

OCTOBER 8, 2024



Watertown City Council

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

CITY COUNCIL MEETING TUESDAY, OCTOBER 8, 2024, 6:15 P.M. RICHARD E. MASTRANGELO COUNCIL CHAMBER ADMINISTRATION BUILDING, 149 MAIN STREET

MINUTES

ACCESS INFORMATION:

- A. This meeting will be held on October 8, 2024 at 6:15 PM in the Richard E. Mastrangelo Council Chamber
- B. The meeting will be televised through WCATV (Watertown Cable Access Television):
<http://vodwcatv.org/CablecastPublicSite/?channel=3>
- C. The Public may join the virtual meeting online: <https://watertown-ma.zoom.us/j/92991331344>
- D. 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
- E. Public may comment through email: vpiccirilli@watertown-ma.gov
- F. Please Visit the City Council Website here: <https://www.watertown-ma.gov/350/City-Council>

1. ROLL CALL

Council President Sideris called to order a regular meeting of the City Council at 6:15 p.m. in the Richard E. Mastrangelo Chamber, Administration Building. Those present were Councilors John M. Airasian, 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, Brendan T. McCarthy, Council Clerk, and Doug Newton, Municipal Policy Analyst.

2. EXECUTIVE SESSION – 6:15 P.M.

- A. Executive Session to consider the purchase, exchange, lease or value of real estate, if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body.
- B. Executive Session pursuant to G.L. c. 30A, sec. 21 (a)(3) to discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares - Lagoudakis, Knee Guest, and Harris claims presentment.

Councilor Piccirilli moved to enter into Executive Session and Councilor Feltner seconded.

The motion passed unanimously in a Roll Call Vote.

3. RETURN TO SESSION – 7:00 P.M.

4. PLEDGE OF ALLEGIANCE

5. PUBLIC FORUM

There were no participants in Public Forum.

6. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS

- A. Minutes from City Council Meeting September 24, 2024

Councilor Piccirilli moved to approve the minutes from City Council Meeting September 24, 2024 and Councilor Feltner seconded.

The motion passed unanimously in a Voice Vote.

7. PRESIDENT'S REPORT

- A. Composite Evaluation of the City Council Clerk

President Sideris provided an overview of the evaluation rubric stating the scoring range is 1 (unsatisfactory) to 5 (exceptional), that while he is waiting for one Councilor's review to provide the final score, the consensus is that the Council Clerk is generally exceeding expectations. He then read some of the comments from the Councilors which included remarks of the Council Clerk settling into the role on a steep learning curve, a willingness to learn, a congenial attitude, strong minute taking, an ability to take on unfamiliar tasks, and a need to continue to make improvements in editing as well efficiency. This item will

appear on the next agenda as a First Reading.

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

A. Disability Awareness Proclamation

President Sideris read the proclamation.

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

The motion passed unanimously in a Voice Vote.

B. Proclamation Celebrating Gertrude (Trudy) Nemeth

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

The motion passed unanimously in a Voice Vote.

9. REPORTS OF COMMITTEES

A. Committee on Economic Development & Planning Report regarding its meeting on September 23, 2024 - Feltner, Chair

ACTION ITEM:

To recommend that the City Council confirm James Bensinger for reappointment to the Historic District Commission for a term expiring November 15, 2027

ACTION ITEM:

To recommend that the City Council confirm Sarah Baker for appointment as a full member of the Zoning Board of Appeals for a term expiring February 15, 2026

Councilor Feltner read the report.

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

The motion passes unanimously in a Voice Vote.

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

The motion passed unanimously in a Voice Vote.

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

The motion passed unanimously in a Voice Vote.

- B. Committee on Economic Development & Planning Report regarding its meeting on September 17, 2024 - Feltner, Chair

ACTION ITEM:

To recommend that the City Council does not create a new Redevelopment Authority, as the City Council has the powers of a Redevelopment Agency, per Chapter 405 of the Acts of 1987, subject to confirmation by KP Law.

Councilor Feltner read the report.

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

The motion passed unanimously in a Voice Vote.

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

The motion passed unanimously in a Voice Vote.

- C. Committee on Personnel and City Organization Report regarding its meeting October 2, 2024 - Bays, Chair

Councilor Bays read the report.

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

The motion passed unanimously in a Voice Vote.

10. NEW BUSINESS

- A. Request for Referral to the Public Works Committee regarding the proposed naming of Arshile Gorky Square

President Sideris remarked that there is a process established for naming squares after non veterans and asked that this matter to be referred to the Committee on Public Works.

Councilor Piccirilli made the motion and Councilor Feltner seconded.

Councilor Feltner then raised concern as the Council had previously dropped the renaming of the delta with the intention of creating a new committee for the purpose of

naming squares for non veterans.

President Sideris remarked that he has had conversations with City Manager Proakis about the memorial committee, and while that is still in the works, he believes that the level of this particular request was important enough to act on with current policy.

The motion passed unanimously in a Voice Vote.

President Sideris then stated that he will be asking for a vote, which will be followed up in a confirmatory vote at the next meeting, for the timeline dates of the 2026 Budget process.

Councilor Piccirilli moved to preliminarily approve the timeline for the 2026 Budget process and Councilor Feltner seconded.

The motion passed unanimously in a Voice Vote.

11. COMMUNICATIONS FROM THE CITY MANAGER

A. Snow Ordinance implementation for 2024-2025 season

City Manager Proakis shared that the recently passed Snow and Ice Removal Ordinance will be implemented with warnings and not fines for the 2024-2025 winter season. He remarked that the initial outreach campaign that was launched at the end of last winter for the purpose of education of the ordinance didn't yield many results because there was hardly any snow accumulation. The resources such as 311 and "see click fix" will be available and put to use this year with the "hope" that these tools will be relevant in concert with snowfall. He then remarked that the ordinance does allow him to create exemptions for individuals with conditions such as age and disability, but those exemptions are moot this year as penalties will only be warnings issued and not fines. Ironing out details of issuing and processing exemptions is intended to be ready to implement by the 2025-2026 season.

B. Electric Vehicle Infrastructure Update

City Manager Proakis stated that Watertown has been working hard to electrify its vehicles and increase access to charging stations around town. He remarked that we are one of the last communities that offers non-city owned cars the ability to charge without payment, but that is expected to change in the next few months. With the shift to making all public charging stations requiring payment, With these charges, Watertown will be provided with more funding that will be put into the electrifying its fleet which is aligned with its climate and energy goals.

C. Preparation of draft Urban Revitalization Plan for future City Council review

City Manager Proakis stated that this is the outcome from the EDP report which confirms that there isn't a need to create a redevelopment authority, and to instead create this

Urban Revitalization Plan that can be implemented with tools already available. He then requested authorization from the Council to go to the Planning and Development Dept. to begin drafting the plan to subsequently be presented to the Council.

Councilor Piccirilli moved to authorize administration to prepare a draft plan and Councilor Feltner seconded.

The motion passed unanimously in a Voice Vote.

D. DPW Hours of Operation

City Manager Proakis remarked that he received a memo from former Superintendent St. Louis where he states the change in hours of operation has been a success in the DPW. The most recent DPW hours of operations motion called for a progress report from the DPW after a trial period to confirm whether the change was working, so now he is asking for a referral to committee to receive the DPW's report and permanently confirm those hours.

President Sideris stated that this referral automatically goes back to the Committee on Personnel and City Organization.

City Manager Proakis announced that Watertown has hired a new Chief Technology Officer – noting that the title has shifted from “Chief Information Officer”. The new Chief Technology Officer, Maurice Myrie, has many years of experience in the same role for the town of Duxbury and the Worcester County Sheriff's office.

Mr. Proakis then made the following announcements: the Superintendent opening is posted on many platforms for its ongoing search, the Health and Human Services Report is now available, Watertown is the recipient of an \$800,000 federal grant (which will be matched by the state) as part of the “Safe Streets for All” initiative, the upcoming Fire Dept. open house, the Wicked Watertown event at the Commander's Mansion, the fall tree planting program, and that the delta's lights colors will represent several occasions and causes this month including breast cancer awareness, disability awareness, Indigenous Peoples Day, and Italian Heritage Month.

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

There were no Requests for Information.

13. ANNOUNCEMENTS

There were no Announcements.

14. PUBLIC FORUM

There were no participants in Public Forum.

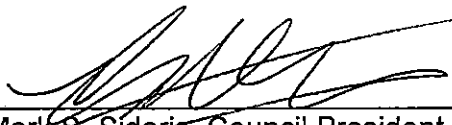
15. RECESS OR ADJOURNMENT

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

The motion was adopted unanimously in a Voice Vote.

The meeting adjourned at 7:52 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, ___ present on October 22, 2024.


