



City Council Meeting

Tuesday, November 25, 2025 at 6:00 PM
Richard E. Mastrangelo Council Chamber

Agenda

ACCESS INFORMATION:

- A. This meeting will be held on November 25, 2025 at 6:00 P.M Location: Richard E. Mastrangelo Council Chamber
 - B. This is an in-person meeting - any remote access is provided solely as a courtesy and may not be relied upon as alternative access. Therefore, any interruption in remote access technology shall not interrupt the meeting, and the meeting will proceed accordingly in person. In the event of such interruption, in-person attendance is available and encouraged.
 - C. The in-person meeting will also be televised through WCATV (Watertown Cable Access Television): <http://vodwcatv.org/CablecastPublicSite/watch-now?site=3>
 - D. The public may join the in-person meeting online: <https://watertown-ma.zoom.us/j/92991331344>
 - E. The public may join the in-person meeting audio only by phone: (877) 853-5257 or (888) 475-4499 (Toll Free) and enter Webinar ID: 929 9133 1344
 - F. Public may comment through email: vpiccirilli@watertown-ma.gov
 - G. Please Visit the City Council Website here: <https://www.watertown-ma.gov/350/City-Council>
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- 1. ROLL CALL
- 2. EXECUTIVE SESSION - 6:00 P.M.
 - A. To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares (Department of Public Works Union, Watertown Municipal Employee Group, Library Union, Fire Union, Police Patrol Union, Police Supervisors Union)
 - B. To conduct strategy sessions in preparation for negotiations with non-union personnel or to conduct collective bargaining sessions or contract negotiations with non-union personnel (City Manager Salary)
- 3. RETURN TO SESSION – 7:00 P.M.
- 4. PLEDGE OF ALLEGIANCE
- 5. PUBLIC FORUM
- 6. PRESIDENT'S REPORT
- 7. PRESENTATION OF PETITIONS, PROCLAMATIONS, AND SIMILAR PAPERS AND

MATTERS

A. Arbor Day Proclamation

8. MOTIONS, ORDINANCES, ORDER, AND RESOLUTIONS

A. Consideration and Possible Action on the Construction, Reconstruction, Renovation, and/or Reuse of the Middle School, and Consideration and Possible Action on Continued Leasing and/or Purchasing of Modular Classrooms as are currently in use for the High School Construction Project

B. First Reading on a Proposed Loan Order that the sum of \$879,000 is appropriated to pay costs of purchasing the following items of departmental equipment for the Department of Public Works, including all costs incidental and related thereto:

<u>Description</u>	<u>Amount</u>
Hydro Excavation Vactor Truck	\$695,000
Sewer and Stormwater Camera Truck	\$184,000

and that to meet this appropriation, the Treasurer, with the approval of the City Manager, is authorized to borrow said amount under and pursuant to M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

C. First Reading on a Proposed Loan Order that the sum of \$911,900 is appropriated to pay construction and construction administration costs of How Park Phase I, as more fully described in the City's Fiscal Year 2026 through 2030 Capital Improvement Plan, including all other costs incidental and related thereto; and that to meet this appropriation, the Treasurer, with the approval of the City Manager, is authorized to borrow said amount under and pursuant to M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

D. Resolution Authorizing a Transfer of Funds in the aggregate amount of \$469,250 from the Fiscal Year 2026 City Council Reserve, Fiscal Year 2026 Water Reserve Fund, and Fiscal Year 2026 Sewer Reserve Fund to various Personnel accounts

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

9. REPORTS OF COMMITTEES

A. Committee of the Budget and Fiscal Oversight Report regarding its meetings on November 5 and November 13, 2025 - Piccirilli, Chair

ACTION ITEM:

To recommend that the City Council adopts the Fiscal Year 2027 Budget Policy Guidelines as drafted

10. COMMUNICATIONS FROM THE CITY MANAGER

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

12. ANNOUNCEMENTS

13. PUBLIC FORUM

14. RECESS OR ADJOURNMENT

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

WATERTOWN ARBOR DAY PROCLAMATION

WHEREAS: In 1872 J. Sterling Morton proposed to the Nebraska Board of Agriculture that a special day be set aside for the planting of trees; and,

WHEREAS: This holiday, called Arbor Day, was first observed with the plantings of more than one million trees in Nebraska; and,

WHEREAS: Trees can reduce the erosion of our precious topsoil by wind and water, cut heating and cooling costs, moderate temperature, clean the air, produce oxygen, and provide a habitat for wildlife; and,

WHEREAS: Trees are a renewable resource giving us paper, wood for our homes, fuel for our fires, and countless other wood products; and,

WHEREAS: Trees in our cities increase property values, enhance the economic vitality of our business area, and beautify our community; and,

WHEREAS: Trees, wherever they are planted, are a source of joy and spiritual renewal;

NOW THEREFORE BE IT RESOLVED: That the City Council of the City of Watertown is proud to proclaim December 6th, 2025, as ARBOR DAY and urge all citizens to plant trees to gladden the hearts and promote the well-being of present and future generations.

IN WITNESS WHEREOF,

I hereunto set my hand
And caused the Great Seal of
The City of Watertown on this
25th day of November 2025.

Mark S. Sideris, Council President



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: November 18, 2025

RE: Agenda Item – Proposed Loan Order

Attached is a request from Thomas D. Brady, Director of Public Works, seeking authorization to purchase two vehicles that will strengthen the City's sewer and stormwater maintenance operations:

Hydro Excavation Vactor Truck – \$695,000: Replacement of the existing Vactor truck with advanced hydro excavation technology, enabling safer, more precise, and less disruptive underground work.

Sewer & Stormwater Camera Truck – \$184,000: Addition of in-house inspection capability to reduce contractor costs, improve emergency response, and enhance preventative maintenance.

Funding in the amount of \$879,000 was approved in the Fiscal Year 2024 budget. These investments will improve operational efficiency, reduce long-term costs, and enhance service delivery to the community.

I respectfully request that the attached Loan Order be placed on the November 25, 2025 City Council Agenda for First Reading.

Thank you for your consideration.



28 State Street
Boston, MA 02109-1775
p: 617-345-9000 f: 617-345-9020
hinckleyallen.com

Chelsea A. Tryder
(617) 378-4209
ctryder@hinckleyallen.com

November 19, 2025

George J. Proakis
City Manager
Administration Building
149 Main Street
Watertown, Massachusetts 02472

RE: Draft Loan Order – DPW Equipment Bonds

Dear George:

As requested, I suggest the following form of loan order to approve the borrowing of funds to pay costs of purchasing various items of departmental equipment for the Department of Public Works:

ORDERED: That the sum of \$879,000 is appropriated to pay costs of purchasing the following items of departmental equipment for the Department of Public Works, including all costs incidental and related thereto:

<u>Description</u>	<u>Amount</u>
Hydro Excavation Vactor Truck	\$695,000
Sewer and Stormwater Camera Truck	184,000

and that to meet this appropriation, the Treasurer, with the approval of the City Manager, is authorized to borrow said amount under and pursuant to M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

The order must be published at least five days prior to the holding of a public hearing with respect to the order and its final passage and requires the affirmative vote of at least two-thirds of all members of the City Council, as in the case of any other loan order for bonds.

Please call me if there are any questions about the suggested proceedings.

Sincerely,

/s/ Chelsea A. Tryder

Chelsea A. Tryder



CITY OF WATERTOWN

DEPARTMENT OF PUBLIC WORKS

124 ORCHARD STREET

WATERTOWN MA 02472

Thomas D. Brady
Director of Public Works

(P) 617-972-6420

(F) 617-972-6402

TO: Mr. George Proakis, City Manager

FROM: Mr. Thomas Brady, Director of Public Works

DATE: November 17, 2025

RE: Vehicle Purchases for DPW Operations – Hydro Excavation Vactor Truck and Sewer Camera Truck

This memo is to request approval for the purchase of two specialized vehicles to enhance the Department of Public Works' ability to maintain and repair critical City infrastructure related to sewer and stormwater systems.

