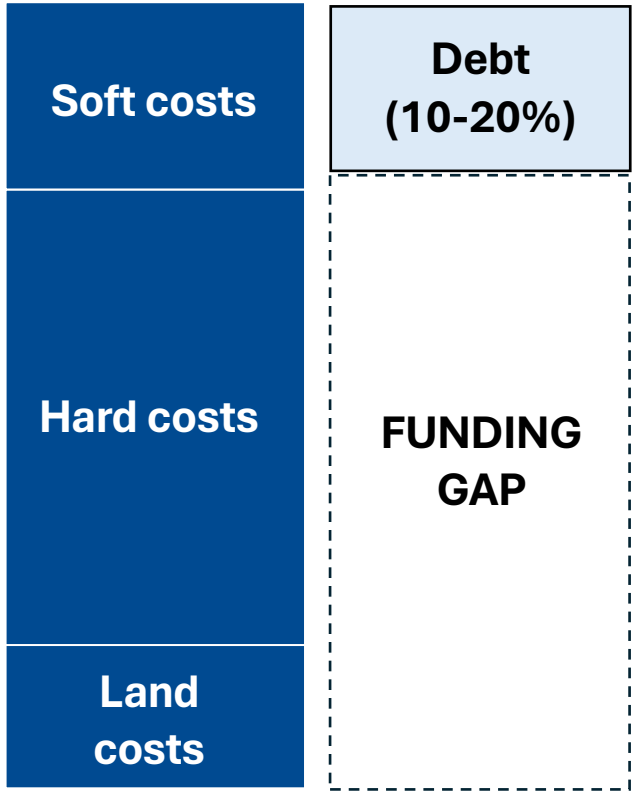


Typical 100% Affordable Capital Stack

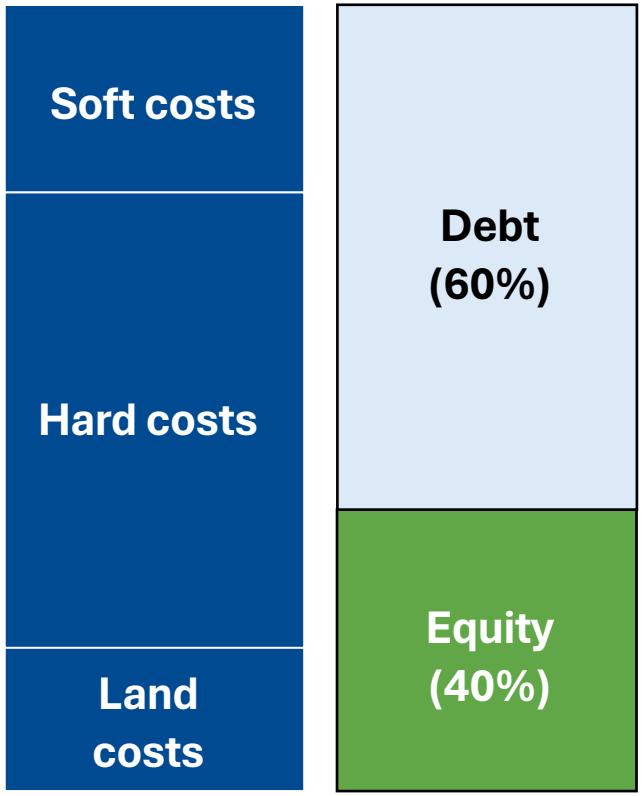


Funding gap = difference between total development costs and permanent debt (leveraged from affordable rents).

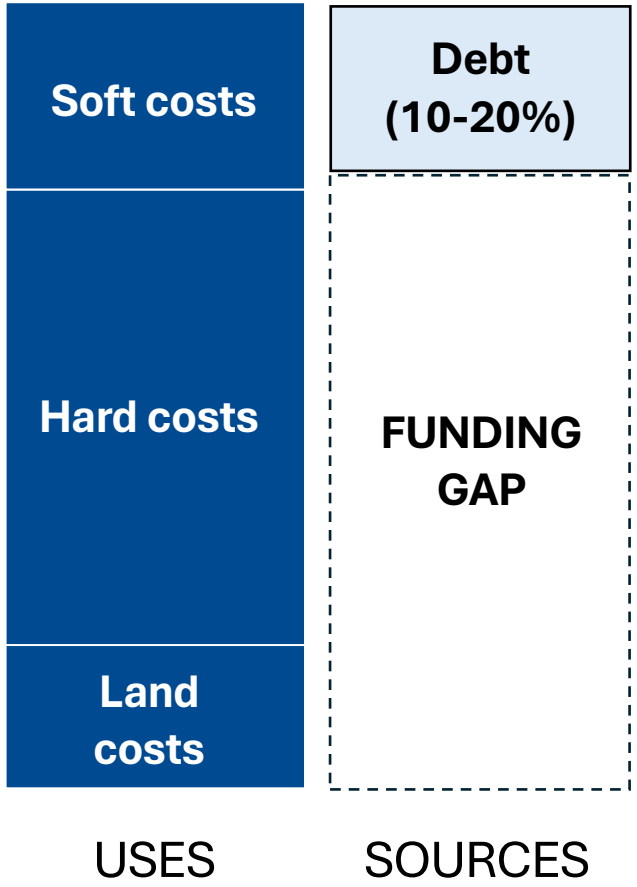
Graphic modified from: https://shelterforce.org/2025/05/28/affordable-housing-finance-101/

Methodology: What is a funding gap?

Typical Market Rate Capital Stack



Typical 100% Affordable Capital Stack



Funding gap = difference between total development costs and permanent debt (leveraged from affordable rents).

Developers must seek out **multiple funding sources to fill this funding gap** (federal/state tax credits, local or state grants, project-based vouchers, etc.)

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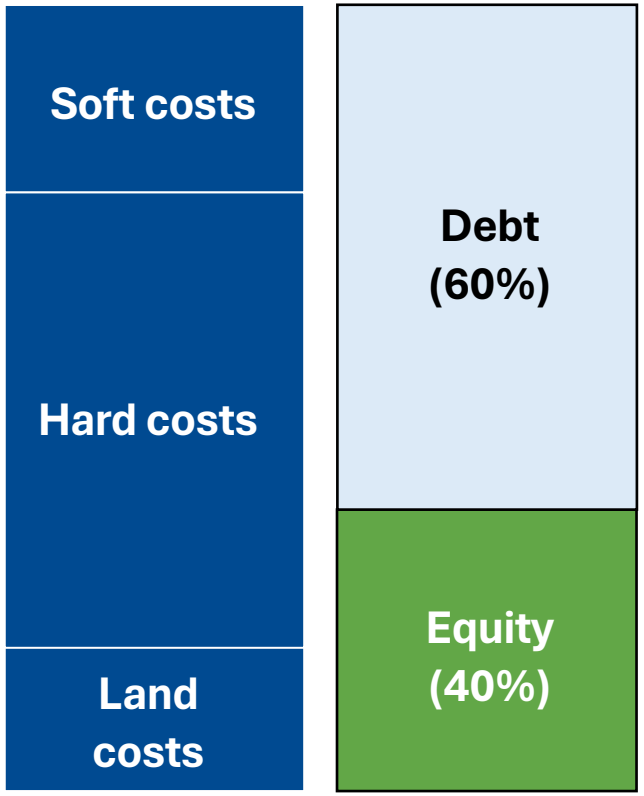
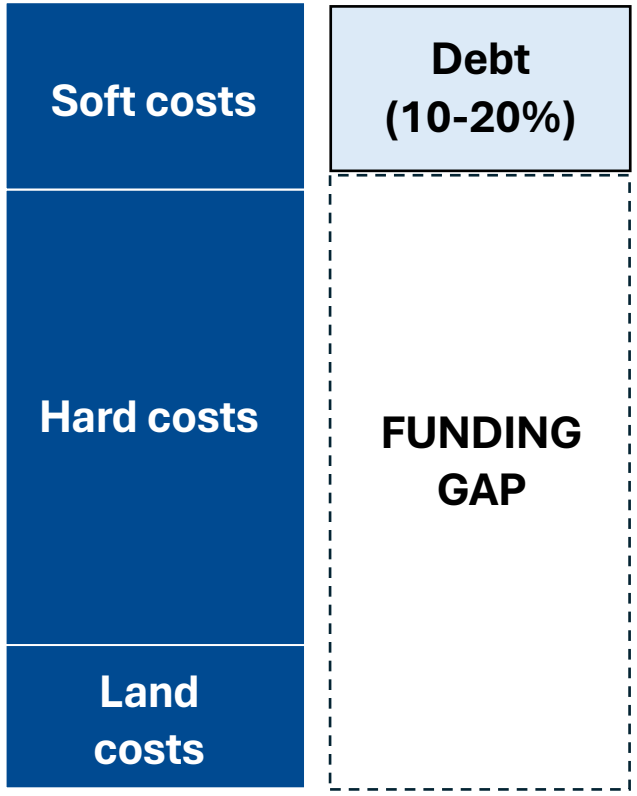
Methodology: What is a funding gap?