Mark S. Sideris, Council President
s:/BTM

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

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

John G. Gannon,
Councilor At Large

Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor

City Council Meeting

Tuesday, October 8, 2024 at 6:15 PM

List of Documents

- 1. Executive Hearing Memos - Items 2A & B**
- 2. Disability Awareness Proclamation – Item 8A**
- 3. Disability Awareness Flyer – Item 8A**
- 4. Gertrude Nemeth Proclamation – Item 8B**
- 5. Committee on Economic Development and Planning Report – Item 9A**
- 6. Committee on Economic Development and Planning Report – Item 9B**
- 7. Committee on Personnel and City Organization Report – Item 9C**
- 8. Arshile Gorky Non-Veterans Square Memorial Request – Item 10A**
- 9. DPW Hours of Operation – Item 11D**

**ADDENDUM TO THE
MINUTES OF THE OCTOBER
8, 2024 CITY COUNCIL
MEETING**



City Council Meeting

Tuesday, October 8, 2024 at 6:15 PM
Richard E. Mastrangelo Council Chamber

Agenda

ACCESS INFORMATION:

- A. This meeting will be held on October 8, 2024 at 6:15 P.M. Location: Richard E. Mastrangelo Council Chamber
 - B. The meeting will be televised through WCATV (Watertown Cable Access Television): <http://vodwcatv.org/CablecastPublicSite/watch-now?site=3>
 - C. The Public may join the virtual meeting online: <https://watertown-ma.zoom.us/j/92991331344>
 - D. 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
 - E. Public may comment through email: vpiccirilli@watertown-ma.gov
 - F. Please Visit the City Council Website here: <https://www.watertown-ma.gov/350/City-Council>
-

- 1. ROLL CALL
- 2. EXECUTIVE SESSION - 6:15 P.M.
 - A. Executive Session to consider the purchase, exchange, lease or value of real estate, if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body.
 - B. Executive Session pursuant to G.L. c. 30A, sec. 21 (a)(3) to discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares - Lagoudakis, Knee Guest, and Harris claims presentment.
- 3. RETURN TO SESSION – 7:00 P.M.
- 4. PLEDGE OF ALLEGIANCE
- 5. PUBLIC FORUM
- 6. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS
 - A. Minutes from City Council Meeting September 24, 2024
- 7. PRESIDENT'S REPORT
 - A. Composite Evaluation of the City Council Clerk
- 8. PRESENTATION OF PETITIONS, PROCLAMATIONS, AND SIMILAR PAPERS AND

MATTERS

- A. Disability Awareness Proclamation
- B. Proclamation Celebrating Gertrude (Trudy) Nemeth

9. REPORTS OF COMMITTEES

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ACTION ITEM:

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ACTION ITEM:

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- B. Committee on Economic Development & Planning Report regarding its meeting on September 17, 2024 - Feltner, Chair

ACTION ITEM:

To recommend that the City Council does not create a new Redevelopment Authority, as the City Council has the powers of a Redevelopment Agency, per Chapter 405 of the Acts of 1987, subject to confirmation by KP Law.

- C. Committee on Personnel and City Organization Report regarding its meeting October 2, 2024 - Bays, Chair

10. NEW BUSINESS

- A. Request for Referral to the Public Works Committee regarding the proposed naming of Arshile Gorky Square

11. COMMUNICATIONS FROM THE CITY MANAGER

- A. Snow Ordinance implementation for 2024-2025 season
- B. Electric Vehicle Infrastructure Update
- C. Preparation of a draft Urban Revitalization Plan for future City Council review
- D. DPW Hours of Operation

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

13. ANNOUNCEMENTS

14. PUBLIC FORUM

15. RECESS OR ADJOURNMENT

ELECTED OFFICIALS

Mark S. Sideris,
Council President

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

John M. Airasian,
Councilor At Large

Caroline Bays,

John G. Gannon,

Anthony Palomba,

Councilor At Large
Nicole Gardner,
District A Councilor

Councilor At Large
Lisa J. Feltner,
District B Councilor

Councilor At Large
Emily Izzo,
District D Councilor

CITY COUNCIL ATTENDANCE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024**

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to enter into Executive Session



George J. Proakis
City Manager

CITY OF
WATERTOWN
Office of the City Manager

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6465
www.watertown-ma.gov
citymgr@watertown-ma.gov

To: Honorable City Council

From: George J. Proakis, City Manager

Date: October 2, 2024

RE: Agenda Item – Executive Session

After discussion with the Honorable City Council President Mark S. Sideris, I respectfully request an Executive Session be placed on the October 8, 2024, City Council Agenda. The reason for the Executive session pursuant to G.L. c. 30A, sec. 21(a)(3) will be to discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares - Lagoudakis, Knee, Guest, and Harris claims presentment.

In accordance with Rule 2.10 of the Rules of the City Council, please be advised the Executive Session will be held at 6:15 PM.

Thank you for your consideration.



George J. Proakis
City Manager

CITY OF
WATERTOWN
Office of the City Manager

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6465
www.watertown-ma.gov
citymgr@watertown-ma.gov

To: Honorable City Council

From: George J. Proakis, City Manager 

Date: October 2, 2024

RE: Agenda Item – Executive Session Request

I respectfully request an Executive Session be placed on the October 8, 2024, City Council Meeting Agenda. The reason for the Executive session is to consider the purchase, exchange, lease or value of real estate, if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body.

After discussion with the Honorable City Council President Mark S. Sideris and in accordance with Rule 2.10 of the Rules of the City Council, please be advised the Executive Session will be held at 6:15 PM.

Thank you for your consideration in this matter.

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024**

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to adopt the minutes from City Council Meeting September 24, 2024

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to accept the Disability Awareness Proclamation



Watertown City Council

Administration Building

149 Main Street

Watertown, MA 02472

Phone: 617-972-6470

CITY OF WATERTOWN DISABILITY AWARENESS MONTH PROCLAMATION 2024

WHEREAS, according to US Census Data of 2022, Massachusetts is home to approximately 867,800 individuals of all ages with disabilities, representing about 12% of the state's population; and approximately 6.5% of Watertown residents under the age of 65 years have one or more disability; and

WHEREAS, the City of Watertown recognizes that diversity is one of our greatest strengths and acknowledges the invaluable contributions made by individuals with disabilities to our community's social, cultural, and economic fabric; and

WHEREAS, Watertown is the proud home of Beaverbrook STEP, DEAF, Inc., and Perkins School for the Blind, all of which serve individuals with disabilities, to help them achieve full community inclusion, accessibility, and personal and professional opportunity; and

WHEREAS, Watertown is committed to fostering an inclusive and accessible environment that promotes equal opportunities for all residents, including individuals with disabilities, in all aspects of life; and

WHEREAS, awareness and understanding of disability issues are crucial in empowering individuals with disabilities to achieve independence, self-sufficiency, and full participation in society; and

WHEREAS, the observance of Disability Awareness Month provides an opportunity to raise awareness about the importance of inclusion and accessibility, highlight the talents and contributions of individuals with disabilities, and celebrate the successes of businesses, organizations, and individuals who champion disability rights; and

WHEREAS, by promoting disability awareness and fostering a culture of inclusion and accessibility, Watertown aims to create a more equitable and vibrant community where every individual has the opportunity to thrive;

NOW, THEREFORE BE IT PROCLAIMED that the City of Watertown hereby proclaims the month of October as "Disability Awareness Month" in Watertown, Massachusetts, in honor of National Disability Employment Awareness Month and urge all residents, businesses, organizations, and institutions to join in recognizing the contributions of individuals with disabilities to our community and to work towards creating a more inclusive and accessible environment 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 8th day of October 2024

Mark S. Sideris, City Council President



CELEBRATING DISABILITY AWARENESS: VOICES & PERSPECTIVES



Image of the Disability Pride Flag

**SATURDAY,
NOV. 2 | 2:30 PM
AT WFPL**



Join World in Watertown, Watertown Free Public Library, and Watertown Commission on Disability to celebrate Disability Awareness. Hear from Watertown residents with disabilities about their lives and experiences in Watertown and meet local disability organizations serving our diverse community.

CART services and ASL interpretation will be provided. Watertown Free Public Library does not discriminate on the basis of disability and is committed to providing accessible programs, meetings, and events. To request reasonable modification to participate in this program, please contact afry@watertown-ma.gov

watertownlib.org/DisabilityAwareness

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to accept the Proclamation Celebrating Gertrude Nemeth



Watertown City Council

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

PROCLAMATION CELEBRATING GERTRUDE (TRUDY) NEMETH ON THE OCCASION OF HER 95TH BIRTHDAY

WHEREAS: Gertrude (Trudy) Nemeth moved to Watertown after retiring from her librarian career in Maine to be closer to her grandchildren; and

WHEREAS: Trudy quickly became acquainted with the librarians in Watertown, inquired as to how she could help the library, and has since been volunteering with the Watertown Free Public Library for over twenty years; and

WHEREAS: Trudy was an enthusiastic foundational volunteer for the WFPL's Home Delivery program where she made calls, hand selected books based on individuals' interests, and delivered those books to patrons who could not visit the library in person due to illness, injury, or age; and

WHEREAS: After twenty years, she continues to assist with making calls to Home Delivery patrons and selecting items for them; and

WHEREAS: Trudy still reports for volunteering every Monday morning at the library where she uses her extensive knowledge of books and care for each patron to add the personal touch that has made Home Delivery a success.

NOW THEREFORE BE IT PROCLAIMED: That the City Council of the City of Watertown extends its congratulations to Gertrude (Trudy) Nemeth on her 95th Birthday this October 23rd, and thanks her for her contributions to the 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 8th day of October 2024

Mark S. Sideris, City Council President



CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to accept the Committee on Economic Development & Planning Report from its meeting on September 23, 2024

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to approve the action items 1 and 2 from the September 23, 2024 Committee on Economic Development & Planning Report



Watertown City Council

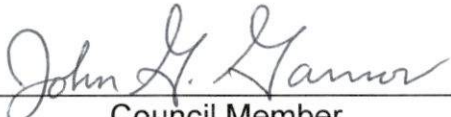
Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

RESOLUTION # 116

2024 – R - 116

RESOLUTION CONFIRMING THE REAPPOINTMENT OF JAMES BENSINGER TO THE HISTORIC DISTRICT 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 James Bensinger to the Historic District Commission for a term to expire on November 15, 2027.


Council Member

I hereby certify that at a Meeting of the City Council for which a quorum was present, the about Resolution was adopted by a vote of 7 for, 0 against, and 0 present on October 8, 2024


Brendan T. McCarthy, Council Clerk


Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

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

John G. Gannon,
Councilor At Large

Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor



Watertown City Council

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

RESOLUTION # 117

2024 – R - 117

RESOLUTION CONFIRMING THE APPOINTMENT OF SARAH BAKER TO THE ZONING BOARD OF APPEALS

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 appointment of Sarah Baker as a Full Member of the Zoning Board of Appeals for a term to expire on February 15, 2026.