1. Hydro Excavation Vactor Truck – \$695,000

This vehicle will replace an existing traditional Vactor truck with a new model specifically equipped for hydro excavation. Hydro excavation technology allows for safer, more precise, and less disruptive excavation, particularly in complex or sensitive underground environments. This upgrade will significantly improve our ability to perform timely and efficient repairs to underground infrastructure, reducing downtime and minimizing disruption to residents and businesses.

2. Sewer and Stormwater Camera Truck

This is a new addition to the DPW fleet. The camera truck is equipped with advanced inspection technology capable of navigating through sewer and stormwater pipes to assess internal conditions. Currently, all camera inspections are outsourced to private contractors, which can cost several thousand dollars per day and are subject to contractor availability.

Bringing this capability in-house will: increase our responsiveness to emergencies and urgent maintenance needs, reduce long-term costs associated with contracted services, improve planning and preventative maintenance efforts and enhance service delivery to residents by minimizing delays in addressing sewer and stormwater issues

Conceptual Recommendation # 46 in the FY 26- FY30 CIP reads:

46. Confirm the prior recommendation to proceed with FY24 \$879,000 Sewer Enterprise Fund proposed loan orders:

- Sewer Vac @ \$624,000 *Note: price updated from \$430,000 with current quote.*
- Swap Dump Truck @ \$225,000 *Note: price updated from \$190,000 with current quote.*

Upon review of the existing fleet, and discussions with Division Heads, it has become clear that the immediate priority would be to purchase a Camera Truck rather than the Swap Dump Truck as requested by the previous Superintendent of Public Works. While there is still a need for a new Swap Dump Truck, we are confident that this request can be appropriately built into the FY27 – FY31 CIP.

As such, we propose to utilize the **\$879,000** in funds that were approved in the **2024 budget** for these vehicle purchases. **\$695,000** will be utilized to purchase the Hydro Excavator and the remaining balance of \$184,000 will be utilized toward the purchase of the Camera Truck.



George J. Proakis
City Manager

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citymgr@watertown-ma.gov

To: Honorable City Council

From: George J. Proakis, City Manager 

Date: November 18, 2025

RE: Agenda Item – Proposed Loan Order

Attached is a request from the Department of Community Development and Planning respectfully requesting your authorization for the Treasurer to borrow \$911,900 to fund How Park Phase I and three alternates.

This project was originally budgeted at \$650,000 in the FY2026 Capital Improvement Program (CIP). The revised cost reflects expanded stormwater mitigation, retaining wall improvements, and inflation. Phase I will deliver a new playground and path improvements along the north side of How Park.

At the November 6, 2025 bid opening, Belko submitted the lowest qualified bid of \$829,000 (see attached CBA Memo). Construction is scheduled to begin in Spring 2026 with an estimated duration of four months. Phase II, programmed in the FY2030 CIP, will include basketball court and dog park renovations, new paths, and seating areas.

I respectfully request that the attached Loan Order be placed on the November 25, 2025 City Council Agenda for First Reading.

Thank you for your consideration.



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November 19, 2025

George J. Proakis
City Manager
Administration Building
149 Main Street
Watertown, Massachusetts 02472

RE: Draft Loan Order – How Park Bonds

Dear George:

As requested, I suggest the following form of loan order to approve the borrowing of funds to pay costs of constructing How Park Phase I:

ORDERED: That the sum of \$911,900 is appropriated to pay construction and construction administration costs of How Park Phase I, as more fully described in the City's Fiscal Year 2026 through 2030 Capital Improvement Plan, including all other costs incidental and related thereto; and that to meet this appropriation, the Treasurer, with the approval of the City Manager, is authorized to borrow said amount under and pursuant to M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

The order must be published at least five days prior to the holding of a public hearing with respect to the order and its final passage and requires the affirmative vote of at least two-thirds of all members of the City Council, as in the case of any other loan order for bonds.

Please call me if there are any questions about the suggested proceedings.

Sincerely,

/s/ Chelsea A. Tryder

Chelsea A. Tryder



CITY OF WATERTOWN

Department of
Community Development and Planning
Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617 972 6417
Fax: 617 972 6484
www.watertown-ma.gov

TO: Mr. George Proakis - City Manager

FROM: Mr. Steve Magoon, Assistant City Manager and DCDP
Ms. Erika Oliver Jerram, Director of Community Design
Ms. Michelle Moon, Open Space Planner

DATE: November 18, 2025

RE: Loan Order Request for How Park Phase I

The Department of Community Development and Planning (DCDP) respectfully requests that the necessary actions be taken to authorize the Treasurer to borrow \$911,900.00 for the project plus the three alternates. The How Park Phase I was included in the FY 2026 Capital Improvement Program (CIP) budget for \$650,000.00, the cost is higher due to the increase in stormwater mitigation, the addition of retaining wall improvements, and general cost increases. The How Park Phase I installation will include a new playground and path improvements along the north side of the park.

The Bid Opening was held on November 6, 2025. The City's Procurement Department reviewed all 10 bidders, and disqualified three (3) due to insufficient relevant experience building projects similar to the How Park playground scope of work. Of the remaining seven (7) qualified bidders, the lowest bid price was Belko with a base bid of \$829,000. A full summary is in the attached CBA Memo.

The How Park construction would start in Spring 2026 and last for about four (4) months.

Phase II of the project is in the CIP FY2030 to complete the other park improvements, including redoing the basketball court and dog park, and added in paths and a seating area.

Budget

These funds will be utilized for the construction, construction administration services, and potential construction contingency costs associated with this project. As outlined in the enclosed letter from project engineering firm CBA, the funds will be utilized as follows.

How Park – Playground – Phase I : Installation Budget		
Item	Amount	Remarks
Construction Funding Request	\$829,000	Total Project: Base Bid & Alt #1
Construction Contingency (10%)	\$82,900	10% of bid price
<i>Construction Oversight</i>	<i>\$10,825</i>	<i>CBA Landscape Architects (Included as part of existing contract)</i>
Total for Loan Request	\$911,900	Total includes the base bid, Alt #1, and 10% for contingency

The total How Park Phase I loan request is for \$911,900.00 that includes the base bid, Alt #1, and 10% for contingency.

Thank you in advance for your consideration.

How Park: Concept Drawing (Phases 1 and 2)



MASTER PLAN - PRECEDENT IMAGES



Play Structure for Ages 2-5



Play Structure for Ages 5-12



Multi-Rider Spinner



Mushroom Steppers



Single Spinner



Lighting



Open Lawn



Drinking Fountain with Dog Bowl



Open Roof Shade Structure

KEY ATTRIBUTES

Expanded play area and dog park area.
Additional pathways forming curving circulation routes throughout the park.
A multi-use court with fitness equipment.
Drinking fountains and lighting throughout the park.