Typical Market Rate Capital Stack



Typical 100% Affordable Capital Stack



Funding gap = difference between total development costs and permanent debt (leveraged from affordable rents).

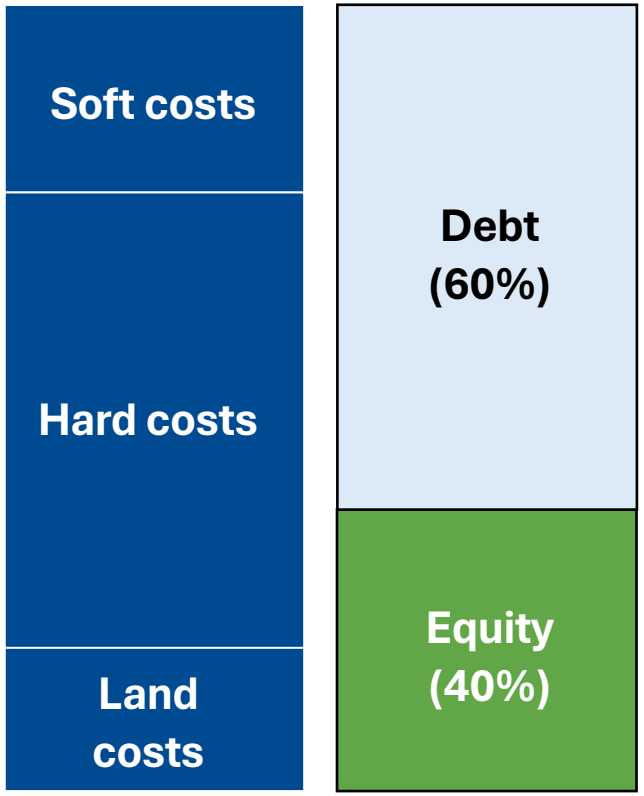
Developers must seek out **multiple funding sources to fill this funding gap** (federal/state tax credits, local or state grants, project-based vouchers, etc.)

Note: Equity sources vary, but most often are federal and/or state tax credits, and/or the developer's own equity.

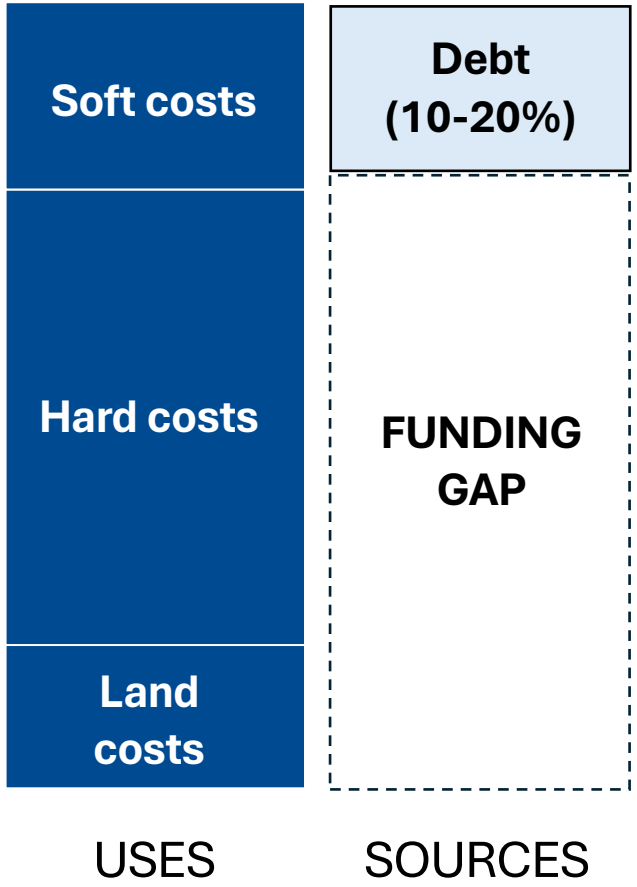
Graphic modified from: https://shelterforce.org/2025/05/28/affordable-housing-finance-101/

Methodology: What is a funding gap?

Typical Market Rate Capital Stack



Typical 100% Affordable Capital Stack



Funding gap = difference between total development costs and permanent debt (leveraged from affordable rents).

Developers must seek out **multiple funding sources to fill this funding gap** (federal/state tax credits, local or state grants, project-based vouchers, etc.)

Anything that helps close the funding gap is beneficial. For example, the funding gap can also be closed by reducing total development costs.

Graphic modified from: https://shelterforce.org/2025/05/28/affordable-housing-finance-101/

Prototypes – Sources & Uses Model

Prototype = hypothetical developments representing what ***could*** *be* built in Watertown based on typical 100% affordable housing development trends.

Note: Not site-specific, but based on aggregated data.

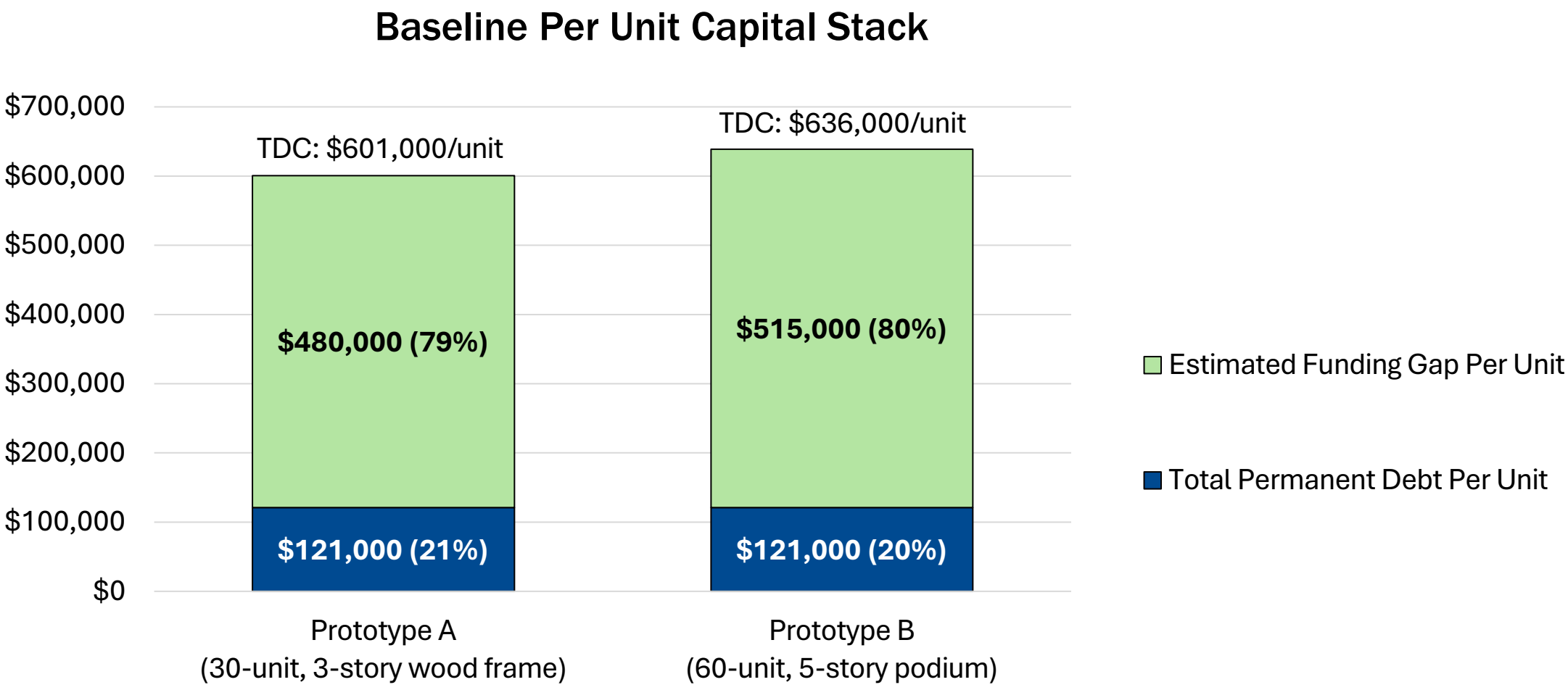
Prototype A: 30 units @ 55% AMI with 2,000 sq ft of commercial space