Council Member

I hereby certify that at a Meeting of the City Council for which a quorum was present, the about Resolution was adopted by a vote of 9 for, 0 against, and 0 present on October 8, 2024


Brendan T. McCarthy, Council Clerk


Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large
Nicole Gardner,
District A Councilor

Vincent J. Piccirilli, Jr.,
Vice President &
District C Councilor
John G. Gannon,
Councilor At Large
Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large
Emily Izzo,
District D Councilor



Watertown City Council

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

ELECTED OFFICIALS:

Mark S. Sideris,
Council President

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

John M. Airasian,
Councilor At Large

Caroline Bays,
Councilor At Large

John G. Gannon,
Councilor At Large

Anthony Palomba,
Councilor At Large

Nicole Gardner,
District A Councilor

Lisa J. Feltner,
District B Councilor

Emily Izzo,
District D Councilor

Report of the Committee on Economic Development & Planning Meeting Date: September 23, 2024

The Committee convened on Monday September 23, 2024 at 6:00 p.m. in the City Council Office. Present were Lisa Feltner, chair; John Gannon, vice chair; and Vincent Piccirilli, secretary.

The purpose of the meeting was to conduct confirmation interviews for the Historic District Commission and the Zoning Board of Appeals.

James Bensinger is seeking reappointment to the Historic District Commission. He is a retired physics professor who lives in the historic district. Since he moved here 20 years ago, he has seen a lot of improvements in Watertown. The Commission has not been very busy in the past year, but he feels that when the Mount Auburn Street Corridor reconstruction finishes, things will pick up again. He agrees that meeting with staff in the meantime would be helpful to discuss visioning of public amenities for additional improvements in the corridor post-reconstruction. He has been following the sale of the church property at 80 Mt. Auburn St., which is in the district and understands this will be a challenge for the Commission. He enjoys his work on the Commission, feels it has been worthwhile, and he would like to continue serving.

Sarah Baker is seeking appointment to the Zoning Board of Appeals as a Full Member to fill the unexpired term of Michael Brangwynne. She holds a master's degree in public policy and has worked in China and Afghanistan for non-governmental organizations. She is currently the co-founder of a radiation detection company in Waltham. When she moved to Watertown three years ago, she immediately wanted to get involved in local government and currently serves on the Blue Ribbon Committee for City Council compensation. She loves living in Watertown and feels it's small enough that your voice matters, and yet it is big enough that exciting things happen. While she is not an architect or a lawyer, she feels her broad experience will help her understand what incentives drive decisions, and she hopes her collaborative approach will help everyone understand the potential impacts on the community with development projects and help build trust in determining mitigation.

➔ **Action Item:** Councilor Piccirilli made a motion, seconded by Councilor Gannon, to recommend that the City Council confirm James Bensinger for reappointment to the Historic District Commission for a term expiring November 15, 2027. Voted 3-0.

➔ **Action Item:** Councilor Piccirilli made a motion, seconded by Councilor Gannon, to recommend that the City Council confirm Sarah Baker for appointment as a full member of the Zoning Board of Appeals for a term expiring February 15, 2026. Voted 3-0.

The meeting adjourned at 7:02 p.m.

Report prepared by Vincent Piccirilli

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to accept the Committee on Economic Development & Planning Report from
September 17, 2024

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to approve the action item from the September 17, 2024 Committee on Economic Development & Planning Report



Watertown City Council

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

ELECTED OFFICIALS:

Mark S. Sideris,
Council President

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

John M. Airasian,
Councilor At Large

Caroline Bays,
Councilor At Large

John G. Gannon,
Councilor At Large

Anthony Palomba,
Councilor At Large

Nicole Gardner,
District A Councilor

Lisa J. Feltner,
District B Councilor

Emily Izzo,
District D Councilor

Report of the Committee on Economic Development & Planning Meeting Date: September 17, 2024

The Committee convened on Tuesday September 17, 2024 at 6:00 p.m. in the Richard E. Mastrangelo Council Chamber, as a hybrid meeting with remote participation by zoom. Present were Lisa Feltner, chair; John Gannon, vice chair; and Vincent Piccirilli, secretary. Staff present were George Proakis, City Manager; Steven Magoon, Assistant City Manager for Community Development and Planning; and Erika Oliver Jerram, Director of Community Design. Also present were Council President Mark Sideris, Councilors Caroline Bays and Emily Izzo (on zoom). Residents present were Dennis Duff, Dawn Duff, Elodia Thomas, Leo Martin, and Joan Martin; and on zoom Angie Kounelis, Rita Colafella, Joan Gumbleton, Linda Scott, Carolyn Gritter, and Andres Guzman.

The purpose of the meeting was a discussion to consider forming a Redevelopment Authority in response to the Watertown Square Area Plan.

Mr. Proakis began with a presentation on Redevelopment Agencies (attachment A). He highlighted two key points.

1. Redevelopment Agencies are created under state law Chapter 121B, and they have available to them powers to more easily deal with complex property issues that cities do not have.
2. Watertown had a Redevelopment Agency from 1966 to 1987, and he recently discovered in his research that Watertown got a Home Rule Petition (Chapter 405 of the Acts of 1987) which transferred all the powers of the former Redevelopment Agency to the Town Council.

While KP Law is still finishing research to make sure there was no subsequent legislation, Mr. Proakis happily reported that the full powers of a Redevelopment Agency are already vested in the City Council, so it will not be necessary to create a new appointed Watertown Redevelopment Agency for the city to use the powers available under Chapter 121B. Thus, the next step would be for the staff to create an Urban Revitalization Plan for approval by the City Council.

Everyone was in agreement that this was a pleasant surprise. President Sideris said that the public felt very strongly that elected officials should have control, not an appointed agency, and now that is the case, he would support the plan moving forward.

Councilor Feltner opened up comments from the public. Leo Martin, Dennis Duff, Elodia Thomas, Rita Colafella, and Andres Guzman spoke. All were in support of the City Council being in control of the redevelopment instead of an appointed agency, but they all had concerns about what was actually going to be in the plan. Councilor Feltner stated that the posted agenda was to discuss creating a Redevelopment Agency, not to discuss what will be in the Revitalization Plan, and that would come at a future date.

Councilor Piccirilli suggested two separate motions, the first being:

- ➔ **Action Item:** Councilor Piccirilli made a motion, seconded by Councilor Gannon, to recommend that the City Council does not create a new Redevelopment Authority, as the City Council has the powers of a Redevelopment Agency, per Chapter 405 of the Acts of 1987, subject to confirmation by KP Law. Voted 3-0.

Councilor Piccirilli proposed making a second motion to recommend that the City Council requests the Administration to develop a proposal to the City Council for funding and staffing to create an Urban Revitalization Plan for the parking areas in Watertown Square for review and approval by the City Council. Discussion by the Committee felt this was premature, and it was not posted on the agenda for such a recommendation. The motion was withdrawn, and Mr. Proakis suggested that he would bring this up in a memo to the City Council for consideration and vote at a future City Council meeting.

The meeting adjourned at 7:24 p.m.

Report prepared by Vincent Piccirilli

Attachments

- A. City Manager Presentation
- B. Chapter 405 of the Acts of 1987



An Introduction to the “Redevelopment Authority” Toolkit for the City of Watertown

September 17, 2024

Welcome

City Council's Budget Priorities

Continue to proceed with the guidelines of the Strategic Framework for Economic Development, with the long-term goal to promote a diversified and growing tax base, and a renewed focus on small business, retail corridors, and emerging industry clusters.

City Council's Budget Priorities

With the completed update to the Comprehensive Plan which includes new goals and strategies for development in Watertown; and the ongoing Watertown Square Area Plan . . .
. . . continue to enhance the capabilities of the Department of Community Development and Planning . . .



Watertown Square Area Plan

August, 2024



City of Watertown, MA

How do we meet these goals?

We would like the City Council to consider using the tools available to a Redevelopment Authority under state law.

This will allow the City flexibility to accomplish key goals in the Comprehensive Plan and Watertown Square Plan

Watertown had a Redevelopment Authority from February of 1966 until November of 1987.

How do we meet these goals?

Redevelopment Authorities are often remembered for their role in wholesale urban renewal projects of the mid-20th century. These projects were very disruptive – they split neighborhoods, and didn't bring neighborhoods back together.

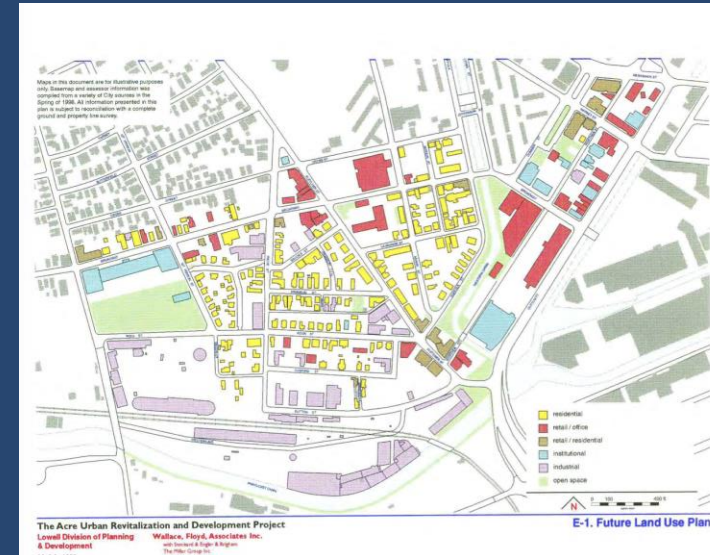
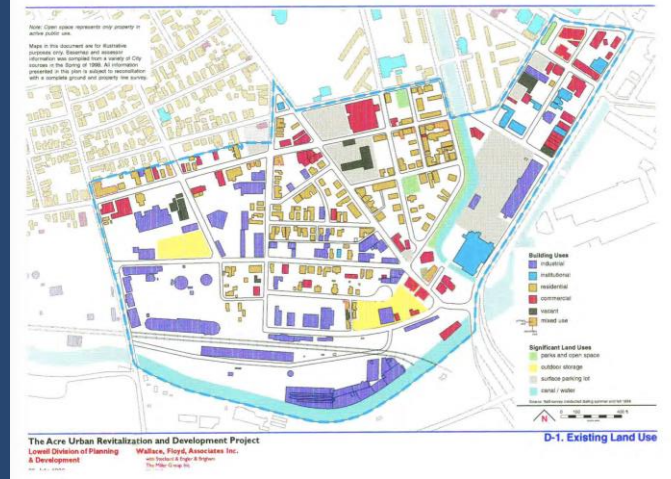
So, most communities have (for good reason) moved away from this strategy.