Ms. Michelle Moon
Senior Planner, Open Space
Watertown Dept. of Community Planning & Development
149 Main Street
Watertown, MA 02472

Re: How Park Phase 1 Playground Renovation Project Funding Recommendation Letter

Dear Ms. Moon:

On November 6, 2025, at 11:00 AM, public bids were received and read publicly aloud by the City of Watertown Purchasing Department for the How Park Phase 1 Playground Renovation project. The bid prices received, as reported to CBA by the Purchasing Department, were as follows:

Vendor	Base Bid Amount	Base +Alt 1
Price Landscape	\$ 702,400	\$ 750,000
Campora Construction	\$ 807,500	\$ 867,500
Belko Landscaping	\$ 808,000	\$ 829,000
NELM Corporation	\$ 846,000	\$ 893,000
J.J. Phelan & Sons	\$ 887,261	\$ 967,261
Omasta Landscaping	\$ 889,122	\$ 972,014
Kealey Construction	\$ 928,200	\$ 964,200
Paul J. Rogan Co, Inc.	\$ 969,000	\$ 1,029,000
Quirk Construction	\$ 990,000	\$ 1,056,000
UEL	\$ 1,047,000	\$ 1,099,000

Description of Alternates:

Alternate No. 1 – Remove existing concrete retaining wall and replace with unit block concrete retaining wall at property line.

Low Bidder Evaluation:

The Procurement Department reviewed all 10 bidders, and disqualified 3 due to insufficient relevant experience building projects similar to the How Park playground scope of work. Of the remaining 7 qualified bidders, the lowest bid price was Belko Landscaping.

CBA has worked with Belko Landscaping on a number of projects in recent years, including several ongoing projects, and have found their work to be quite competent with no significant issues. CBA

Principal D.J. Chagnon has personally worked with them on the Mace Tot Lot and Quigley Park projects in Chelsea, both of which involved playground and splash pad installations, and which had several highly detailed facets to construction. Both projects went smoothly and the results were high quality. Mr. Chagnon recently called Belko's references after they were the low bid for the Bemis Playground project in Watertown; references all spoke highly of the quality of Belko's work and the professionalism of their staff, and all expressed that they would be happy to work with Belko Landscaping again. Based on our own experiences and the discussions with references, we recommend that the City of Watertown proceed with award of the How Park Phase 1 Playground Renovation project to Belko Landscaping.

Funding Recommendation Summary:

Please refer to the Community Development Department's Loan Order Request letter dated November 18, 2025, for funding amounts being requested.

Please note that CBA's Construction Administration Services for this project have already been funded, as they are included in our current design services contract in the amount of \$10,825.00.

If you have any questions or require further clarifications, please feel free to contact me.

Respectfully submitted,

Kaila Bachman Chavez

Kaila Bachman Chavez, RLA, Principal
CBA Landscape Architects LLC

Cc: George Proakis – City of Watertown, City Manager
Tom Brady – City of Watertown, Director of Public Works
Steve Magoon – City of Watertown, Community Development & Planning Director
Julie Knight – City of Watertown, Purchasing Agent



George J. Proakis
City Manager

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citymgr@watertown-ma.gov

To: Honorable City Council

From: George J. Proakis, City Manager 

Date: November 18, 2025

RE: Agenda Item – Transfer of Funds Request

I am pleased to inform you that the City of Watertown has successfully reached collective bargaining agreements with the DPW Teamsters Local 25 and the Watertown Municipal Employee Group. Both agreements are three-year contracts covering the period from July 1, 2025, through June 30, 2028.

These agreements represent a fair and equitable resolution that serves the best interests of Watertown's taxpayers, the City, and union members. I respectfully request your support in advancing them.

To implement the terms of these agreements, I ask that the attached transfer be placed on the City Council agenda for November 25, 2025, to fund the first year (FY2026) of the contracts. In addition, I request that the same transfer be included on the agenda to provide Non-Union employees with the base wage increase effective July 1, 2025.

Thank you for your favorable consideration in this matter.



CITY OF WATERTOWN

Auditor

Administration Building
149 Main Street
Watertown, MA 02472-4410

Megan Langan
City Auditor

Telephone: (617) 972-6460
Facsimile: (617) 972-6563

TO: GEORGE PROAKIS, CITY MANAGER
FROM: MEGAN LANGAN, CITY AUDITOR *ML*
DATE: NOVEMBER 19, 2025
RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request in the amount of \$469,250 from City Council Reserve to various Personnel accounts for the purpose of funding the Collective Bargaining Agreements for the Watertown Municipal Employee Group, Teamsters Local 25 as well as for a cost-of-living adjustment for Non-Union personnel for Fiscal Year 2026.

Thank you for your consideration in this matter.

TRANSFER AMOUNT \$469,250

FROM:	FY 2026 CITY COUNCIL RESERVE 0111152-570780	\$	419,600
	FY 2026 WATER RESERVE FUND 600052-570780	\$	33,650
	FY 2026 SEWER RESERVE FUND 610052-570780	\$	16,000
TO:	FY 2026 CITY AUDITOR FULL TIME SALARIES 0113551-510111	\$	7,700
	FY 2026 CITY AUDITOR LONGEVITY 0113551-510143	\$	100
	FY 2026 CITY MANAGER FULL TIME SALARIES 0112351-510111	\$	12,500
	FY 2026 PROCUREMENT FULL TIME SALARIES 0113851-510111	\$	6,500
	FY 2026 CITY ASSESSOR'S FULL TIME SALARIES 0114151-510111	\$	10,100
	FY 2026 CITY ASSESSOR'S LONGEVITY 0114151-510143	\$	50
	FY 2026 TREASURER/COLLECTOR FULL TIME SALARIES 0114551-510111	\$	13,700
	FY 2026 TREASURER/COLLECTOR OVERTIME 0114551-510130	\$	350
	FY 2026 TREASURER/COLLECTOR LONGEVITY 0114551-510143	\$	100
	FY 2026 HUMAN RESOURCES FULL TIME SALARIES 0115251-510111	\$	11,600
	FY 2026 INFORMATION TECHNOLOGY FULL TIME SALARIES 0115551-510111	\$	13,950
	FY 2026 INFORMATION TECHNOLOGY LONGEVITY 0115551-510143	\$	50
	FY 2026 CITY CLERK FULL TIME SALARIES 0116151-510111	\$	4,450
	FY 2026 ELECTIONS FULL TIME SALARIES 0116251-510111	\$	1,550
	FY 2026 DEV. & PLANNING FULL TIME SALARIES 0118151-510111	\$	58,650

FY 2026 DEV. & PLANNING OVERTIME 0118151-510130	\$ 1,800
FY 2026 DEV. & PLANNING LONGEVITY 0118151-510143	\$ 250
FY 2026 PUBLIC BUILDINGS FULL TIME SALARIES 0119551-510111	\$ 36,600
FY 2026 PUBLIC BUILDINGS OVERTIME 0119551-510130	\$ 5,000
FY 2026 PUBLIC BUILDINGS LONGEVITY 0119551-510143	\$ 150
FY 2026 PUBLIC BUILDINGS CLOTHING 0119251-510190	\$ 550
FY 2026 PUBLIC BUILDINGS SHIFT DIFFERENTIAL 0119551-510141	\$ 1,500
FY 2026 PARKING LOTS AND METERS FULL TIME SALARIES 0119351-510111	\$ 3,100
FY 2026 PARKING LOTS AND METERS CLOTHING 0119351-510190	\$ 100
FY 2026 POLICE FULL TIME SALARIES 0121051-510111	\$ 23,100
FY 2026 POLICE SHIFT DIFFERENTIAL 0121051-510141	\$ 3,800
FY 2026 POLICE LONGEVITY 0121051-510143	\$ 250
FY 2026 POLICE CLOTHING 0121051-510190	\$ 450
FY 2026 FIRE FULL TIME SALARIES 0122051-510111	\$ 2,450
FY 2026 FIRE LONGEVITY 0122051-510143	\$ 100
FY 2026 DPW FULL TIME SALARIES-ADMINISTRATION 0140151-510111	\$ 19,550
FY 2026 DPW OVERTIME-ADMINISTRATION 0140151-510130	\$ 1,400
FY 2026 DPW STAFF DEVELOPMENT-ADMINISTRATION 0140152-570787	\$ 3,300
FY 2026 DPW FULL TIME SALARIES-FLEET 0140551-510111	\$ 16,700
FY 2026 DPW OVERTIME-FLEET 0140551-510130	\$ 1,350
FY 2026 DPW LONGEVITY- FLEET 0140551-510143	\$ 200