- 3 stories – wood frame construction
- 100% surface parking

Prototype B: 60 units @ 55% AMI with 3,500 sq ft of commercial space

- 5 stories – 4 wood frame over 1 podium
- 50% surface parking, 50% podium parking

Baseline Development Costs & Funding Gap



Incentives Tested for Affordable Analysis

Incentives that reduce construction costs:

Waived Commercial Requirement

Waived Permitting Fees

Reduced Parking Ratio (0.5 spaces/unit)
Reduced Parking Ratio (0.25 spaces/unit)

Free publicly-owned land

**WSQ base is 0.5 space/unit and 0.25 space/unit is the current incentive.*

Incentives Tested for Affordable Analysis

Incentives that increase revenue:

Density Bonus (1x) → Prototype A: 30 to 45 units
Prototype B: 60 to 75 units

Density Bonus (2x) → Prototype A: N/A
Prototype B: 60 to 90 units

\+ Density Bonus (1x) + Reduced Parking Ratio (0.25 spaces/unit)

**WSQ offers extra height*

Findings

Percent Change in the Per Unit Funding Gap Relative to the Baseline

Incentives	Prototype A	Prototype B
Waived commercial requirement	-6%	-5%
Waived permitting fees	-1%	-1%
Reduced parking ratio (0.5)	-2%	-3%
Reduced parking ratio (0.25)	-3%	-5%
Free publicly-owned land	-19%	-17%
Density bonus (1x)	-6% **	-4% **
Density bonus (2x)	n/a	-7% **
+ Density bonus (1x) + Parking	-9% **	-9% **

Findings

Percent Change in the Per Unit Funding Gap Relative to the Baseline

Incentives	Prototype A	Prototype B
Waived commercial requirement	-6%	-5%
Waived permitting fees	-1%	-1%
Reduced parking ratio (0.5)	-2%	-3%
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+ Density bonus (1x) + Parking	-9% **	-9% **

Although there is a reduction in the per unit funding gap, the **total funding gap** increases as the number of affordable unit increases.

Findings

Percent Change in the Per Unit Funding Gap Relative to the Baseline

Incentives	Prototype A	
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Waived permitting fees	-1%	
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Density bonus (2x)	n/a	-7% **
+ Density bonus (1x) + Parking	-9% **	-9% **

While there are benefits to more efficient projects**, an increase in the total funding gap means more funding sources are needed.**

Preliminary Takeaways

Most impactful

Free publicly-owned land

Also supports affordable developers in other ways, e.g., having a patient land seller; reduced competition with market rate developers.

Somewhat impactful

Waived commercial requirements

Affordable developers also noted this as an appealing incentive.

Preliminary Takeaways

Somewhat impactful, but varies

Reduced parking minimums

Provide greater flexibility, but impact varies based on the site and developer.

Density bonuses

Provide greater flexibility and help with economies of scale, but impact varies based on the site and developer.

Less impactful

Waived permitting fees

Minimal impact if offered alone; couple with other incentives for more impact.

Other Considerations

Informed by interviews with affordable housing developers

Most impactful

Mechanisms that allow 100% multifamily affordable housing by-right
Discretionary review creates significant risk and uncertainty.

Local funding match
Key for most capital stacks and often impacts ability to secure tax credits.

Impactful

Staff capacity
Can help champion and shepherd projects through local review processes.

Network of locally active affordable developers

Submarket Analysis

High-level Takeaways

Initial Findings

- **City's Median Rent:** $2,357
- **Small differences** in median rent and median unit size by neighborhood
- There is little variation in market conditions by neighborhood, **so no evidence of strong submarkets in Watertown.**
- However, **incentives tailored to neighborhood context** may still make sense based on zoning allowances.

Market Level Synthesis - Residential

Unit Type	% of Housing Stock	Average Sq Ft	Median Rent
Studio	16%	626 sq ft	$2,300
1-bedroom	46%	782 sq ft	$2,800
2-bedroom	32%	1,089 sq ft	$3,400
3-bedroom	6%	1,501 sq ft	$3,900

Source: Costar, Zillow, MAPC Rental Listing Database

Market Level Synthesis – Commercial

Type	Market Rents per Sq Ft	Average Sq Ft
Office	$43.50	3080 sq ft
Retail	$33.00	2960 sq ft