But, sometimes, there are some circumstances where the Redevelopment Authority toolkit is the most helpful solution to a particular set of problems

The Early Garage



The ACRE Plan



The Hamilton Canal Innovation District



Assembly Square



Union Square



The “90 Washington” Public Safety Building “Demonstration Project”



1. PSB 2021 Design **24% Voter Approval**



2. Washington St. Park **42% Voter Approval**



3. Rotated PSB **19% Voter Approval**



4. PSB on Parcel C **21% Voter Approval**



5. Trees Preservation **28% Voter Approval**



6. Parking Preservation **9% Voter Approval**

What is a “Redevelopment Authority”

Authorized by Section 121B
of the State Law

What is a “Redevelopment Authority”

There is hereby created, in each city and town in the commonwealth, a public body politic and corporate to be known as the "Redevelopment Authority" of such city or town; provided, that no such authority shall transact any business or exercise any powers until the need for such an authority has been determined and a certificate of organization has been issued to it by the state secretary, both as hereinafter provided.

What is a “Redevelopment Authority”

Whenever the municipal officers of a city, or the voters at an annual or special town meeting determine that there is a need for a redevelopment authority in such city or town for the purpose of engaging in urban renewal projects or other work under this chapter and that it is in the public interest that such an authority be organized in such city or town, a redevelopment authority shall be organized in such city or town.

Redevelopment Authorities

Typically, a Redevelopment Authority is a five member board with four members appointed by Chief Administrative Officer and confirmed by City Council and one member appointed by the Governor

Redevelopment Authorities

In addition to Boston, the communities of Amherst, Avon, Brockton, Cambridge, Carver, Malden, Marlborough, New Bedford, Plymouth, Randolph, Stoughton, Webster, Weymouth, and Woburn have redevelopment authorities

Redevelopment Authorities

**Somerville expanded to a six-member
Redevelopment Authority, adding a
City Councilor to the Authority board**

Redevelopment Authorities

**Lowell had a Redevelopment Authority,
but they dissolved it in the 1980s and then
put all the rights and responsibilities of
the Authority in the control of the City
Council**

What does it do?

- Prepare and implement Urban Renewal Plans
- Carry out planning studies
- Establish rehabilitation and design standards
- Acquire real estate, including acquisition by eminent domain
- Demolish and/or rehabilitate structures
- Undertake site preparation and environmental remediation
- Assemble and dispose of land for private development
- Relocate displaced businesses and residents
- Issue bonds and borrow money
- Receive grants and loans

What does it do?

The greatest value of using the urban revitalization regulations that grant rights to Redevelopment Authorities . . . is the ability to do partnerships that cannot be completed under MGL 30B

“Redevelopment Authorities are exempt from M.G.L. Chapter 30(b), the Uniform Procurement Act, when they are engaged in the development and disposition of real property in accordance with an urban renewal plan.”

This allows us to spur private development, a greater Watertown Square and new tax base through the use of a few strategic public investments and partnerships.

The Challenging
Part of the
Watertown Square
Plan Area









Two Strategies

- Secure the rights to use the Redevelopment Authority toolkit
- Establish an Urban Revitalization Plan across our parking lots and adjacent parcels as we see fit, to use the toolkit as necessary

Concerns about Redevelopment Authorities

- The challenge of “old style” urban renewal, clearing land and buildings for unnecessary land assembly
- The ability of this new independent body to self-fund projects without voter approval
- The separation of “control” of individual decisions from the City Council that is elected by the voters

So . . .

Is there a solution?

**“You’ve always
had the Power, my
Dear. You just had
to learn it for
yourself.”**

- Glenda



**The Watertown Redevelopment
Authority was abolished under Chapter
405 of the Acts of 1987**

**The Watertown Redevelopment
Authority was abolished under Chapter
405 of the Acts of 1987**

**Chapter 405. AN ACT ABOLISHING THE REDEVELOPMENT
AUTHORITY OF THE CITY KNOWN AS THE TOWN OF
WATERTOWN AND VESTING ITS POWERS IN SAID
TOWN.**

**The Watertown Redevelopment
Authority was abolished under Chapter
405 of the Acts of 1987**

**Chapter 405. AN ACT ABOLISHING THE REDEVELOPMENT
AUTHORITY OF THE CITY KNOWN AS THE TOWN OF
WATERTOWN AND VESTING ITS POWERS IN SAID
TOWN.**

**That act also appears to have vested the
powers of a Redevelopment Authority in
the “town” (i.e. the Council)**

Chapter 405 of the Acts of 1987

SECTION 1.

The Watertown Redevelopment Authority established by a vote of the town meeting on February tenth, nineteen hundred and sixty-six, pursuant to the General Laws is hereby abolished.

Chapter 405 of the Acts of 1987

SECTION 4.

The town shall have the same functions, rights, powers, privileges and immunities and be subject to the same duties and obligations as provided by law in the case of a redevelopment authority and the members thereof in carrying out land assembly and redevelopment projects, community development projects and urban renewal projects and all the provisions of law applicable to redevelopment authorities in cities and towns . . .

Chapter 405 of the Acts of 1987

SECTION 4... Continued,

All of the provisions of chapters 121A and 121B of the General Laws which pertain to redevelopment authorities in cities and towns which are not inconsistent with this act shall apply to the town ...

Recommendation

Recommendation

Provide funding and support for the staff to create an Urban Revitalization Plan for the parking lot area at Watertown Square for review and vote by the City Council.

This will require City Council approval and administrative approval by the EOHLC at the State . . .

. . . but it does NOT require us to create a separate Redevelopment Authority



Thank You

ACTS
AND
RESOLVES
PASSED BY THE
General Court of Massachusetts
IN THE YEAR
1987

PUBLISHED BY
Michael Joseph Connolly
SECRETARY OF STATE



State Library of Massachusetts
State House, Boston

ACTS, 1987. – Chaps. 404, 405.

The above described parcel contains approximately twenty acres and will be more particularly shown on a plan of the property to be prepared by the Foxborough Housing Authority to be submitted to the division of capital planning and operations.

SECTION 2. In the event that the above described parcel is not used for the purposes described in section one within five years of the effective date of this act, or if the Foxborough Housing Authority ceases to use the parcel for such purposes at any time, the parcel shall revert to the commonwealth under such terms and conditions as the deputy commissioner may prescribe.

SECTION 3. The recipient of said parcel will assume the costs of appraisals, surveys, or other expenses as deemed necessary by the deputy commissioner for the conveyance of this property.

Approved October 13, 1987.

Chapter 404. AN ACT INCREASING THE PENALTY FOR OWNING OR KEEPING DOGS WHICH ARE NOT LICENSED AND KEPT IN ACCORDANCE WITH LAW.

Be it enacted, etc., as follows:

Section 141 of chapter 140 of the General Laws, as appearing in the 1986 Official Edition, is hereby amended by striking out, in line 4, the words "five nor more than fifteen" and inserting in place thereof the word:— twenty-five.

Approved October 13, 1987.

Chapter 405. AN ACT ABOLISHING THE REDEVELOPMENT AUTHORITY OF THE CITY KNOWN AS THE TOWN OF WATERTOWN AND VESTING ITS POWERS IN SAID TOWN.

Be it enacted, etc., as follows:

SECTION 1. The Watertown Redevelopment Authority established by a vote of the town meeting on February tenth, nineteen hundred and sixty-six, pursuant to the General Laws is hereby abolished.

SECTION 2. The town of Watertown, hereinafter called the town, shall assume all rights, obligations, contracts, title to property, assets, liabilities, including outstanding litigation and responsibilities of the Watertown redevelopment authority, hereinafter called the authority. All bonded indebtedness of the authority shall become the responsibility

of the town and, where necessary, the consent of the secretary of communities and development shall be required to transfer any outstanding bonds.

All petitions, hearings, actions at law or in equity, or other proceedings pending immediately prior to the effective date of this act before any court of law or any administrative tribunal shall continue unabated as if no reorganization has been effected and shall be the responsibility of the town.

All orders, rules, and regulations duly promulgated by the authority prior to the effective date of this act relating to the execution of urban renewal projects shall remain in full force and effect until superseded, revised, or rescinded in accordance with the law.

All contracts and obligations of the authority in connection with the execution of urban renewal projects duly in effect immediately prior to the effective date of this act shall continue in full force and effect and shall be contracts and obligations of the town.

All rights, title and interest in any real property held in the name of the authority shall be transferred to the town.

SECTION 3. It is hereby declared that:

(a) substandard, decadent or blighted open areas exist in the town and that each of such areas constitutes serious and growing menace, injurious to the safety, health, and welfare of the residents of the town;

(b) that the existence of each of such areas necessitates an excessive and disproportionate expenditure of public funds for the preservation of the public health and safety, for crime prevention, for the maintenance of adequate police, fire and accident protection and other public services and facilities, constitutes an economic and social liability, substantially impairs or arrests the sound growth of the town, and retards the provision of housing accommodations;

(c) that each of such areas decreases the value of private investments and threatens the sources of public revenue and the financial stability of the town;

(d) that because of the economic and social interdependence of the town with neighboring communities the redevelopment of land not only in substandard areas but also in decadent and blighted open areas in accordance with a comprehensive plan to promote the sound growth of the town is necessary in order to achieve permanent and comprehensive elimination of substandard conditions and to prevent the recurrence of such conditions or their development in other parts of the town;

(e) that the redevelopment of blighted open areas promotes the clearance of substandard and decadent areas and prevents their creation and occurrence;

(f) that the menace of such substandard, decadent or blighted open areas is beyond remedy and control solely by regulatory process in the exercise of the police power and cannot be dealt with effectively by the ordinary operations of private enterprise without the aids herein provided;

(g) that the acquisition of property for the purpose of eliminating

ACTS, 1987. - Chap. 405.

substandard, decadent or blighted open conditions thereon and preventing occurrence of such conditions in the area, the removal of structures and improvement of sites, and disposition of the property for redevelopment incidental to the foregoing, and the exercise of powers by the town and any assistance which may be given by the commonwealth or any other public body in connection therewith, are public uses and purposes for which public money may be expended and the power of eminent domain exercised;

(h) that a public exigency exists which makes the acquisition, planning, clearance, rehabilitation or rebuilding of such substandard, decadent or blighted open areas for residential and appurtenant or incidental facilities a public use and benefit for which private property may be acquired by eminent domain or regulated by wholesome and reasonable orders, laws and directions; and the necessity in the public interest for the provisions hereinafter enacted is hereby declared as a matter of legislative determination;

(i) that in many areas throughout the town there is a shortage of decent, safe and sanitary dwelling properly planned and related to facilities for governmental, social, business, commercial, cultural and recreational purposes; that this condition is most extreme in areas where substandard, decadent or blighted open areas exist; that the aforesaid conditions cannot be corrected by the ordinary operations of private enterprise without the aids herein provided; and

(j) that the provisions of this act will stimulate the investment of private capital in projects for the assembly and clearance of land in substandard, decadent or blighted open areas, and in the construction, maintenance and operation of such land of needed decent, safe and sanitary dwellings properly planned and related to adequate and convenient appurtenant and incidental facilities; that the construction, maintenance and operation of such facilities on such land in such areas will assist in achieving permanent and comprehensive elimination of substandard conditions and in preventing the recurrence of such conditions not only by reason of the clearance and redevelopment of such land but also by reason of its future utilization for decent, safe and sanitary housing.