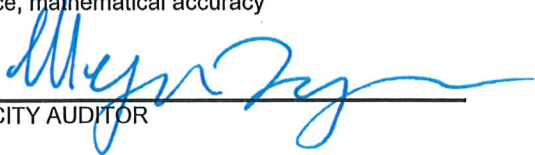
FY 2026 DPW CLOTHING- FLEET 0140551-510190	\$	450
FY 2026 DPW STAFF DEVELOPMENT- FLEET 0140552-570787	\$	750
FY 2026 DPW FULL TIME SALARIES-HIGHWAY 0142251-510111	\$	27,500
FY 2026 DPW OVERTIME -HIGHWAY 0142251-510130	\$	2,700
FY 2026 DPW LONGEVITY-HIGHWAY 0142251-510143	\$	350
FY 2026 DPW CLOTHING -HIGHWAY 0142251-510190	\$	850
FY 2026 DPW SHIFT DIFFERENTIAL -HIGHWAY 0142251-510141	\$	2,100
FY 2026 DPW STAFF DEVELOPMENT -HIGHWAY 0142252-570787	\$	1,350
FY 2026 DPW FULL TIME SALARIES-CEMETERY 0149151-510111	\$	10,700
FY 2026 DPW OVERTIME-CEMETERY 0149151-510130	\$	2,000
FY 2026 DPW LONGEVITY-CEMETERY 0149151-510143	\$	150
FY 2026 DPW CLOTHING -CEMETERY 0149151-510190	\$	250
FY 2026 DPW STAFF DEVELOPMENT -CEMETERY 0149152-570787	\$	450
FY 2026 DPW FULL TIME SALARIES-TRAFFIC CONTROL 0149251-510111	\$	6,250
FY 2026 DPW OVERTIME-TRAFFIC CONTROL 0149251-510130	\$	1,150
FY 2026 DPW LONGEVITY-TRAFFIC CONTROL 0149251-510143	\$	100
FY 2026 DPW CLOTHING-TRAFFIC CONTROL 0149251-510190	\$	150
FY 2026 DPW STAFF DEVELOPMENT -TRAFFIC CONTROL 0149252-570787	\$	450
FY 2026 DPW FULL TIME SALARIES-WATER 600051-510111	\$	23,650
FY 2026 DPW OVERTIME-WATER 600051-510130	\$	6,100
FY 2026 DPW LONGEVITY-WATER	\$	150

600051-510143		
FY 2026 DPW SHIFT DIFFERENTIAL-WATER 600051-510141	\$	2,700
FY 2026 DPW CLOTHING-WATER 600051-510190	\$	1,050
FY 2026 DPW FULL TIME SALARIES-SEWER 610051-510111	\$	11,150
FY 2026 DPW OVERTIME-SEWER 610051-510130	\$	4,000
FY 2026 DPW CLOTHING-SEWER 610051-510190	\$	350
FY 2026 DPW SHIFT DIFFERENTIAL-SEWER 610051-510141	\$	450
FY 2026 DPW LONGEVITY -SEWER 610051-510143	\$	50
FY 2026 DPW FULL TIME SALARIES-FORESTRY 0149451-510111	\$	8,150
FY 2026 DPW OVERTIME-FORESTRY 0149451-510130	\$	1,600
FY 2026 DPW LONGEVITY-FORESTRY 0149451-510143	\$	50
FY 2026 DPW CLOTHING-FORESTRY 0149451-510190	\$	350
FY 2026 DPW STAFF DEVELOPMENT-FORESTRY 0149452-570787	\$	600
FY 2026 DPW FULL TIME SALARIES-PARKS 0149551-510111	\$	10,050
FY 2026 DPW OVERTIME-PARKS 0149551-510130	\$	2,700
FY 2026 DPW CLOTHING-PARKS 0149551-510190	\$	450
FY 2026 DPW SHIFT DIFFERENTIAL-PARKS 0149551-510141	\$	700
FY 2026 DPW STAFF DEVELOPMENT-PARKS 0149552-570787	\$	750
FY 2026 DPW FULL TIME SALARIES-ENGINEERING 0140351-510111	\$	9,500
FY 2026 DPW FULL TIME SALARIES-ST. LIGHTING & WIRING 0142451-510111	\$	4,550
FY 2026 DPW OVERTIME-ST. LIGHTING & WIRING 0142451-510130	\$	900

FY 2026 DPW CLOTHING-ST. LIGHTING & WIRING 0142451-510190	\$	150
FY 2026 DPW STAFF DEVELOPMENT-ST. LIGHTING & WIRING 0142452-570787	\$	300
FY 2026 HEALTH FULL TIME SALARIES 0151051-510111	\$	15,250
FY 2026 HEALTH OVERTIME 0151051-510130	\$	550
FY 2026 HEALTH LONGEVITY 0151051-510143	\$	50
FY 2026 HEALTH CLOTHING 0151051-510190	\$	50
FY 2026 SENIOR SERVICES FULL TIME SALARIES 0154151-510111	\$	7,500
FY 2026 SENIOR SERVICES OVERTIME 0154151-510130	\$	500
FY 2026 LIBRARY FULL TIME SALARIES 0161051-510111	\$	7,450
FY 2026 LIBRARY LONGEVITY 0161051-510143	\$	50
FY 2026 RECREATION FULL TIME SALARIES 0163051-510111	\$	9,750
FY 2026 RECREATION OVERTIME 0163051-510130	\$	500
FY 2026 HUMAN SERVICES FULL TIME SALARIES 0153051-510111	\$	8,250
FY 2026 SKATING RINK FULL TIME SALARIES 0163151-510111	\$	4,250
FY 2026 CONSTITUENT SERVICES FULL TIME SALARIES 0118551-510111	\$	3,900

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

11/19/25
DATE


CITY AUDITOR

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Erin McGovern
Title/ Position	Social Studies Teacher/ ski staff
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ Elected or ☒ Non-elected
Starting date as a municipal employee.	09/2010
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	ELECTED MUNICIPAL EMPLOYEE I am an elected municipal employee. ___ STATEMENT #1: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. OR ___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency. My financial interest in a municipal contract is: ___ ☒ I have a non-elected, compensated municipal employee position. ___ A municipal agency has a contract with me. ___ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ___ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 Select either STATEMENT #1 or STATEMENT #2.	NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE I am a non-elected municipal employee. ___ STATEMENT #1: I had one of the following financial interests in a contract made by a municipal agency before I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

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

What is your financial interest in the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	FOR A CONTRACT FOR PERSONAL SERVICES – Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency). I will have a contract with a municipal agency to provide personal services. ☒ X_ The services will be provided outside my normal working hours as a municipal employee. ☒ X_ The services are not required as part of my regular duties as a municipal employee. ☒ X_ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	11/18/25

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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

Name of municipal employee:	MUNICIPAL EMPLOYEE INFORMATION Haiden Pereira	
Title/ Position	Physical Education Teacher	
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.	
Agency/ Department	City of Watertown - Recreation Department	
Agency Address	149 Main Street Watertown, MA 02472	
Office phone:	617-972-6494	
Office e-mail:	recreation@watertown-ma.gov	
	Check one: ☐ Elected or ☒ Non-elected	
Starting date as a municipal employee.	10/31/23	
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	ELECTED MUNICIPAL EMPLOYEE I am an elected municipal employee. <u> </u> STATEMENT #1: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. OR <u> </u> STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency. My financial interest in a municipal contract is: <u> </u> I have a non-elected, compensated municipal employee position. <u> </u> A municipal agency has a contract with me. <u> </u> I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. <u> </u> I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.	
BOX # 2 Select either STATEMENT #1 or STATEMENT #2.	NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE I am a non-elected municipal employee. <u> </u> STATEMENT #1: I had one of the following financial interests in a contract made by a municipal agency before I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.	