Vacancy Rate Range: 10%-15%

**Pending Data Update – Numbers may change.*

Source: Costar

Submarket Analysis - Residential

Pleasant Street

Average Unit SF:
960 sq ft

Average Rental Price:
$3,300

Watertown Square

Average Unit SF:
800 sq ft

Average Rental Price:
$3,000

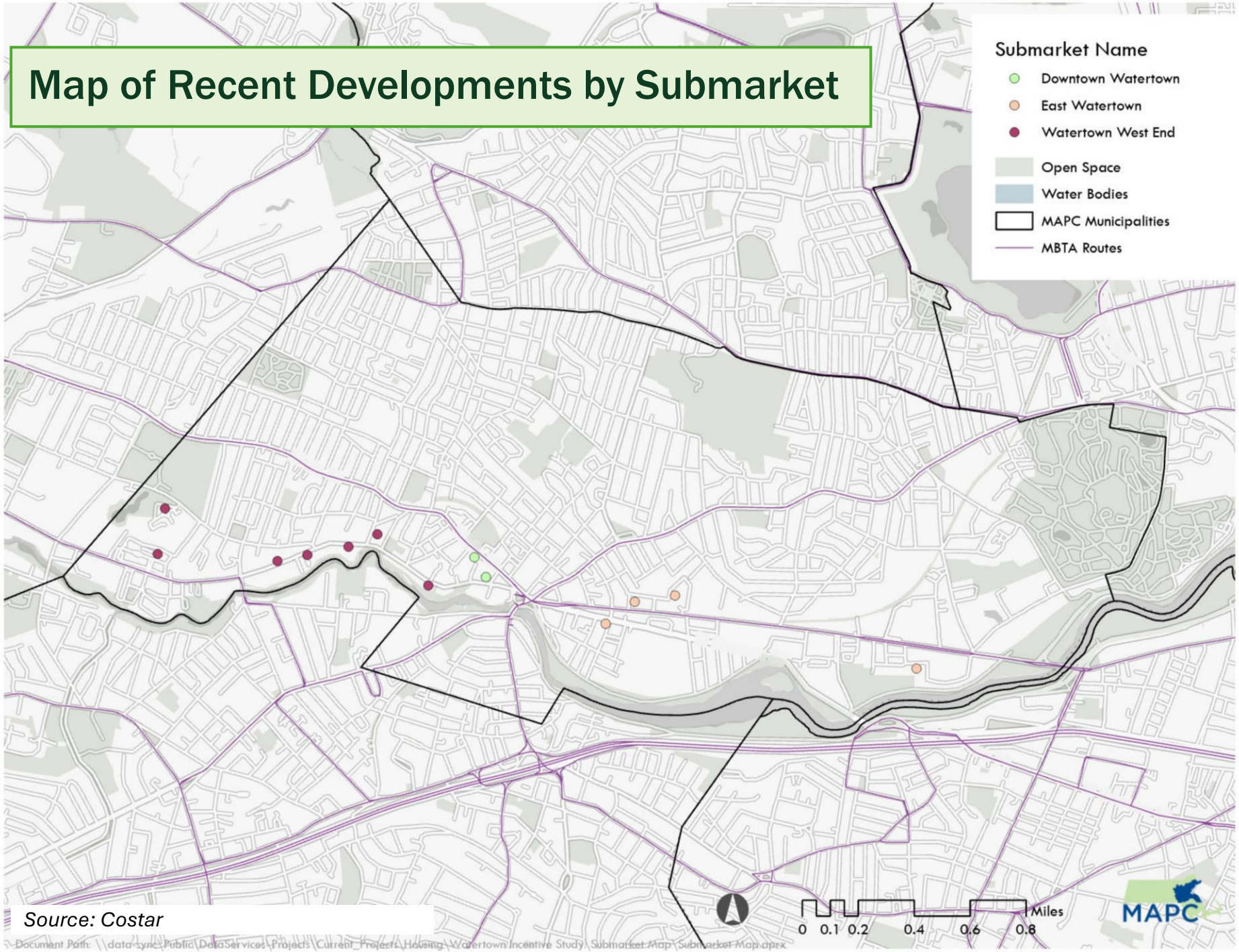
Arsenal Street

Average Unit SF:
940 sq ft

Average Rental Price:
$3,500

Source: Costar, Zillow

Map of Recent Developments by Submarket



Source: Costar

Next Steps:

- Add Zoning Layer to Submarket Map

Zoning Assessment

High-level Takeaways

Purpose

- Understand use and dimensional regulations for residential development

- Identify potential constraints to housing production and potential areas where zoning relief may be considered as an incentive for providing affordability

Zoning Assessment Framework

Geographic Areas

- Pleasant Street Corridor
- Arsenal Street Corridor
- Watertown Square
- Mt. Auburn Street Corridor/ Coolidge Square

We looked at

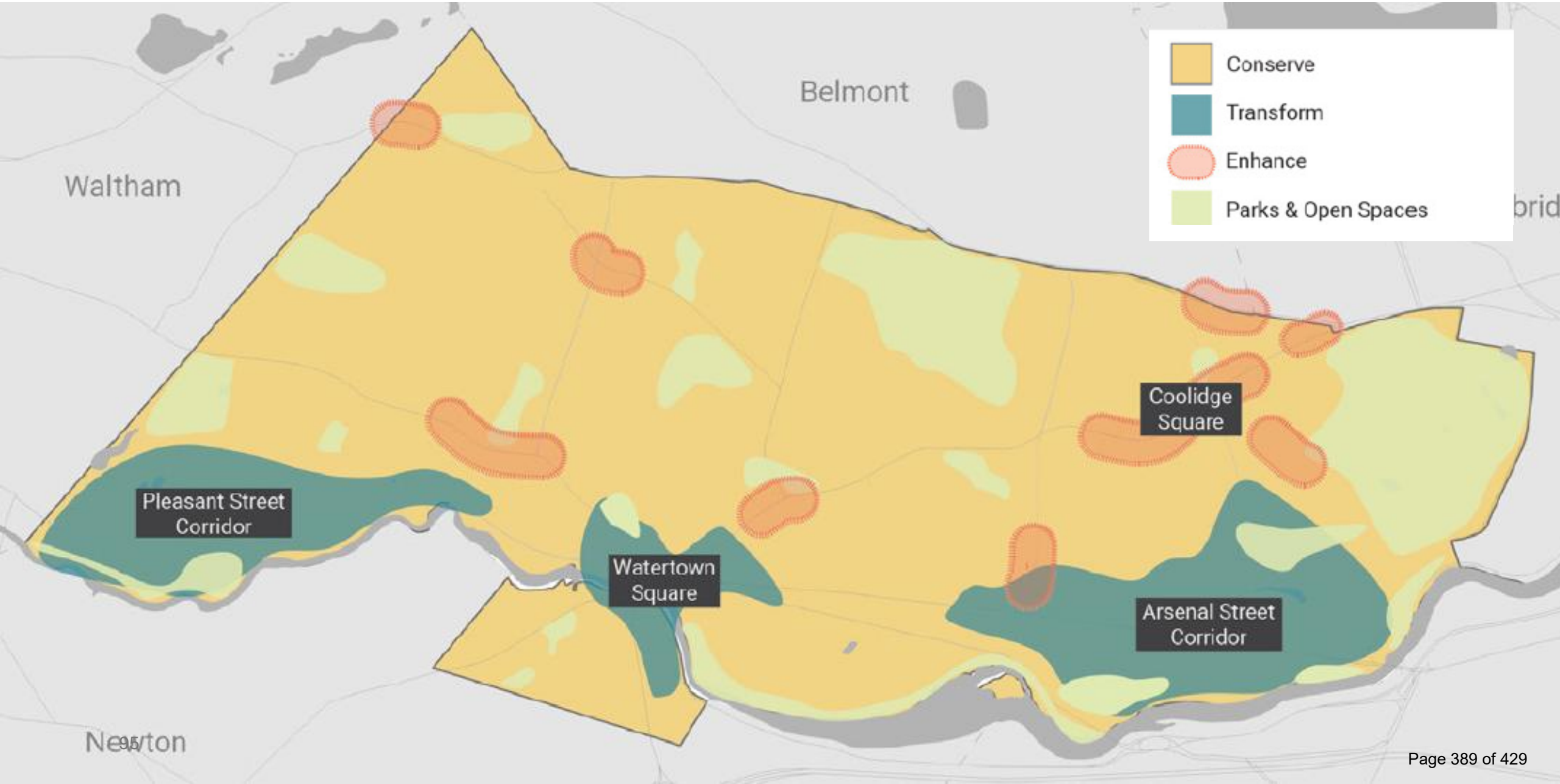
- Future uses and allowable uses
- Dimensional regulations
- Requested zoning relief from past development
- Opportunities + Considerations

Spoiler alert!

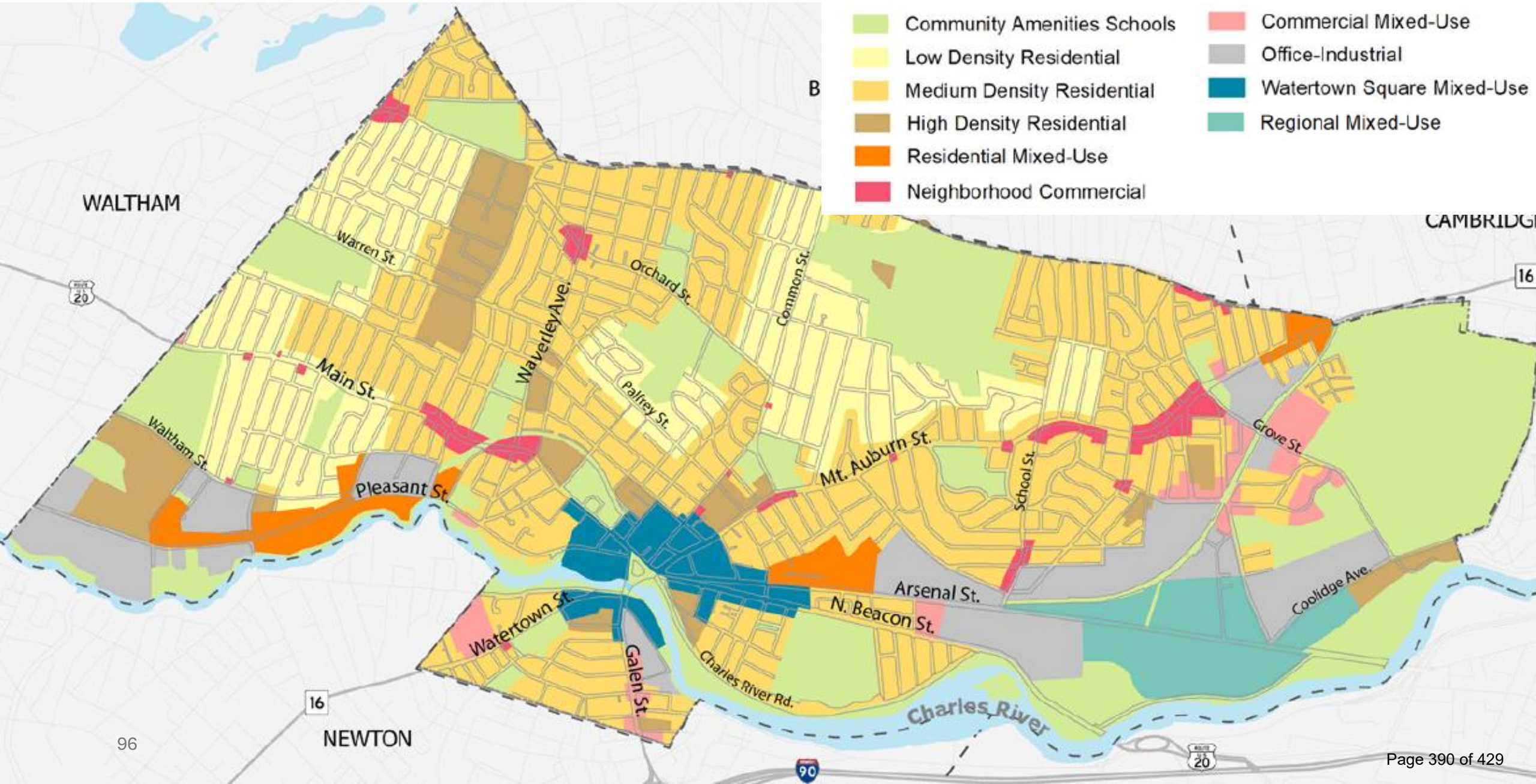
Good news: Watertown's existing zoning is quite good