SECTION 4. The town shall have the same functions, rights, powers, privileges and immunities and be subject to the same duties and obligations as provided by law in the case of a redevelopment authority and the members thereof in carrying out land assembly and redevelopment projects, community development projects and urban renewal projects and all the provisions of law applicable to redevelopment authorities in cities and towns, except as specifically provided by this act, with respect to land assembly and redevelopment projects shall be applicable to the town; and the power to initiate and carry out land assembly and redevelopment projects, community development projects and urban renewal projects in the town shall thereafter be vested solely in the town. Further, the town shall have the following powers which are specifically granted to redevelopment authorities:

ACTS, 1987. - Chap. 405.

(a) To conduct investigations and disseminate information relative to housing and living conditions, economic matters and on any other subject which is deemed by it to be material in connection with its powers and duties.

(b) To determine what areas within its jurisdiction constitute substandard, decadent or blighted open areas and to prepare plans for clearance thereon.

(c) To engage in land assembly and redevelopment projects and urban renewal projects.

(d) To take by *eminent domain* under chapter seventy-nine or chapter eighty A of the General Laws, or to purchase or lease or to acquire by gift, bequest or grant, and hold, any property real or personal, or any interest therein, found by it to be necessary or reasonably required to carry out the purposes of this act, or any of its sections, and to sell, exchange, transfer or assign the same; provided, that in case of taking by *eminent domain* under said chapter seventy-nine, the provisions of section forty of said chapter seventy-nine shall be applicable, except that the security therein required shall be deposited with the treasurer of the town.

(e) To clear and improve any property so acquired.

(f) To engage in or contract for the construction, reconstruction, alteration, remodeling or repair of any clearance, relocation, community development urban renewal or rehabilitation project which it is authorized to undertake.

(g) To make relocation payments to persons and businesses displaced as a result of carrying out any such project.

(h) To act as agent of, or to cooperate with the state or federal government in any clearance, land assembly and redevelopment, community development, or urban renewal project or other public improvement involving the demolition of dwelling units whenever such a land assembly and redevelopment, community development or urban renewal project or other public improvement is determined upon and the town finds that there exists in the town an acute shortage of housing and there are no adequate means available for immediate relocation of persons and families displaced from the project area.

(i) In addition to the borrowing authority conferred upon the town by the General Laws, to borrow for the purposes of paying all or any part of the costs incurred pursuant to this act, exclusive of the current maintenance and operating expenses, as from time to time such sums may be necessary, upon the security of its bonds, notes or other evidences of indebtedness and to secure the same by mortgages upon property held or to be held by it or by pledge of its revenue under this act, including without limitation grants and contributions by the federal government, or in any other lawful manner in connection with the incurrence of any indebtedness, to covenant that it shall not thereafter mortgage or pledge the whole or any specified part of its property or its revenues.

(j) To receive loans, grants and annual or other contributions from the federal government or from any other source, public or private.

ACTS, 1987. - Chap. 405.

All of the provisions of chapters one hundred and twenty-one A and one hundred and twenty-one B of the General Laws which pertain to redevelopment authorities in cities and towns which are not inconsistent with this act shall apply to the town, but in the event that there is a conflict between any provision of this act and said chapters one hundred and twenty-one A and one hundred and twenty-one B, insofar as applicable to redevelopment authorities, the provisions of this act shall govern.

SECTION 5. All books, papers, records, documents, plans and personal property of any kind in the custody or possession of the authority immediately prior to the effective date of this act shall be transferred to the custody and control of the town.

SECTION 6. The town shall be deemed an operating agency for the purposes of sections twelve to sixteen, inclusive and section twenty of chapter one hundred and twenty-one B of the General Laws.

SECTION 7. The bonds, notes and certificates of indebtedness issued under clause (i) of section four of this act, in the absence of an express recital to the contrary on the face thereof, shall constitute negotiable instruments for all purposes. They may be payable from a specific part or parts of the income of the town or constitute a general obligation thereof, may be sold at not less than par, at public or private sale, may mature at such time or times, may be secured in such manner, may provide for such rights and remedies upon their default and may contain such other covenants, terms and conditions not inconsistent with law all as may be authorized by order of the town council, and shall be signed by the town manager and by the treasurer and collector.

The bonds, notes and certificates of indebtedness of the town issued under clause (i) of section four of this act and the interest thereon shall be exempt from taxation with respect to principal and income. Bonds of the town issued under the said clause (i) shall be legal investments for the deposits and the income derived therefrom of savings banks, for the trust funds of trust companies, and for funds over which the commonwealth has exclusive control.

SECTION 8. The town may obligate itself, in any contract with the federal government for a loan or the payment of annual contributions authorized by section four of this act, to convey to the federal government the project to which such contract relates, upon the occurrence of a substantial default with respect to the covenants, terms and conditions of such contract to which the town is subject. Such contract may further provide that, in case of such conveyance, the federal government may complete, operate, manage, lease, convey or otherwise deal with the project in accordance with the terms of such contract; provided that the contract shall require that, as soon as practicable, after the federal government is satisfied that all of the defaults on account of which it acquired the project have been remedied,

and that the project will thereafter be operated in compliance with the terms of the contract, the federal government shall reconvey to the city the project in the condition in which it then exists. The obligation of the town under such contract shall be subject to specific enforcement by any court having jurisdiction, and, notwithstanding any other provision of the law, shall not be deemed to constitute a mortgage.

SECTION 9. For the purpose of complying with the condition of federal and state legislation, the town may, upon such terms, and with or without consideration, do or agree to do any or all of the following:

(a) sell, convey, or lease any of its interests in any property, or grant easements, licenses or any other rights or privileges therein to the federal government;

(b) cause parks, playgrounds, or schools, or water, sewer or drainage facilities, or any other public improvements which it is otherwise authorized to undertake, to be laid out, constructed or furnished adjacent to or in connection with a housing, clearance, relocation, urban renewal, rehabilitation or community development project;

(c) lay out and construct, alter, relocate, change the grade of, make specific repairs upon or discontinue, public ways and construct sidewalks, adjacent to or through a housing, clearance, relocation, urban renewal, rehabilitation or community development project;

(d) establish exceptions to existing ordinances regulating the design, construction and use of buildings; annul or modify any action taken or map adopted under sections eighty-one A to eighty-one J, inclusive, of chapter forty-one of the General Laws;

(e) cause public improvements to be made and service facilities to be furnished with respect to a housing, clearance, relocation, urban renewal, rehabilitation or community development project for which betterments or special assessments may be levied or charges made, and assume such betterments, assessments or charges;

(f) cause private ways, sidewalks, footpaths, ways for vehicular travel, playgrounds, or water, sewer or drainage facilities and similar improvements to be constructed or furnished within the site of a project for the particular use of the project or of those dwelling therein; and

(g) do any and all other things necessary or convenient to aid and cooperate in the planning, construction or operation of housing, clearance, relocation, urban renewal, rehabilitation or community development project within its limits.

The entering of a contract under this section between the town and the state or federal government shall not be subject to any provision of law relating to publication or to advertising for bids.

SECTION 10. This act shall take effect on November first, nineteen hundred and eighty-seven.

Approved October 13, 1987.

TO: George J. Proakis, City Manager, City of Watertown
(*By Electronic Mail Only*)

FROM: Mark R. Reich, Esq.

RE: Redevelopment Authority Powers of City Council

DATE: October 3, 2024

Question

You have requested an opinion regarding the redevelopment authority powers of the City in light of passage of special legislation in 1987, and whether the City Council may approve urban revitalization and other plans in the manner of a redevelopment authority.

Short Answer

In my opinion, the Watertown Redevelopment Authority has been abolished and the Council may approve urban revitalization and other plans in the manner of a redevelopment authority pursuant to the provisions of Chapter 405 of the Acts of 1987 (the “Act”).

Answer

In my opinion, the Act abolished the Watertown Redevelopment Authority and vested all powers of redevelopment authorities, as found in G.L. c.121A and G.L. c.121B, in the City. See §4. Specifically, such powers include “carrying out land assembly and redevelopment projects, community development projects and urban renewal projects and all the provisions of law applicable to redevelopment authorities in cities and towns....” Id. The provisions of the Act control over any inconsistent provisions of G.L. c.121A and G.L. c.121B, as specifically stated therein. The Act does not appear to have been amended by the General Court since its passage, based upon my review of subsequent enactments.

While the Act does not specify who in City government may exercise such redevelopment powers, in my opinion such powers would be exercised in a manner consistent with the City’s Home Rule Charter, which would require the City Manager to present any actions to be taken thereunder to the City Council for approval. The only reference in the Act to specific parties is found in §7, which provides that borrowing orders must be authorized by the Town Council and signed by the Town Manager and the treasurer and collector. While prior versions of the then-Town Charter reference appointment of members of a redevelopment authority by the Town Manager, subject to approval by the Town Council, such references do not appear in the current City Charter as they would not be applicable in light of the provisions of the Act. Accordingly, where the Act vests redevelopment powers in “the City,” in my opinion the City Council retains authority to approve actions, such as land development and urban renewal as proposed by the City Manager, as such actions are not administrative actions and so would be subject to the authority

of the legislative branch pursuant to §§1-3 and 2-4 of the City Charter.