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

What is your financial interest in the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	FOR A CONTRACT FOR PERSONAL SERVICES – Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency). I will have a contract with a municipal agency to provide personal services. ☒ The services will be provided outside my normal working hours as a municipal employee. ☒ The services are not required as part of my regular duties as a municipal employee. ☒ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	11/20/25

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

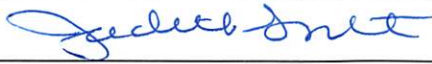
	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified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

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

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Judith Smith
Title/ Position	Administrative Assistant Athletics
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ☐ Elected or ☒ Non-elected
Starting date as a municipal employee.	11/17/20
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	ELECTED MUNICIPAL EMPLOYEE I am an elected municipal employee. ___ STATEMENT #1: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. OR ___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency. My financial interest in a municipal contract is: ___ I have a non-elected, compensated municipal employee position. ___ A municipal agency has a contract with me. ___ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ___ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 Select either STATEMENT #1 or STATEMENT #2.	NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE I am a non-elected municipal employee. ___ STATEMENT # 1: I had one of the following financial interests in a contract made by a municipal agency before I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

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

What is your financial interest in the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it.
Date when you acquired a financial interest	
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	FOR A CONTRACT FOR PERSONAL SERVICES – Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency). I will have a contract with a municipal agency to provide personal services. ☒ The services will be provided outside my normal working hours as a municipal employee. ☒ The services are not required as part of my regular duties as a municipal employee. ☒ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	11/14/25

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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



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

Committee of the Budget and Fiscal Oversight Meetings: November 5 and November 13, 2025 Report: November 25, 2025

The Committee convened at 6:00 pm on Wednesday November 5, 2025, in the Louis P Andrews Upper Hearing Room, as a hybrid meeting with remote participation by zoom. Present were Vincent Piccirilli, Chair; Emily Izzo, Vice Chair; and Nicole Gardner, Secretary. Also present were City Manager George Proakis, City Auditor Megan Langan (by zoom), Council Analyst Doug Newton, and Councilor Caroline Bays.

The purpose of these meetings was to review input from Councilors and make recommendations to the City Council on the FY2027 Budget Policy Guidelines.

The Chair sent instructions to Councilors explaining that the Committee's task is not to decide whether each request is a good idea or not; rather the Committee acts as an editor to take input from nine Councilors and synthesize it into a concise, actionable document for the Manager. The Committee may decide to defer or exclude a request because it:

- a) requires policy direction from the Council before the Manager can include it in the operating budget;
- b) is substantially complete;
- c) is too ambiguous to be included in the operating budget;
- d) is part of the Capital Improvement Program and not the operating budget;
- e) is within the authority of another body who has not weighed in it;
- f) overlaps with other existing goals or requests.

To facilitate the process, the Chair and the Council Analyst arranged the requests from each Councilor, in the order received, into a worksheet for the Committee to use. During the meeting, the Committee conducted a preliminary review of the FY27 Budget Policy Guidelines, taking into account input from the Committee members and Councilor Bays, and input submitted by President Sideris and Councilor Feltner.

The meeting adjourned at 8:29 pm by unanimous vote.

The Committee reconvened at 6:00 pm on Thursday, November 13, 2025, in the Richard E. Mastrangelo Council Chamber, as a hybrid meeting with remote participation by zoom. Present were Vincent Piccirilli, Chair; Emily Izzo, Vice Chair; and Nicole Gardner, Secretary. Also present were City Manager George Proakis, City Auditor Megan Langan, Council Analyst Doug Newton, Councilor Caroline Bays, Councilor Tony Palomba, and, joining by zoom, Councilor John Gannon.

The Committee continued discussing the draft guidelines, specifically taking into account input submitted by Councilors Palomba and Gannon. See Attachment 1 for the worksheet, showing last year's guidelines, input and discussion, and final Budget Policy Guidelines.

The final Budget Policy Guidelines (Attachment 2) will be ranked by the City Council after they are approved. The order they are shown reflects last year's priority ranking and the timing of when new requests were received.

The Committee will use the same weighted ranking method as in past years, with each Councilor filling out a ranking sheet (Attachment 3), and returning it by December 5, 2025. Following that, the final approved and ranked Budget Policy Guidelines will be sent to the Manager and posted on the website.

➔ **ACTION ITEM:** Councilor Gardner made a motion, seconded by Councilor Izzo, that the Committee recommends to the City Council that it adopt the FY2027 Budget Policy Guidelines as drafted. The motion passed by a vote of 3-0.

The meeting adjourned at 7:25 pm by unanimous vote.

Report prepared by Nicole Gardner and Doug Newton

Attachments:

1. FY2027 Budget Policy Guidelines Worksheet
2. FY2027 Budget Policy Guidelines for Approval by the City Council (unranked)
3. FY2027 Budget Policy Guidelines Ranking Sheet

Watertown FY2027 Budget Policy Guidelines Worksheet – For Committee Report November 25, 2025

The City Council is adopting these budget policy guidelines pursuant to Section 5-1 of the Watertown Home Rule Charter, *and in line with the values and principles outlined in the Charter Preamble*. Based on these guidelines, the City Manager will develop budgetary goals and the City budget for FY27.

I. COST-SAVINGS/REVENUES - The City Council believes that identification of cost savings and/or new revenues should be a precondition to additional expenditures. To this end, in developing the FY27 budget, the City Manager should:		
FY26 Guideline	Input & Discussion	Draft FY27 Guideline
A. Continue to proceed with the guidelines of the Comprehensive Plan, 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.	Committee Discussion 11/5: Unanimous agreement to leave as is.	Continue to proceed with the guidelines of the Comprehensive Plan, 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.
B. Continue to pursue the implementation of the Watertown Square Area Plan with the long-term goal of increasing our tax base through the development of multi-family housing and small and medium sized businesses in the Square.	Committee Discussion 11/5: Watertown Square is key to future new growth; Guideline is broad and encompasses many elements. Unanimous agreement to leave as is	Continue to pursue the implementation of the Watertown Square Area Plan with the long-term goal of increasing our tax base through the development of multi-family housing and small and medium sized businesses in the Square.
C. Continue pursuing mitigation monies, linkage fees, and/or other measures from larger scale projects.	Committee Discussion 11/5: Unanimous agreement to leave as is.	Continue pursuing mitigation monies, linkage fees, and/or other measures from larger scale projects.
D. Require all departments to actively pursue filing applications for all relevant state, federal, and private foundation grant programs.	Committee Discussion 11/5: Unanimous agreement to leave as is	Require all departments to actively pursue filing applications for all relevant state, federal, and private foundation grant programs.
E. Actively seek Payment in Lieu of Taxes (PILOT) agreements, or other in-kind services, with each non-profit organization owning or purchasing property in Watertown.	Sideris 11/5: <i>Remove as there is not a lot of evidence of the city spending any time on seeking PILOTs or other in-kind services at this time.</i> Committee Discussion 11/5: Unanimous agreement to leave as is.	Actively seek Payment in Lieu of Taxes (PILOT) agreements, or other in-kind services, with each non-profit organization owning or purchasing property in Watertown.