Bad news: Fewer obvious or easy places to use zoning incentives to incentivize affordability

Future Land Use (2023 Comp Plan)

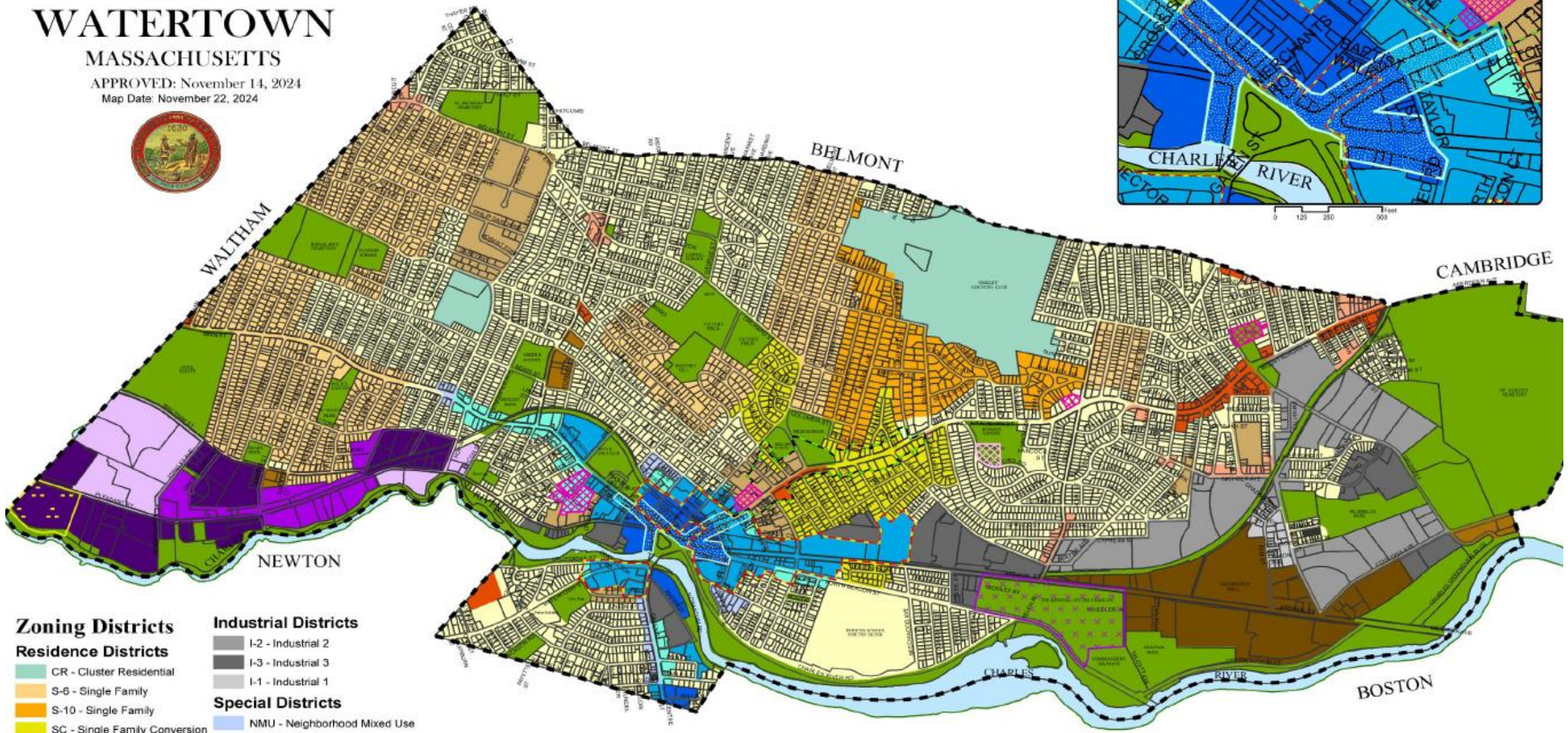


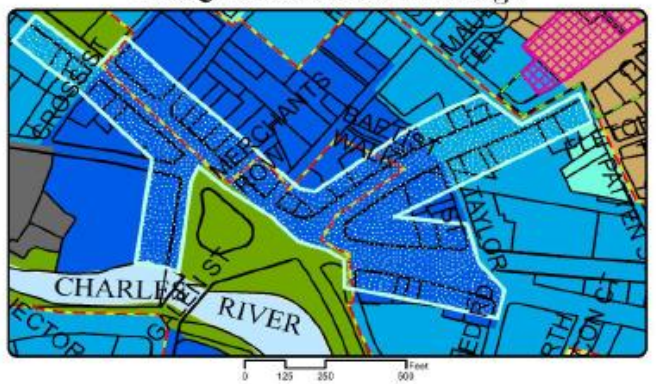
Future Land Use (2023 Comp Plan)



ZONING MAP OF WATERTOWN MASSACHUSETTS

APPROVED: November 14, 2024
Map Date: November 22, 2024





Zoning Districts

Residence Districts
- CR - Cluster Residential
- S-6 - Single Family
- S-10 - Single Family
- SC - Single Family Conversion
- T - Two Family
- R.75 - Residential Multi-Family
- R1.2 - Residential Multi-Family

Business Districts
- NB - Neighborhood Business
- LB - Limited Business

Industrial Districts
- I-2 - Industrial 2
- I-3 - Industrial 3
- I-1 - Industrial 1

Special Districts
- NMU - Neighborhood Mixed Use
- WSQ3 - Watertown Square 3
- WSQ2 - Watertown Square 2
- WSQ1 - Watertown Square 1
- RMUD - Regional Mixed Use
- PSCD-3 - Pleasant Street Corridor
- PSCD-2 - Pleasant Street Corridor
- PSCD-1 - Pleasant Street Corridor
- OSC - Open Space/Conservancy

Overlay Districts
- ALOD - Assisted Living Overlay
- AODD - Arsenal Overlay Development
- R/SOD - Religious/School Building Overlay
- RD - Limited Redevelopment District
- TODO - Transit Oriented Development Overlay

Map Key
- Active Street Frontage
- Mt. Auburn St. Historic District
- City Boundary
- Water
- Parcels

Feet: 0, 250, 500, 1,000
Miles: 0, 0.125, 0.25, 0.5

N, W, E, S

Pleasant Street Corridor

Pleasant Street Corridor

Future land use

2023 Comp Plan

- High density residential
- Residential mixed use
- Office-industrial

Existing zoning

Zoning Map

- **PSCD-1:** Multifamily by SP
  Res. mixed-use by SP
- **PSCD-2:** Multifamily not permitted
  Res mixed-use by SP
- **PSCD-3:** Multifamily not permitted
  Res. mixed-use not permitted
- **R1.2:** Multifamily by SP
  Res. mixed-use not permitted