Please note that the land included within the former Army Materials Technology Laboratory site is likely not addressed by the provisions of the Act, as Chapter 460 of the Acts of 1996 specifically authorized the creation of the Watertown Arsenal Development Corporation to exercise redevelopment functions at that particular site.

943244.3/WATR/0103

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to accept the Committee on Personnel and City Organization Report from October 2, 2024



Watertown City Council

Administration Building

149 Main Street

Watertown, MA 02472

Phone: 617-972-6470

Report of the Committee on Personnel and City Organization

Meeting Date: October 2, 2024

The Committee convened on Wednesday, 5:30 pm in the Council Office.

Present were Councilors Caroline Bays, chair, Nicole Gardner, secretary; and John Gannon, vice chair, joining at 6:05 pm. They were joined by HR Director Colleen Doyle.

Councilor Bays called the meeting to order at 5:40 pm. The purpose of the meeting was to evaluate the performance management process used by the City Council to evaluate Council Staff.

She began by explaining that the process used to evaluate Council staff has not been reviewed in many years, and that the Council's goal is to ensure that the process used in future incorporate best practices. Using a performance management process (rather than only evaluation) will ensure that the most important work is prioritized, and will contribute to the development and retention of staff. The four staff reporting to the Council are the Manager, the Auditor, the Clerk, and the Council Analyst.

Ms. Doyle then shared a summary she had prepared on what makes for a successful performance evaluation process, see Attachment.

The key points of the summary are:

1. Performance deficiencies should never be brought up for the first time during a performance evaluation.
2. Frequent two-way communication and follow up throughout the year are essential.
3. The system should comply with all applicable labor laws, and should document performance evaluations and disciplinary action, if any.
4. Individuals should have goals, developed mutually with their manager, designed to meet both organization and career development needs.

5. A simple hybrid review process that incorporates both achievements against goals and an assessment of competencies may be an appropriate approach. Self evaluation should be a part of whatever is developed.
6. Each employee should have a liaison for both regular performance check ins (perhaps monthly or quarterly) and formal annual feedback and goal setting.

Ms. Doyle said that the City is currently building a performance management structure, based on the Manager's Leadership Formula translated for all roles, and best practices. The committee felt that having aligned performance management structures would be desirable, for simplicity of administration and alignment.

As a first step in developing the performance management structure, the City is having job descriptions developed. The Committee asked that the 4 jobs that report to the Council be included in this process. This work will take several months.

Based on the discussion, the Committee identified the following next steps:

1. Make a recommendation to the Council regarding the liaison for each role.
2. Determine whether to recommend that Council staff develop 2025 goals, working with their liaison, in anticipation of a new system being put in place in 2025.
3. Once the job descriptions and the City's performance management structure are completed, assess whether the same approach can be used for Council employees, or whether it needs to be adapted, and make a recommendation to the Council. As part of this, discuss whether compensation should be tied to performance management assessments.

The meeting adjourned at 7 pm.

Report prepared by Nicole Gardner

Successful Performance Evaluation Summary

Key Components

1. Performance deficiencies should never be brought up for the first time during a performance evaluation.
 - a. Be mindful of Proximity and Recency bias
 - i. Proximity: favoring those you work more closely with on a day-to-day basis
 - ii. Recency: when recent events are weighed more heavily than earlier performance in performance period.
2. Importance of frequent two-way communication and follow up throughout the year that all contribute to formal performance evaluation process.
 - a. Benefits
 - i. Manager gains insight into the employee's motivation, strengths and weaknesses, or capacity issues. Manager sets clear expectations.
 - ii. Employee knows exactly where they stand and the employee is involved in development of their goals which fosters ownership and buy-in.
3. Labor Laws/Documentation: Ensure the evaluation system complies with all applicable labor laws, including those related to discrimination, retaliation, and privacy. Maintain thorough documentation of performance evaluations and any disciplinary actions taken.
4. Goal Setting: Performance goals for individual employees should ideally align with organizational goals. Both employees and manager should be involved in development of goals/ standards to meet organizational and career development goals.
 - a. Types of Goals
 - i. **Job description goals.** Goals may be based on the achievement of a pre-established set of job duties from the description. These goals are expected to be accomplished continuously until the job description changes. Examples might be financial, customer oriented, or process- or system-oriented goals.
 - ii. **Project goals.** Goals may be based on achievement of a project objective. These goals may be set for a single year and changed as projects are completed. Job description and project goals are "what" needs to be accomplished.
 - iii. **Behavioral goals.** Goals may be based on certain behaviors. These goals are expected to be accomplished continuously. Behavioral goals are "how" things need to be accomplished.
 - iv. **Stretch goals.** Goals that are especially challenging to reach are sometimes referred to as stretch goals. Stretch goals are usually used to expand the knowledge, skills and abilities of high-potential employees
 - b. SMART Goals
 - Specific, clear and understandable.
 - Measurable, verifiable and results-oriented.
 - Attainable, yet sufficiently challenging.
 - Relevant to the mission of the department or organization.
 - Time-bound with a schedule and specific milestones.

5. Review

- a. Below are the types of Reviews that may be beneficial, however, a hybrid approach is often best. Be mindful of not making it too cumbersome for employee or manager.
 - i. **Management by objectives:** Management by objectives (MBO) measure employee performance by how employees achieve specific objectives. These objectives are decided on with equal input from employees and managers. Effective objectives should align with organizational goals. Managers and employees should equally participate and communicate to ensure the objectives are met.
 1. Recommended as main component of a comprehensive performance evaluation.
 - ii. **Checklist Appraisals:** In checklist appraisals, managers are asked to answer “yes” or “no” to a series of questions or statements about an employee. These appraisals tend to be easy to complete and can help an employee know where they stand across a broad set of domains. Because checklist appraisals are binary, they’re best used for traits where levels of gray are less important. Checklists are also great when you need to provide a lot of feedback in many areas but need to keep the appraisal easy to complete. A major con of checklist appraisals is that they don’t allow for explanations or detailed answers. This method is most effective when combined with a more detailed method, such as narrative appraisal.
 - iii. **Grade/Rating Appraisals:** managers use a numerical (1-5) or descriptive scale to record an employee’s performance in specific areas of their job. Because they are easy to fill out and create quantitative data, rating appraisals are very popular. One of the keys to rating appraisals is making sure managers aren’t just doing the minimum amount of work necessary to get them done without having the difficult and important conversations needed to accompany these types of appraisals. Ratings send a very clear message of where an employee stands, but do a very poor job of telling an employee where they need to go. Companies may choose to combine ratings with qualitative comments and feedback to give employees a clear understanding of why they received the ratings they did. Ratings can be useful for seeing how employees stack up against each other.
 1. There is a need for clear definition of the ranking system scale.
 2. Could be used to align with organization goals.
 - iv. **Competency Assessments:** Competency assessments are great for jobs where success is dependent on well-understood skills. It usually helps to have many employees in a similar role so that you can begin to understand the competencies that matter through experience. Focusing on a specific set of competencies can lead you down the road of only recognizing employees who succeed in one specific type of way. Employees who drive great outcomes but do so in unexpected ways may find it difficult to progress when they are evaluated on competencies, rather than outcomes.
 1. To combat this issue, [Western National Insurance Group paired competency assessments with open-ended questions](#), such as:

- a. What is the employee doing well?
 - b. What are some of their notable accomplishments?
 - c. What do they still need to work on?
 - d. What stretch goals are they working on to improve?
 - e. They then track responses to both competency assessments and open-ended questions using performance management software.
- v. **Narrative/ Essay Appraisals:** As its name suggests, the [narrative performance appraisal](#) (or essay appraisal) is created when a manager writes a freeform essay about an employee's performance over a specific review period. Essay appraisals allow reviewers to discuss anything they feel is pertinent to the employee without being locked into certain questions. In a perfect world, this approach would allow managers to focus on exactly what an employee needs to hear and provide the most relevant feedback. But in reality, managers don't always express themselves clearly. Essay appraisals can leave employees feeling confused on where they stand. The narrative appraisal is also customized to each employee, which makes it nearly impossible to make comparisons across employees. Essay appraisals are often paired with another appraisal method, such as graphic scale rating, to draw more accurate conclusions.

Source Links

1. <https://www.shrm.org/topics-tools/tools/toolkits/managing-employee-performance>
2. <https://www.shrm.org/topics-tools/news/employee-relations/how-to-conduct-great-performance-review>
3. <https://www.shrm.org/topics-tools/news/all-things-work/reimagining-performance-review>
4. <https://www.performyard.com/articles/types-of-performance-appraisals>
5. <https://www.performyard.com/articles/what-is-management-by-objectives>
6. <https://www.shrm.org/topics-tools/news/organizational-employee-development/performance-reviews-conscious-proximity-bias>

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to refer the naming of Arshile Gorky Square to the Committee on Public Works

George Proakis, City Manager
149 Main Street
Watertown, MA 02472

February 28, 2024

Dear Manager Proakis,

A working group of Watertown cultural organizations, Watertown resident and artist, Jack Dargon, and the Public Arts & Culture Planner, Liz Helfer, have been collaborating on commemorating artist Arshile Gorky who lived and painted in Watertown between 1920 and 1925, and returned regularly throughout his life. Gorky is a luminary of 20th century art in America, and conceiver of the New York School of art, commonly referred to as Abstract Expressionism. The working group has identified a square in the east end of Watertown and requests that it be named after Arshile Gorky.