New Request	Input & Discussion	Draft FY27 Guideline
New Item #1 (Sideris): With the uncertainty of the home rule petition on the tax shift, consider taxing under the cap and using a portion of free cash to help alleviate the burden on the residential class.	Committee Discussion 11/5: Potential for home rule petition on tax shift not passing. If it passes, this is less pressing. May require a structural change to the budget rather than free cash given it is a long-term challenge. Could use free cash if the petition is approved for the future but not FY27. It will be good for the Manager to include scenarios in the FY27 budget.	With the uncertainty of the Home Rule Petition on the tax shift, develop a series of strategies to help alleviate the burden on residential property taxpayers.
New Item #2 (Palomba): Actively support through written communication to the Legislature’s Joint Committee on Revenue and through our state legislative delegation the recommendations to allow local communities to increase hotel and meal taxes as proposed in the Governor’s Municipal Empowerment Act of 2025.	Committee Discussion 11/13: Legislature has not yet passed the act. This would be a legislative matter for the Council rather than an item for the Manager to include in the FY27 budget.	Do not adopt
New Item #3 (Palomba): Work with the City Council to amend our Community Preservation Committee ordinance (Number O-2018-59) or if necessary, introduce a new ordinance that would require the CPC to annually allocate 60% of the Community Preservation Funds to the City’s Affordable Housing Trust.	Committee Discussion 11/13: CPA funds are separate from the operating budget. How the CPC allocates money is described in their five-year plan, which they can update. Affordable Housing Trust can always request funding from the CPA.	Do not adopt

II. Program Enhancements/Expenditures: To the extent that resources allow, in light of the financial policies stated above, and adhering to the principle of first identifying cost-savings and/or new revenue, the following program enhancements and, if necessary, new expenditures should receive priority in the FY27 budget. Education program enhancements and expenditures should be considered subsequently in light of the recommendations of the School Committee.		
FY26 Guideline	Input & Discussion	Draft FY27 Guideline
A. All departmental budgets should prioritize and enhance the ability of the city to implement the strategies and action items in the Climate and Energy Plan	Committee Discussion 11/5: Unanimous agreement to keep as is. Palomba 11/13: <i>Expand- Each departmental budget should state specifically what Element, Strategy, and Action their budget is addressing.</i> Committee Discussion 11/13: Committee on 11/5 felt it was broad enough, Climate & Energy Plan is reviewed every six months. Climate & Energy Committee of the Council has opportunities to seek additional information. Manager can look into potential options for climate team to work with budget team. Committee encourages climate team to work with departments to assess progress on the Climate Plan and share updates with the Council & the public.	All departmental budgets should prioritize and enhance the ability of the city to implement the strategies and action items in the Climate and Energy Plan.
B. Provide resources to address the strategies and action items in the Comprehensive Plan and the Watertown Square Area Plan	Committee Discussion 11/5: The DCDP has been fully staffed, no additional resources needed at this time. Unanimous agreement to remove Palomba 11/13: <i>More specifically, continue to fund the creation of a draft Demonstration Project with the goal of creating affordable housing, municipal parking, and expanded opportunities for small business</i> Committee Discussion 11/13: Resources which have been added include those necessary for a demonstration project.	Remove

FY26 Guideline	Input & Discussion	Draft FY27 Guideline
C. Continue to work collaboratively with the Watertown Public Schools on the comprehensive multi-year educational budget that assures sustainable funding for our schools and the successful education of our children and seek to accommodate a 3.5% annual increase for FY26 for the Educational appropriation that will provide level-service funding for our schools.	Sideris 11/5: <i>Move the appropriation to a 4% increase for funding of our schools. Justification- increases in enrollment and costs for SPED services have increased so more funding is warranted.</i> Committee Discussion 11/5: Level-service funding can include new positions in the schools budget if needed. Student population has grown as has the share of students with high needs. Palomba 11/13: <i>...seek to accommodate a 3.75% annual increase for FY27 for the educational appropriation that will provide level-service funding for our schools.</i> Gannon 11/13: <i>...seek to accommodate an annual increase for FY26, based upon the annual 2.5% Proposition 2 ½ levy increase, plus the new growth percentage for FY25, for the educational appropriation that will provide level-service funding for our schools.</i> Committee Discussion 11/13: Manager and Committee are comfortable with 4%. Councilor Palomba is also supportive of 4%, hadn't seen that an increase was already agreed to. School Committee also decided a 4% increase is needed to maintain a level-service budget.	Continue to work collaboratively with the Watertown Public Schools on the comprehensive multi-year educational budget that assures sustainable funding for our schools and the successful education of our children and seek to accommodate a 4% annual increase for FY27 for the Educational appropriation that will provide level-service funding for our schools.

FY26 Guideline	Input & Discussion	Draft FY27 Guideline
D. Based on final City Council policy direction, develop a budgetary plan, within the confines of Proposition 2 1/2, for the five unfunded capital items: • Senior Center/Recreation Area • East End Fire Station • DPW Staging Area • Watertown Square Plan Implementation • Middle School Renovations	Sideris 11/5: <i>Should prioritize this list again to focus more on the top areas.</i> Committee Discussion 11/5: Budgetary plan was developed and included in FY26 budget, further action will be by vote of the Council. Rank the Middle School at the top of the list in accordance with the vote at the Special Council Meeting on 11/19/2024. Other items are listed in no particular order. Continue adding to Stabilization funds in FY27 budget. Gannon 11/13: <i>Eliminate DPW Staging Area</i> Committee Discussion 11/13: Unanimous agreement to leave as is.	Continue to build stabilization funds for these five unfunded capital items: • Middle School Renovations • Senior Center/Recreation Area • DPW Staging Area • Watertown Square Plan Implementation • East End Fire Station
E. Continue support for Building for the Future Initiative funding in collaboration with the School Building Committee, for the MSBA High School project, without debt exclusion funding.	Sideris 11/5: <i>Remove this item as the borrowing is in place and will be paid, the MSBA process is well underway with reimbursements coming in on a regular basis, and we are already obligated to repay the bonds.</i> Feltner 11/5: <i>Continue support for Building for the Future Initiative funding in collaboration with the School Building Committee, for the MSBA High School project and include the Middle School, without debt exclusion funding.</i> Committee Discussion 11/5: High school planned to be finished in April, no further funding. Unanimous agreement to remove. Palomba 11/13: <i>Eliminate this as it has already been achieved.</i> Committee Discussion 11/13: Committee agreed with Councilor Palomba at 11/5 meeting.	Remove

FY26 Guideline	Input & Discussion	Draft FY27 Guideline
F. Fund the recommendations of the Community Health & Human Services Assessment in the FY26 budget	Feltner 11/5: <i>Continue support for recommendations of the Community Health & Human Services Assessment in the FY27 Budget</i> Committee Discussion 11/5: New Human Services Director has been hired. Some potential for new resources needed for this department in FY27; may need an administrative staff person. Palomba 11/13: <i>Eliminate this as the majority of the Assessment's recommendations have been implemented.</i> Committee Discussion 11/13: One more administrative staff person may be needed. Councilor Palomba supports that along with the Committee.	Continue support for recommendations of the Community Health & Human Services Assessment in the FY27 Budget.
G. Provide funding and resources to ensure that the City's 5-year rolling plans for streets, sidewalks, water, sewer, stormwater, and underground utilities are effectively planned and executed for optimal results.	Committee Discussion 11/5: No additional funding or resources needed at this time, as this is currently built into the Capital Improvement Program. Covers business as usual, but a helpful guideline for the Manager in the event budget cuts become necessary. Significant cuts, however, would not be handled via budget policy guidelines but by separate Council meetings. Unanimous agreement to remove.	Remove