Pleasant Street Corridor

Dimensional Requirements

Min. lot size	10,000 sq.ft.
Min. frontage	n/a
Front build-to line	10-30’
Side setback	0’ or 18’*
Rear setback	18’*
Open space	20%
Max. bldg. coverage	50% or 60% with SP
Max. height	55’/5 stories or 66’/6 stories with SP
Max. density	1,000sqft/unit (44 units/acre)
Max. FAR	1.0 / 2.0 with SP / 2.0 for mixed use
Res. parking minimums	0.75-2.0 spaces/unit
Retail/office parking min.	1 space per 350 sq.ft. (ground floor)

**Setbacks or reduced heights within 40’ of S-6 or T districts*

Requested Zoning Relief

PSCD: Two projects
- Height (one)
- Parking (one)
- FAR (one)

Arsenal Street Corridor

Arsenal Street Corridor

Future land use

2023 Comp Plan

- Office-industrial
- Regional mixed use
- High-density residential
- Commercial mixed use
- Neighborhood commercial

Existing zoning

Zoning Map

- **I-3:** Multifamily by SP
  Res. Mixed-use by SP
- **I-2:** Multifamily not permitted
  Res. Mixed-use not permitted
- **I-1:** Multifamily not permitted
  Res. Mixed-use not permitted
- **RMUD:** Multifamily not permitted
  Res. mixed-use by Master Plan SP

Arsenal Street Corridor

Dimensional Requirements

	Industrial-3	RMUD
Min. lot size	n/a	2 Acre Min.
Min. frontage	50’	50’
Front build-to line	10-30’	10-30’
Side setback	25’	15’
Rear setback	30’	20’
Max. bldg. coverage	50%	75%
Max. height	55’/5 stories*	55’/5 stories*
Max. density	800 sqft/unit	n/a
Max. FAR	1.0 / 2.0 with SP	1.0 / 2.0 with SP
Open space	20%	20%
Res. parking min.	0.75-2.0/unit	0.75-2.0 /unit

**Additional setbacks or reduced heights abutting residential districts*

Requested Zoning Relief

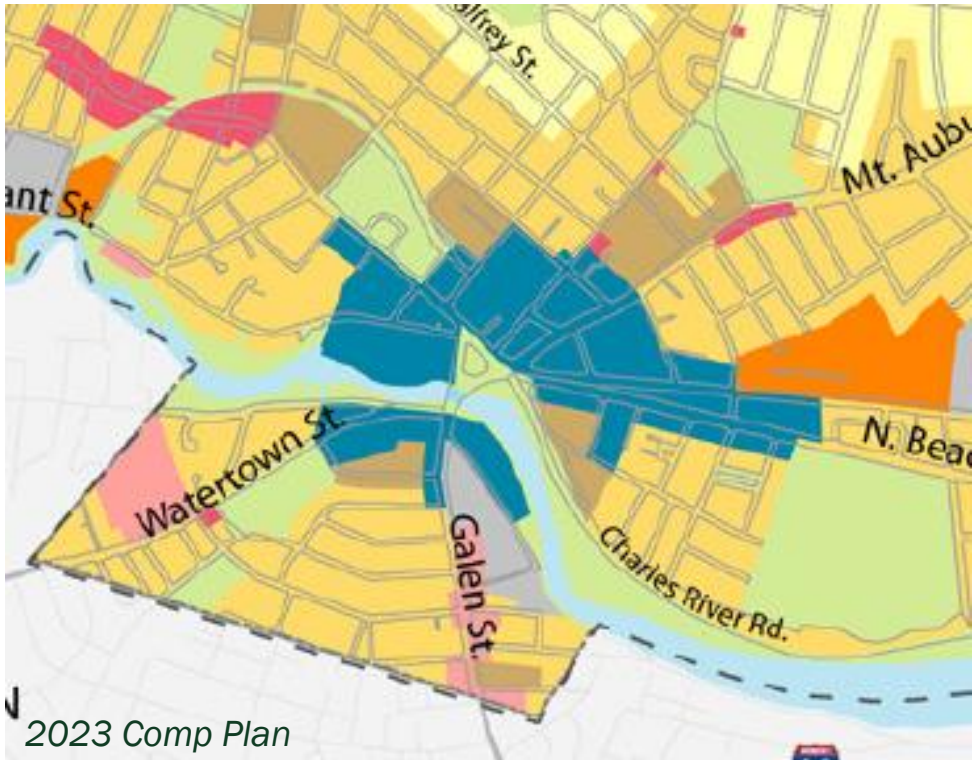
Industrial-3: Two projects
- FAR (one)
- Façade length (one)

RMUD: Two projects
- Height (two)
- Façade length (one)

Watertown Square

Watertown Square

Future land use



2023 Comp Plan

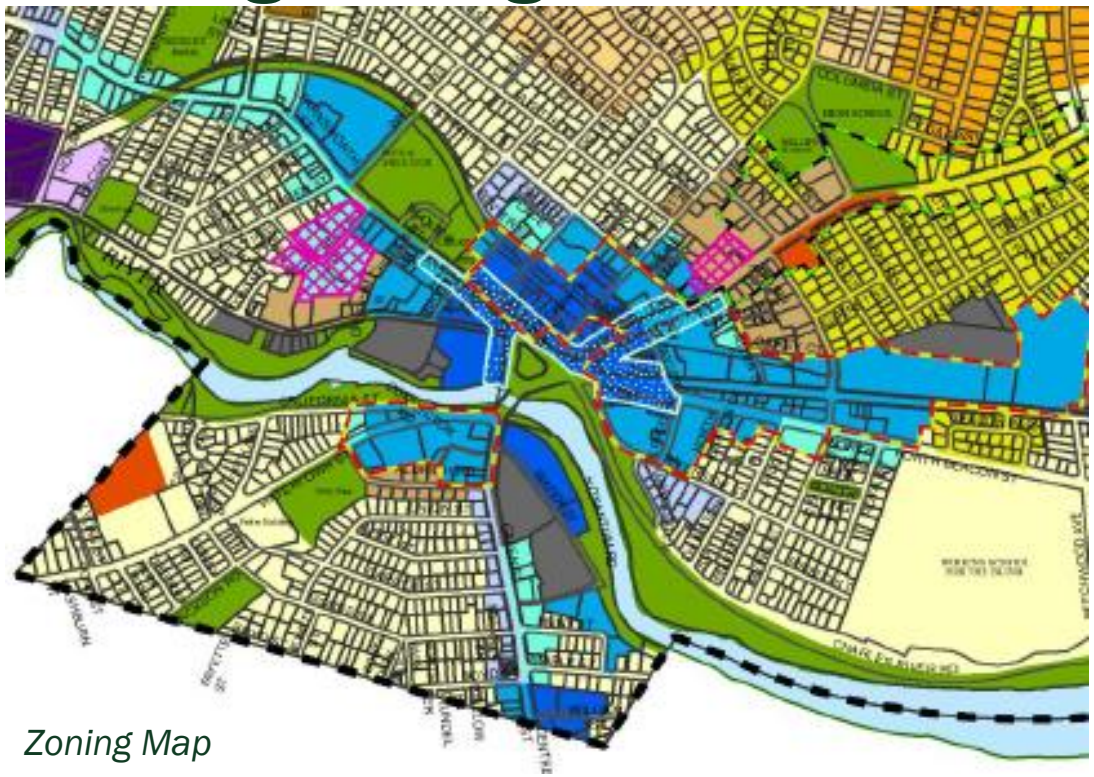
- WSQ mixed-use
- Res. mixed-use
- High density res.
- Com. mixed-use
- Office/Ind.
- Neighborhood com.