Commemorating Gorky's time in Watertown will help call attention to the City's past and present welcoming tradition, and history of offering refuge and opportunity to immigrants newly arrived from countries around the world and concurrently pay tribute to Watertown's large Armenian community to which Gorky belonged. Today, immigrants continue to be drawn to Watertown because of its history and reputation as a welcoming community and a public commemoration of Arshile Gorky would serve as a reminder of the City's values, its living history, and serve as an educational opportunity for residents and visitors alike. As part of the planned multi-faceted commemoration, the working group hopes to oversee the permanent placement of markers at the homes where the artist lived and establish a self-guided Arshile Gorky walking tour which would include the newly named "Gorky Square." Given the Gorky's international reputation, the working group anticipates an economic benefit to Watertown from visitors to greater Boston eager to see where Arshile Gorky began his maturity and training as an artist.

The story of Arshile Gorky is one of determination and resilience. In Watertown there was pressure within the community, and sometimes from within the artist's own family, to put aside his artistic ambitions and take up manual labor like most of his contemporaries. Instead, Gorky established relationships within the small artistic community in Watertown that was part of the Armenian immigrant diaspora and began taking art classes in Boston where he quickly advanced to teaching classes. The name Arshile Gorky is synonymous with Abstract Expressionism, and inseparable from the historic gravitational shift of the world of art from Paris to New York in the 1950's. Arshile Gorky arrived in Watertown in 1920 in the immediate aftermath of witnessing his mother's death by starvation and after surviving the political persecution and ethnic cleansing of the 1915 Armenian Genocide. His perseverance beyond all odds is a tribute to the human spirit.

The working group has identified the intersection of Artsakh St and Elton Ave for naming. After arriving in Watertown from New York's Ellis Island, Arshile Gorky lived at 14-16 Coolidge Hill Road in Watertown with his sister Akabi and her family before the family purchased and relocated to 86 Dexter Ave. Coolidge Hill Road and Dexter Ave are located directly west and east of the heart of Watertown's historical Armenian cultural district between Elton Road and Bigalow Ave, almost epicenter of both homes. The working group requests the city name this location "Arshile Gorky Square" and include subtitles of the artist's Armenian birth name, Vostanik Adoian.

With your support, this initiative for commemorating Arshile Gorky in Watertown will move forward. A map of the proposed location is included. If you have any questions, please contact Liz Helfer, Public Arts & Culture Planner.

Sincerely,
100 Years of Arshile Gorky Working Group

Jason Sohigian,	The Armenian Museum of America
Boriana Kantcheva,	The Mosesian Center for the Arts
Joyce Kelly,	The Historical Society of Watertown
Jack Dargon,	Watertown Resident
Liz Helfer,	Public Arts and Culture Planner



Image from Google Street view.

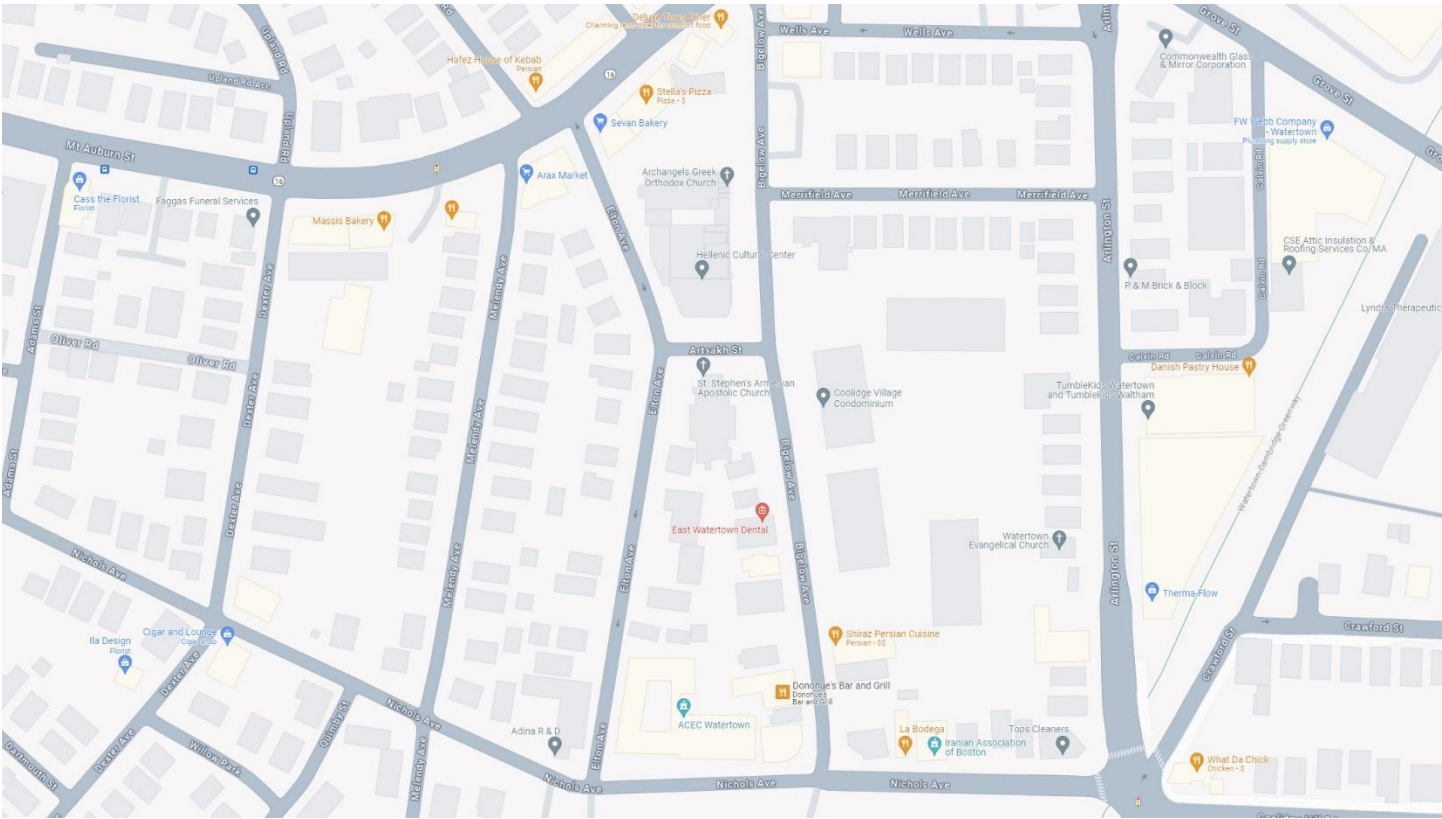


Image from Google Maps.



ELECTED OFFICIALS:

Mark S. Sideris,
Council President

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

Caroline Bays
Councilor At Large

Anthony Donato,
Councilor At Large

Susan G. Falkoff,
Councilor At Large

Anthony Palomba,
Councilor At Large

Angeline B. Kounelis,
District A Councilor

Lisa J. Feltner,
District B Councilor

Kenneth M. Woodland,
District D Councilor

Watertown Town Council

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

RESOLUTION # 85

2019 – R – 85

NAMING POLICY FOR SQUARES OR INTESECTIONS FOR NON-VETERANS

WHEREAS: The Town of Watertown seeks to have a formal policy for the naming of Squares or Intersections for non-Veterans, as a formal policy for Veteran Memorials and Dedications was adopted by the Town Council on July 12, 2016.

THEREFORE BE IT RESOLVED: That the Town Council of the City known as the Town of Watertown adopts this Naming Policy for Squares and Intersections for Non-Veterans:

1. **INTRODUCTION** – The Town Council shall have sole authority for the naming of Squares or Intersections in the public right-of-way under the control of the Town of Watertown.
 - a) The Town Council understands that said naming may have long-lasting effects and will span future generations whose perceptions and values might change.
 - b) The Town Council intends to be cautious exercising the Policy to avoid over-naming Squares or Intersections.
2. **PURPOSE** – The Town Council believes that the naming of Squares or Intersections is a matter of substantial or significant public interest and deserves careful consideration.
 - a) The Town Council, therefore, creates this policy to establish a systematic, consistent and transparent approach for naming Squares or Intersections in Watertown.
 - b) This policy is for non-veterans only, as there is a separate policy for naming of Squares or Intersections for veteran processed through the Veterans Service Officer.
3. **PROCESS** – Any Watertown resident may propose in writing that a Square or Intersection be named for a notable non-veteran with specific ties to Watertown.

- a) The proposal shall be submitted to the Town Council President, and must include documentation to support the rationale for the naming including a broad level of community backing.
 - b) The Town Council President, upon determining the proposal is complete, shall place it on a Town Council agenda for a vote of referral to the Public Works Committee for review and recommendation.
 - c) The Department of Public Works shall review the proposal and provide the Public Works Committee an analysis as to the appropriateness of signage at the location taking into account matters such as traffic conditions, sightlines, and planned road construction projects.
 - d) The Public Works Committee shall review the proposal and the Department of Public Works analysis, and develop a recommendation for the Town Council
 - e) The Town Council will vote on a resolution to name a Square or Intersection per the Public Works Committee recommendation.
4. **CRITERIA** – In deciding the appropriateness of any naming proposal, the Town Council shall consider the following:
- a) The public interest to be served by honoring the individual.
 - b) The leadership role or distinguished service of the individual, considering the quality of contribution along with the length of service.
 - c) The association the individual has with the proposed naming location.
5. **REVIEW** – The Town Council shall have sole authority to remove the naming of any Square or Intersection if, with the passage of time, it determines the public interest is no longer being served.


Council Member

I hereby certify that at a Meeting of the Town Council for which a quorum was present, the above Resolution was adopted by a vote of 9 for, 0 against, 0 present on October 22, 2019.


Marilyn W. Pronovost, Council Clerk


Mark S. Sideris, Council President
MWP

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: OCTOBER 8, 2024**

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<u> X </u>	<u> </u>	<u> </u>
ANTHONY PALOMBA	<u> X </u>	<u> </u>	<u> </u>
VINCENT J. PICCIRILLI JR.	<u> X </u>	<u> </u>	<u> </u>
MARK S. SIDERIS, COUNCIL PRESIDENT	<u> X </u>	<u> </u>	<u> </u>

Motion to authorize the administration to prepare a draft Urban Revitalization Plan



George J. Proakis
City Manager

CITY OF
WATERTOWN
Office of the City Manager

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6465
www.watertown-ma.gov
citymgr@watertown-ma.gov

To: Honorable City Council

From: George J. Proakis, City Manager

Date: October 3, 2024

Re: Update on Revised Office Hours Implemented at the Front Office at the Department of Public Works, 124 Orchard Street

Attached please find correspondence from Gregory M. St. Louis, Superintendent of Public Works regarding an update on the success of the revised front office hours at Department of Public Work, 124 Orchard Street. As you recall, the change in hours were approved provisionally by the Committee on Personnel and City Organization Meeting on November 27, 2023.