FY26 Guideline	Input & Discussion	Draft FY27 Guideline
H. Continue working to identify additional acquisition of land for open space and recreation using the Acquisition of Land/Open Space Stabilization Fund and including proposals submitted to the Community Preservation Committee	Sideris 11/5: <i>Consider changing the language here to have the focus for open space/recreation be placed more on the CPC as they have accumulated funds and this may allow the manager more flexibility in this budget cycle.</i> Feltner 11/5: <i>Continue working to identify additional acquisition of land for open space and recreation using proposals submitted to the Community Preservation Committee.</i> Committee Discussion 11/5: Land has been acquired via normal process outside the CPC, i.e. Walker Pond, with CPA money going to develop the land after acquisition.	Continue working to identify additional acquisition of land for open space and recreation using the Acquisition of Land/Open Space Stabilization Fund and using proposals submitted to the Community Preservation Committee to fund the development of the land.
I. Provide resources to enhance the Public Works Department's efficiency, flexibility, and capacity to meet the city's growing needs. This includes managing contractors, responding to work orders, overseeing development projects, planning infrastructure improvements, communicating road construction updates, complying with MassDEP waste management regulations, maintaining complete streets infrastructure, and improving snow and ice removal. Identify and implement the necessary technology to support these functions.	Feltner 11/5: <i>Continue support for the Public Works Department in efficiency, flexibility, and capacity to meet the city's needs. This includes managing contractors, responding to work orders, overseeing development projects, planning infrastructure improvements, communicating road construction updates, complying with MassDEP waste management regulations, maintaining complete streets infrastructure, and improving snow and ice removal. Identify and implement the necessary technology to support these functions.</i> Committee Discussion 11/5: The DPW has been fully staffed, no additional resources needed at this time. DPW Director will review their operational budget lines to ensure they are in line with how the DPW operates. Each item listed in the FY26 guideline is essentially complete and now part of standard operations.	Restructure the budget of the Department of Public Works so that it matches the new divisions structure and the operational needs of each division.

FY26 Guideline	Input & Discussion	Draft FY27 Guideline
J. To meet the goal of allowing people who live and work in Watertown to go car-free, continue to work with the Watertown Transportation Management Association, and identify sustainable sources of funding for permanent local transit programs in Watertown, including the recommendations from the upcoming Study for City Supported Local Transit.	Feltner 11/5: <i>To meet our Climate Plan and Comprehensive Plan goals of allowing people who live and work in Watertown to travel car-free and reduce SOV trips, continue to work with the Watertown Transportation Management Association, and identify sustainable sources of funding for local transit programs in Watertown, including options identified in the recent ARPA funded Study for Improving City-Supported Mobility.</i> Palomba 11/13: <i>See my recommendation Section I New Item #2. The Mobility Study does include recommendations to continue to work with and expand the TMA.</i> Committee Discussion 11/13: This was re-worded to identify the programs recommended in the study. Councilor Palomba's suggestion speaks to that, no addition needed.	To meet our Climate Plan and Comprehensive Plan goals of allowing people who live and work in Watertown to travel car-free and reduce single occupancy vehicle trips, continue to work with the Watertown Transportation Management Association, and identify sustainable sources of funding for local transit programs in Watertown, including options identified in the recent Study for Improving City-Supported Mobility.
K. Fund an assessment of the Public Buildings Department to meet the needs of our new buildings.	Sideris 11/5: <i>Change slightly to read: Fund an assessment of the Public Buildings Dept. to meet the needs of our old and new buildings.</i> Feltner 11/5: <i>add "(currently out to bid)" at the end.</i> Committee Discussion 11/5: Needs to go out to bid again. Could begin the implementation of the assessment in FY27. Palomba 11/13: <i>I am unclear whether this has been done internally, though I have not seen a formal assessment, so I do not know whether to keep or remove it.</i> Committee Discussion 11/13: Manager hopes to have a consultant this fiscal year. Leave as is.	Begin the implementation of the assessment of the Public Buildings Department to ensure that the department can meet operational needs, continue environmental improvement in buildings, and fulfilling the recommendations of the ADA assessments.

FY26 Guideline	Input & Discussion	Draft FY27 Guideline
L. Continue to enhance the capabilities of the Department of Public Works Forestry Division by adding resources and/or redeploying additional resources to monitor the maintenance of Watertown's existing public shade canopy and continue to collect and analyze data with the goal of creating and implementing a plan to increase tree planting in neighborhoods with heat islands.	Feltner: <i>Support the capabilities of the Department of Public Works Forestry Division to monitor the maintenance of Watertown's existing public shade tree canopy and continue to collect and analyze data to increase tree planting in neighborhoods and the overall urban forest.</i> Committee Discussion 11/5: Much work has been done planting trees in Watertown. The Forestry Division has been fully staffed, no additional resources needed at this time. It is now part of standard operations. Unanimous agreement to remove. Palomba 11/13: <i>Prioritize of annual report by the Department of Public Works' Forestry Division of its progress at achieving its goal of creating and implementing a plan to increase Watertown's public tree canopy and increase tree planting in neighborhoods with heat islands.</i> Committee Discussion 11/13: The Committee considered how annual reporting from the Tree Warden should take place. Council may be interested in annual updates from the DPW Forestry Division, perhaps at the Climate & Energy Committee rather than the Public Works Committee.	Remove
M. Consider re-use of the former north branch library, including exploring use of alternative funds to assist in renovations	Committee Discussion 11/5: Building is in better shape than expected, some estimates in on what it would cost to bring it up to code. Need to identify the specific municipal use for the building and which department will operate it.	Consider re-use of the former north branch library, including exploring use of alternative funds to assist in renovations

New Request	Input & Discussion	Draft FY27 Guideline
New Item #1: (Sideris) Consider not adding any new staff given the fiscal uncertainty facing all of us.	Committee Discussion 11/5: Above guidelines have been revised to eliminate the addition of resources. The Manager stated that FY27 will not be a year for adding new staff, except are previously noted.	Not adopted
New Item #2: (Piccirilli) Increase funding for public safety, both police and fire.	Committee Discussion 11/5: Police have said they are short on staff, fire has asked for funding for second ambulance (which has been funded) and additional ladder & pumper staff. Each department has provided data to support their requests, which needs to be analyzed. City may benefit from bringing in an outside expert to examine best practices on public safety and make recommendations.	Considering changes to the community, perform an assessment of the police department and the fire department to identify needs, resources, and best practices.
New Item #3 (Palomba): Prioritize the creation, following a community meeting, of the Building Emissions Reduction and Disclosure Ordinance, the creation of a Tree Ordinance, and the creation for a Transportation Infrastructure Fund per our Climate and Energy Plan.	Committee Discussion 11/13: These are also legislative matters for consideration by the Council, not budget matters.	Not adopted
New Item #4 (Palomba): Provide estimates of tax revenue from all new housing developments within the boundaries of the Watertown Square Area Plan.	Committee Discussion 11/13: This could be a valuable request for information to the Manager but is not a matter for the FY27 operating budget.	Not adopted
New Item #5 (Palomba): Prioritize the creation of a comprehensive Accessory Dwelling Unit ordinance to compliment our existing interim ordinance.	Committee Discussion 11/13: Also a legislative matter for the Council. Manager will provide an update on a zoning update to accommodate ADUs.	Not adopted
New Item #6 (Palomba): Prioritize the completion of the Affordable Housing Study and issue an RFP for the Parking Study.	Committee Discussion 11/13: Affordable Housing Study is underway. Manager will provide an update on when it will be completed. Parking study is funded and an RFP draft is pending final review before being published.	Not adopted