Existing zoning

Zoning Map

Watertown Square

Existing zoning



Zoning Map

TODO: Multifamily by right
Res. mixed-use by right

WSQ-3: Multifamily by SP
Res. mixed-use by SP

WSQ-2: Multifamily by SP
Res mixed-use by SP

WSQ-3: Multifamily by SP
Res. mixed-use by SP

NMU: Multifamily by SP
Res mixed-use by SP

R .75: Multifamily by SP
Res mixed-use not permitted

I-3: Multifamily by SP
Res. mixed-use by SP

LB: Multifamily by SP
Res. mixed-use by SP

Watertown Square

Dimensional Requirements

	WSQ-3	WSQ-2	WSQ-1	NMU
Min. lot size	n/a	n/a	n/a	n/a
Min. frontage	n/a	n/a	n/a	n/a
Front setback	0’	0’	0’	5’
Side setback	0’ or 10’	0’ or 10’	0’ or 10’	0’ or 10’
Rear setback	10-20’	10-20’	10-15’	10-15’
Max. bldg. coverage	n/a	n/a	n/a	n/a
Max. height (flat roof)	82’/5+ stories	66’/4+ stories	53’/3+ stories	38’/3 stories
Max. density	n/a	n/a	n/a	n/a
Max. FAR	n/a	n/a	n/a	n/a
Open space	5%	10-15%	15-20%	15-20%
Min. parking spaces	0.5/unit	0.5/unit	0.5/unit	0.5/unit

Mt. Auburn Street Corridor / Coolidge Square

Mt. Auburn Street Corridor/Coolidge Square

Future land use

2023 Comp Plan

- Neighborhood commercial
- Residential mixed-use
- Commercial mixed-use
- High density residential
- Office/industrial

Existing zoning

Zoning Map

- **LB:** Multifamily by SP
  Res. mixed-use by SP
- **NB:** Multifamily by SP
  Res mixed-use not permitted
- **I-2:** Multifamily not permitted
  Res mixed-use not permitted
- **R.75:** Multifamily by SP
  Res. mixed-use not permitted

Mt. Auburn Street Corridor/Coolidge Square

Dimensional Requirements

	LB	NB	R.75	R1.2
Min. lot size	n/a	n/a	5,000 sq.ft	5,000 sq.ft
Min. frontage	40’	50’	50’	50’
Front setback	n/a	n/a	15’	15’
Side setback	0’ or 15’	0’ or 10’	20’	25’
Rear setback	20’	15’	25’	30’
Max. bldg. coverage	80%	50%	35%	50%
Max. height	40’/4 stories*	35’/2.5 stories*	35’	45’
Max. density	n/a	n/a	1,500 sf./unit	1,000 sf./unit
Max. FAR	1.0	0.5	0.75	1.2
Open space	10%	10%	20%	20%
Min. parking spaces	0.75-2.0/unit	0.75-2.0/unit	0.75-2.0/unit	0.75-2.0/unit

**Additional setbacks or reduced heights abutting residential districts*

Potential Zoning Opportunities

Changes that could provide value in exchange for affordability/promote affordable development:

- By-right multifamily development in targeted zoning districts
- Waive ground-floor commercial requirements
- Increase in height and/or offer height bonus
- Increase FAR maximums and/or offer density bonus
- Reduce parking minimums
- Façade and set-back relief

This list **will inform the incentives that will be tested** in the next phase of research.

Market-Rate Developer Interviews

High-level Takeaways

Initial Findings

- Generally, developers are going to include parking, but **parking ratios vary by developer preference and project**.
- Height and density bonuses are **dependent on the proposed development and the type of developer.**
- **Land acquisition costs are high**, with landowners holding out for the best price on density. Free or discounted land was seen as a valuable incentive. Property tax relief would provide a real financial offset.
- Every developer noted that the **permitting and approval process (informal + formal) took several years**, which adds costs to the project, in addition to the cost of the permits.
- **Zoning in WSQ districts** was mentioned as positive changes.

Affordable Developer Interviews

High-level Takeaways

Initial Findings

- Discretionary review process creates risk and uncertainty
  - For affordable housing developers, having certainty about what is permitted is important. It is especially impactful when trying to attract ‘new players’ to your community
  - Cambridge AHO mentioned as an excellent model
- Land acquisition is often a major impediment
  - Nonprofit developers struggle to compete with market rate developers. Having a patient seller (such as a municipality) is a big advantage while the developer goes through pre-development and financing.
  - Donated or discounted land can significantly reduce the funding gap, and is often considered a form of local funding match by EOHLC.
- Having a local funding match is essential, such as CPA or AHT funding

Initial Findings

- Other types of incentives help --
  - Waived ground-floor commercial requirement– seen as very impactful
  - Reduced parking requirement – seen as impactful, although developers noted that parking ratios would depend on site dimensions and location within Watertown.
  - Density/height bonus – flexibility is good, but not necessarily impactful for 100% affordable housing
  - Waived permitting fees – somewhat impactful, but tend to represent a low amount and can be counted towards LIHTC eligible basis
  - Property tax relief – seen as impactful
- But in general, by-right approvals, land acquisition, and local funding were seen as more impactful issues relative to the incentives noted above.
- Lack of affordable housing developers/CDCs in Watertown was also mentioned

Zoning + Planning Board Focus Group

High-level Takeaways

Initial Findings

When asked about the development approval process:

- Board members noted a quick (formal) approval process, in part due to the developer conference completed beforehand.
    - Developers noted the opposite, which means there may be a disconnect between what developers' view as the formal approval process/timeline.
- Special Permits as a tool that gives boards more ability to balance development and community, allowing for more flexibility in granting development reliefs.
- Believed more can be done with funding the Affordable Housing Trust to help with affordable housing development, such as better coordination between AHT and CPC.

Initial Findings

When asked about the voluntary incentives:

- There was some hesitancy among participants with offering more voluntary incentives to developers without getting more units at deeper affordability.
- Parking minimums were seen as a favorable offering,but noted the dilemma of having more cars on the street.
- Property tax relief was a non-starter given the current political and economic climate, but offering other financial offsets, such as waiving building permit fees, was seen as more favorable.

Comparison Communities Research

High-level Takeaways

Purpose and approach

- Purpose: Analyze affordable housing incentive programs from relevant comparison communities to help inform Watertown's policy decisions.

- Case study approach used to assess successes and challenges of different program designs
  - Step 1. Conducted a broad scan of existing voluntary incentive programs targeting deeper affordability in and outside of MA.
  - Step 2. Agreed to a list of seven comparison communities with Watertown staff.
  - Step 3. Reviewed each program's enabling ordinance in detail.
  - Step 4. Conducted 1:1 interviews with municipal staff* and collected data when possible.

**Interview with Cambridge city staff is still pending*

Context on voluntary incentive programs

- Voluntary incentive programs differ based on a number of criteria:
  - Fully voluntary vs. blended program type (mandatory IZ + additional voluntary incentives)
  - Type/menu of incentives offered
  - Affordability requirements
  - Project eligibility
  - Alternative forms of compliance

- Program effectiveness depends on:
  - Market conditions
  - How long the program has been active
  - Balance between the value of the incentives vs. affordability required in return

Selected Comparison Communities

Jurisdiction	Program Name	Program Type	Year Effective
Taunton, MA	Inclusionary Housing	Fully voluntary (Note: Taunton does not have a mandatory IZ policy)	1989
Cambridge, MA	100 Percent Affordable Housing Overlay (AHO)	Fully voluntary (Note: Cambridge has a separate IZ policy)	2020
Denver, CO	Expanding Housing Affordability (EHA)	Blended mandatory / voluntary	2022
Minneapolis. MN	Inclusionary Zoning	Blended mandatory / voluntary	2019
Kirkland, WA	Affordable Housing Incentives Program	Blended mandatory / voluntary	2010
Salt Lake City, UT	Affordable Housing Incentives (AHI)	Fully voluntary	2024
Iowa City, IA	Tax Exemption for Affordable Rental Housing	Fully voluntary	2019

Initial Findings from Interviews

Overall findings:

- Voluntary incentives may not be effective at spurring additional affordable units if they do not offer benefits that are significantly more desirable for a developer than the no-incentive scenario.

- Market rate developers showed limited interest in pursuing deep affordability (<50% AMI) even when paired with voluntary incentives.

- Denver, and to some degree Minneapolis and Kirkland, offer examples of blended programs that have had some success in generating additional affordability beyond their mandatory IZ program.