Thank you for your favorable action on this matter. Please let me know if you have any questions or need any further information.



CITY OF WATERTOWN
DEPARTMENT OF PUBLIC WORKS
124 ORCHARD STREET
WATERTOWN MA 02472

Gregory M. St. Louis, PE
Superintendent of Public Works

(P) 617-972-6420
(F) 617-972-6402

TO: George Proakis – City Manager

FROM: Gregory St. Louis, PE – Superintendent of Public Works

DATE: September 27, 2024

RE: Revised office hours implemented at Department of Public Works, 124 Orchard St.

The Department of Public Works is pleased to provide an update on the implementation of the amended front office hours from 8:30 A.M. - 5:00 P.M. to 7:00 A.M. - 3:30 P.M. (Monday through Friday).

The new office hours were implemented on January 1, 2024, aligning the front office hours with most of our laborers and supervisors who work between 7:00 A.M. and 3:30 P.M. The transition was communicated to residents and contractors through City website updates, social media, and displays at our front office. In support of our assessment, we have collected and analyzed data on early morning activity at the front office. Using the metrics of “Method”, “Category” and “Purpose” we tracked front office activity between 7:00 A.M. and 8:30 A.M. for the first six months of calendar year 2024 as detailed in the tables below:

Method	#	%
Phone	125	66%
Walk-In	62	33%
Other	1	1%
Total	188	100%

Category	#	%
Resident	97	52%
Contractor	40	21%
Vendor	27	14%
Other	22	12%
Staff	2	1%
Total	188	100%

Purpose	#	%
Service Truck Requests/ General Inquiries/Other	74	39%
Water	52	28%

Permit	20	11%
Trash	20	11%
Waste/General	11	6%
Recycling	11	6%
Total	188	100%

Outcomes Observed:

Work-Life Balance: The adjustment to earlier hours has also had a favorable effect on the work-life balance of our front office staff. By aligning their schedules with the rest of the department, staff members have been able to better coordinate their personal and professional responsibilities, contributing to improved morale and overall job satisfaction.

Improved Access for Residents: Residents who work full-time have significantly benefited from the earlier office hours. Many have expressed appreciation for the ability to visit the office between 7:00 A.M. and 9:00 A.M. before heading to work.

Enhanced Efficiency in Permit Processing: Contractors, who typically begin work by 7:00 A.M., have found the new hours particularly beneficial. The earlier start has allowed them to pull permits and consult with supervisors without delay, improving the overall workflow.

Better Resident-Supervisor Interaction: The alignment of office hours with those of the supervisors has reduced instances where residents had to wait until the next day for responses. This change has enhanced the quality of service and satisfaction among residents.

Conclusion:

The change in front office hours has successfully improved our service delivery, allowing us to better meet the needs of both residents and contractors. We believe that this adjustment has strengthened our commitment to providing timely and accurate support to the Watertown community. We are continuously monitoring feedback and are open to making further adjustments if necessary to ensure that the needs of our community are fully met.

We thank the administration for their support in this transition and look forward to continuing our efforts to enhance the services provided by the Department of Public Works.

Sincerely,



Gregory St. Louis, PE
Superintendent of Public Works



Watertown City Council

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

Report of the Committee on Personnel and City Organization Meeting Date: November 27, 2023

The Committee convened on Monday, November 27, at 5:30 in the 3rd Floor Conference Room.

Present were Councilors Caroline Bays, chair; Nicole Gardner, secretary; and John Gannon, vice chair. Staff present were City Manager DPW Superintendent Greg St. Louise, Sustainability Coordinator Anya Pforzheimer, and City Engineer Tyler Glode. No one else attended the meeting.

Councilor Bays called the meeting to order at 5:32 pm. The purpose of the meeting was to discuss a proposal from the DPW Superintendent to amend the Front Office Hours at the DPW building.

The proposal was to change the front office hours from 8:30am-5pm to 7am-3:30pm permanently, aligning the hours of two staff members with the majority of all laborers, supervisors, and non-clerical admin staff.

The Superintendent sees the following benefits.

First: improved service to the public and contractors working in Watertown:

1. Residents who work 9am-5pm will now be able to go to the DPW before work, and speak to the relevant supervisor and get their questions addressed in real time.
2. Residents who now come in the late afternoon have to wait until the next day to speak with a supervisor since the supervisors' day is over. The people will continue to have to wait until the next day for service. This change will not affect service levels for them.
3. Contractors typically start their day at 7am. This change will let them get their issues addressed first thing in the morning, getting them on to their jobs quickly and efficiently.
4. Note: the DPW has an answering service on call at all times, which escalates emergencies if need be and otherwise takes a message.

Second: better work/life balance for employees. The two affected staff members will have significantly shorter commutes by working earlier days, and have asked for this change. This should enable us to more effectively retain our valued staff, all things being equal.

If approved, the DPW will work with staff to alert residents and contractors to this change. This includes social media, and the tax letter if possible.

Councilor Gannon asked if the union supported this proposal. Mr. St. Louis said they endorsed the proposal.

Councilor Gardner suggested the change be made provisionally, with a check in before making it permanent. After some discussion, the Committee agreed that it would like to have a check in with the DPW at the start of summer hours to be sure the change is working well for the public, and the staff.

Attached are letters of support from the union and from the affected employees.

→ Action Item: Councilor Gardner made a motion, seconded by Councilor Gannon, that the BFO recommend the City Council approve provisionally the change in hours until the start of summer hours. At which time the DPW should report back to the PCO on whether the change is working as expected for residents, contractors, and staff. Based on that meeting, the PCO will make a final recommendation to the Council. The movement passed unanimously.

The committee adjourned at 5:45 PM by a unanimous vote.

Report prepared by Nicole Gardner

ELECTED OFFICIALS

Caroline Bays,
Chair

John G. Gannon,
Vice Chair

Nicole Gardner
Secretary

Cookson, Michael

From: Nancy Campbell <ncampbell@teamsterslocal25.com>
Sent: Wednesday, November 29, 2023 12:28 PM
To: Cookson, Michael
Cc: St. Louis, Gregory
Subject: RE: DPW Hours Change

Thank you, Michael for your email.

Please allow this email to be offered to the City Council's Committee showing the Union fully supports the Committees recommendation to change the hours of work for all DPW clerical workers to match the DPW operation hours. The Union and members affected have also made this request in the past to address the same concerns as the DPW Superintendent of Public Works, Gregory St. Louis, is addressing currently with the City Council Committee. We are in full support of this change and urge the City Council to approve.

Please let me know if you need anything additional on this matter, and if my attendance is needed at the December 12th meeting to verbalize this support.

Thank you,

Nancy L. Campbell
Field Representative
Teamsters Local 25
544 Main Street
Boston, MA 02129
Office: 617-241-3956
Fax: 617-242-4284



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From: Cookson, Michael <mcookson@watertown-ma.gov>
Sent: Wednesday, November 29, 2023 12:03 PM
To: Nancy Campbell <ncampbell@teamsterslocal25.com>
Cc: St. Louis, Gregory <gstlouis@watertown-ma.gov>
Subject: DPW Hours Change

Good Afternoon Nancy,

Watertown DPW met with the City Council's Committee on Personnel and City Organization on Monday night to advocate for changing DPW's front office hours to match the DPW's labor and management hours. The Committee

approved the request and the City Council as a whole will vote on the change on December 12. However, the Committee wants a formal statement of support from the union. In August, you expressed support for this change and offered to submit a formal letter of support.

Would you be willing to provide us with a letter of support that we can send to the Council before the December 12 meeting? We appreciate your time and please feel free to reach out if you have questions or concerns.

Sincerely,
Michael Cookson

Michael Cookson, J.D. (He/Him)
Assistant Director of Administration and Finance
Watertown Department of Public Works
(617) 972-6420 ext. 13110
(857) 303-6240

When writing or responding, please remember that any email sent or received by an employee of the City of Watertown is subject to the Massachusetts Public Records Law (M.G.L. c. 66).

To: The Watertown City Council
From: Colleen Guttkuhn & Julie Casello
Date: November 28, 2023
Re: DPW Clerks Support Front Office Hour Change

Dear Honorable City Council,

As the Watertown Department of Public Works' clerical staff, we are writing in support of the motion to amend DPW's front office hours. We have made numerous requests to align our hours with those worked by the rest of DPW's staff and are hopeful that you will approve the change.

DPW's front office is open from 8:30 a.m. until 5:00 p.m. DPW's labor staff, labor supervisors, and management all work from 7:00 a.m. until 3:30 p.m. Most contractors that work in Watertown and need DPW's oversight work these earlier hours, too. This means the community's needs are greatest early in the day and the DPW supervisors and management that residents come into the front office to speak with are most readily available in the morning. As a result, from 3:30 to 5:00, the few people that drop into DPW usually just leave a message.

Keeping the front office open from 3:30 to 5:00 doubles our commutes. Julie's commute takes 45 minutes when she arrives early at 6:30 and an hour and a half when she leaves at 5:00. Colleen's commute takes 30 minutes early in the morning and an hour at 5:00. If DPW's front office closed earlier, we would beat rush hour traffic and avoid this doubling of the time we spend in traffic. This would alleviate so much frustration and improve our quality of life dramatically.

This year has brought many staffing issues and we have filled in as needed to keep DPW's front office running and serving the community. But, after a year, our work-life balances are suffering and we feel burnt out. We believe that amending the front office's hours will improve our lives and will help us better serve the community.

We truly appreciate the Council's consideration of this matter and hope the Council approves this motion.

Sincerely,



Colleen Guttkuhn



Julie Casello