Initial Findings from Interviews

More about incentives:

- Offering a menu of incentives and tiered affordability requirements was generally seen as an effective strategy, as it provides flexibility across different sites and developers.
- Expediting the permitting process was often seen very positively by developers.
- Providing zoning-based incentives on a by-right basis (rather than discretionary basis) was seen very favorably because of the predictability it offers.
- Height and density bonuses are a common zoning-based incentive, and are often tied to underlying zoning allowances.

Initial Findings from Interviews

Other considerations for program implementation:

- Educating and building relationships with developers impacts program success, especially in the initial adjustment period after program implementation.

- Tracking program outcomes is key for ongoing program evaluation and recalibration.

Taunton, MA

Program Characteristics

- Fully voluntary program. Through special permit, a density bonus may be offered to residential projects that agree to provide one of the following affordability options:
  - Option 1: 10% of units donated to Taunton Housing Authority (THA) or other nonprofit
  - Option 2: 15% of units purchased by THA and 15% sold or rented at < 50% AMI
  - Option 3: 100% of units sold or rented at <120% AMI, with at least 25% of units at < 80% AMI
  - In-lieu fee payment (negotiated through the SP process, equal to construction costs)
- Maximum allowable density with bonus = base density x 1.75 to 2.75

Outcomes

- Program has been used by 5-6 projects in the last decade, but all projects opted for the in-lieu fee payment. Generated $2.8 million (about $510,000 per project).
- Average density bonus offered was 2.0
- Lack of data and tracking; generally seen as a helpful tool but not very impactful

Cambridge, MA

Program Characteristics

- Fully voluntary program for projects with 100% units <100% of AMI, and at least 50% of units <80% of AMI.
- Applies in all zoning districts except for Open Space districts.
- Incentives offered:
  - No special permit approval required. There is still a requirement to conduct at least 2 community meetings and participate in a non-binding design consultation with the Planning Board.
  - Height, density, and parking zoning relief offered by-right. Most notably, up to 12 stories in AHO corridors and up to 15 stories in AHO squares.

Outcomes

- Based on data available online, the program has been frequently used : 9 projects have completed the AHO process (750 units) and 7 projects are underway.
- Average affordable housing production has increased from 40-60 units/year prior to 2020, and closer to 150 units/year in the 2020-2025 period.
- Still pending an interview with Cambridge staff.

Denver, CO

Program Characteristics

- Blended program: Mandatory IZ policy with baseline incentives and affordability requirements, and enhanced incentives for enhanced affordability requirements.
- Baseline affordability vs. enhanced affordability: Varies between Typical vs. High Market areas; generally, between 8-15% of units at 60-70% AMI for rental, with enhanced requirements increasing the set-aside requirements by 2-3 percentage points.
- Baseline incentives: Building permit fee reduction; waiver of commercial linkage fee for ground-floor commercial space; parking reduction between 0.25 to 0.75 parking spaces per unit
- Enhanced incentives: By-right height increases (varies by zoning); by-right FAR increase in Downtown; no minimum parking. Expedited review was supposed to be offered, but it has been oversubscribed.

Outcomes

- Successful at generating more affordability – 16 out of 58 market-rate projects subject to IZ opted for enhanced affordability.
- Setting the in-lieu fee rather successfully encouraged on-site provision of units.

Minneapolis, MN

Program Characteristics

- Blended program: Mandatory IZ policy with baseline incentives and affordability requirements; enhanced incentives for enhanced affordability requirements.
- Baseline affordability: 8% of units at <60% AMI OR 4% of units at <30% AMI for min 20 years
- Enhanced affordability: 20% of units at <50% AMI for min 30 years
- Baseline incentives: Modest height and FAR bonus.
- Enhanced incentives: City Revenue Loss Offset Program, a form of Tax Increment financing; greater height and FAR bonuses

Outcomes

- 21 out of 26 projects opted for building units on-site. Of these 21 projects, 19 opted for 8% of units at 60% AMI. Although only one project opted for 20% of units at <50% AMI, staff believe that education about the specifics of the TIF program will help generate more interest in this option.
- Great example of ongoing tracking and recalibration of program requirements over time.

Kirkland, WA

Program Characteristics

- Blended program: Mandatory IZ policy with baseline incentives and affordability requirements; enhanced incentives for enhanced affordability requirements.
- Baseline affordability: 10% of units at <50% AMI ; Enhanced affordability: Not clearly defined.
- Baseline incentives: 8-year multifamily tax exemption (MFTE); exemption from certain permitting fees and school impact fees; modest height/density bonus options and other zoning relief.
- Enhanced incentives: 12-year (instead of 8-year) multifamily tax exemption (MFTE); exemption from traffic impact fees and park impact fees; additional relief on zoning standards on a discretionary basis.
- “Pioneer provision”– requirements increase over time in TOD districts to encourage new development.

Outcomes

- Estimated 4 out of 40 projects opted for the enhanced affordability option (generating about 150 affordable units, including one 100% affordable project). The remaining 36 projects generated about 310 affordable units.

Salt Lake City, UT

Program Characteristics

- Fully voluntary program, as mandatory IZ is illegal in UT.
- Complex program, with affordability requirements and incentives varying by zoning district (Type A, B, C)
- Menu of incentives, primarily height bonus, reduced parking, and expedited review
- Menu of affordability requirements, ranging across AMI levels, set-asides, and unit sizes
- Note: The program also applies in SF/two-family density residential areas, with incentives primarily in the form of allowable housing types, and relied from certain parking, yard, and density requirements.

Outcomes

- Newer program; market conditions also made the program start-up slow.
- 6 out of the 7 MF projects that have utilized the program so far have been 100% affordable. They might have moved forward anyway, but this still represents a benefit for them. Most popular requests were for additional height (5) and for expedited administrative review process (2).
- A few projects in Salt Lake City's SF zones have also utilized the incentives (2 for-sale, 5 rental)

Iowa City, IA

Program Characteristics

- Three different programs – all of which are fully voluntary since mandatory IZ is illegal in IA
  - Tax Exemption for Rental Housing: 15% of units at <40% AMI, in exchange for a 10-year, 40% property tax exemption
  - Riverfront Crossing Upzoning: In the Riverfront Crossing area only, projects must provide 10% of units at <60% AMI rental, or <110% AMI for-sale, in exchange for upzoning request, with most rezoning requests allowed up to max height of 6-8 stories. In-lieu fee option allowed.
  - TIF: In urban renewal areas only, projects can get TIF benefits (financial incentives) if they provide 15% of units at <60% AMI

Outcomes

- The Tax Exemption for Rental Housing has not had use since its implementation in 2019. Staff suspect this is due to the lower AMI targeted by this program, and the fact that the property tax exemption did not sufficiently offset this level of affordability.
- Riverfront Crossings and TIF programs have both been used, which staff suspect may be due to the higher AMI level. Approximately 13 projects have used the Riverfront Upzoning, and 5 have used TIF, although about one thirds of projects have opted for in-lieu payments.

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 12, 2026

RE: Request for Confirmation –Reappointments to the Watertown Affordable Housing Trust

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In accordance with the Watertown Home Rule Charter and Town Council Ordinance 2007-46, I am submitting a request for appointments to the Watertown Affordable Housing Trust, which require Council confirmation.

- Cliff Cook - Reappointment as a member of the Watertown Affordable Housing Trust to a term expiring June 30, 2029

- Helen Oliver - Reappointment as a member of the Watertown Affordable Housing Trust to a term expiring June 30, 2029

- Zoe Weinrobe - Reappointment as a member of the Watertown Affordable Housing Trust to a term expiring June 30, 2029

Thank you for your anticipated cooperation in this matter.

WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council

From: George J. Proakis, City Manager

Date: June 12, 2026

RE: Request for Confirmation –Appointments to the Conservation Commission

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In accordance with the Watertown Home Rule Charter and Town Council Ordinance 2007-46, I am submitting a request for appointments to the Conservation Commission, which require Council confirmation. The appointments of Ian Edwards-Clancy and Rachel Slater fill the unexpired terms of Patrick Towler and Josh Coefer, respectively.

- Ian Edwards-Clancy - Appointment as a member of the Conservation Commission to a term expiring February 15, 2027

- Rachel Slater - Appointment as a member of the Conservation Commission to a term expiring February 15, 2028

Thank you for your anticipated cooperation in this matter.