New Request	Input & Discussion	Draft FY27 Guideline
New Item #7 (Palomba): Present recommendations for the implementation and funding for key action items articulated in the recently published “Watertown Study to Improve City Supported Mobility” with special attention to creating a community micro transit service for seniors and people with disabilities and for the general public.	Committee Discussion 11/13: Already covered in item 2J.	Not adopted
New Item #8 (Palomba): Request the Department of Human Services to propose short-term and long-term priorities for the use of existing and anticipate revenue from the opioids settlements in collaboration with Watertown Cares.	Committee Discussion 11/13: Human Services Manager will have a plan for allocating these funds by the end of FY26. Human Services Committee canceled a May 2024 meeting awaiting guidelines from the Commonwealth.	Not adopted
New Item #9 (Palomba): Consider the creation of a non-funded, but staff supported by the Senior Planner for Economic Development, Task Force composed of developers, representatives of the business community, representatives of select City’s boards/commissions, and residents to investigate the opportunities for re-use of properties that are presently permitted for life science developments.	Committee Discussion 11/13: This would also be a legislative matter for the Council. Manager provided an overview of the ten sites zoned for life-science lab space and their status. This can be part of a larger discussion with the Council about zoning, including whether to allow housing at certain sites. Further discussion as to embracing the climate-tech sector, which is receiving state investment but minimal federal support. Economic development planner to update Council on the status of the ten vacant life science sites as well as the possibility of Watertown becoming more of a hub for clean technology.	Not adopted
New Item #10 (Gannon): Develop a plan to utilize city buildings to accommodate community groups that, due to shuttered local churches and other private facilities, have lost their meeting spaces. Such groups would include, for example, local youth groups and 12 Step peer-to-peer recovery groups.	Committee Discussion 11/13: This was discussed by the Committee on 11/5 under policy guideline 2M. The former north branch library could be renovated for this purpose. Manager to review which community groups are allowed to use certain spaces.	Not adopted

Watertown's FY2027 Budget Policy Guidelines

For Approval by the City Council

November 25, 2025

The City Council is adopting these budget policy guidelines pursuant to Section 5-1 of the Watertown Home Rule Charter, and in line with the values and principles outlined in the Charter Preamble. Based on these guidelines, the City Manager will develop budgetary goals and the City budget for Fiscal Year 2027. *Watertown's Ongoing Budget Policy Guidelines* Resolution 2012-72, *Amending Watertown's Ongoing Budget Policy Guidelines* Resolution 2017-84 and *Watertown's Ongoing Capital Project Budget Guidelines* Resolution 2013-76 are hereby incorporated by reference.

I. COST-SAVINGS/REVENUES

Note: These items will be ranked by the Council in order of priority after adoption

The City Council believes that identification of cost savings and/or new revenues should be a precondition to additional expenditures. To this end, in developing the FY27 budget, the City Manager should:

- A. Continue to proceed with the guidelines of the Comprehensive Plan, 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.
- B. Continue to pursue the implementation of the Watertown Square Area Plan with the long-term goal of increasing our tax base through the development of multi-family housing and small and medium sized businesses in the Square.
- C. Continue pursuing mitigation monies, linkage fees, and/or other measures from larger scale projects.
- D. Require all departments to actively pursue filing applications for all relevant state, federal, and private foundation grant programs.
- E. Actively seek Payment in Lieu of Taxes (PILOT) agreements, or other in-kind services, with each non-profit organization owning or purchasing property in Watertown.
- F. With the uncertainty of the Home Rule Petition on the tax shift, develop a series of strategies to help alleviate the burden on residential property taxpayers.

II. PROGRAM ENHANCEMENTS/EXPENDITURES

Note: These items will be ranked by the Council in order of priority after adoption.

To the extent that resources allow, in light of the financial policies stated above, and adhering to the principle of first identifying cost-savings and/or new revenue, the following program enhancements and, if necessary, new expenditures should receive priority in the FY27 budget. Education program enhancements and expenditures should be considered subsequently in light of the recommendations of the School Committee.

- A. All departmental budgets should prioritize and enhance the ability of the city to implement the strategies and action items in the Climate and Energy Plan.
- B. Continue to work collaboratively with the Watertown Public Schools on the comprehensive multi-year educational budget that assures sustainable funding for our schools and the successful education of our children and seek to accommodate a 4% annual increase for FY27 for the Educational appropriation that will provide level-service funding for our schools.
- C. Continue to build stabilization funds for these five unfunded capital items:
 - Middle School Renovations
 - Senior Center/Recreation Area
 - East End Fire Station
 - DPW Staging Area
 - Watertown Square Plan Implementation
- D. Continue support for the recommendations of the Community Health & Human Services Assessment in the FY27 budget.
- E. Continue working to identify additional acquisition of land for open space and recreation using the Acquisition of Land/Open Space Stabilization Fund and using proposals submitted to the Community Preservation Committee to fund the development of the land.
- F. Restructure the budget of the Department of Public Works so that it matches the new divisions structure and the operational needs of each division.

- G. To meet our Climate Plan and Comprehensive Plan goals of allowing people who live and work in Watertown to travel car-free and reduce single occupancy vehicle trips, continue to work with the Watertown Transportation Management Association and identify sustainable sources of funding for local transit programs in Watertown, including options identified in the recent Study for Improving City-Supported Mobility.
- H. Begin the implementation of the assessment of the Public Buildings Department to ensure that the department can meet operational needs, continue environmental improvement in buildings, and fulfill the recommendations of the ADA assessments.
- I. Consider re-use of the former north branch library, including exploring use of alternative funds to assist in renovations.
- J. Considering changes to the community, perform an assessment of the police department and the fire department to identify needs, resources, and best practices.

Watertown's FY2027 Budget Policy Guidelines Priority Ranking

For both sections I and II, rank each item by priority (1=highest) and return to the Chair of the Budget & Fiscal Oversight Committee no later than 12:30 pm Friday December 5, 2025. The final published budget policy guidelines will be ranked by composite priority.

Councilor Name: _____

I. COST-SAVINGS/REVENUES	
FY27 Guideline	Ranking
A. Continue to proceed with the guidelines of the Comprehensive Plan, with the long-term goal to promote a diversified and growing tax base, and a renewed focus on small business, retain corridors, and emerging industry clusters.	
B. Continue pursuing mitigation monies, linkage fees, and/or other measures from larger scale projects.	
C. Require all departments to actively pursue filing applications for all relevant state, federal, and private foundation grant programs.	
D. Actively seek Payment in Lieu of Taxes (PILOT) agreements, or other in-kind services, with each non-profit organization owning or purchasing property in Watertown.	
E. Continue to pursue the implementation of the Watertown Square Area Plan with the long-term goal of increasing our tax base through the development of multi-family housing and small and medium sized businesses in the Square.	
F. With the uncertainty of the Home Rule petition on the tax shift, develop a series of strategies to help alleviate the burden on residential property taxpayers.	

II. PROGRAM ENHANCEMENTS/EXPENDITURES	
FY27 Guideline	Ranking
A. All departmental budgets should prioritize and enhance the ability of the city to implement the strategies and action items in the Climate and Energy Plan.	
B. Continue to work collaboratively with the Watertown Public Schools on the comprehensive multi-year educational budget that assures sustainable funding for our schools and the successful education of our children and seek to accommodate a 4% annual increase for FY27 for the Educational appropriation that will provide level-service funding for our schools.	
C. Continue to build stabilization funds for these five unfunded capital items: • Middle School Renovations • Senior Center/Recreation Area • East End Fire Station • DPW Staging Area • Watertown Square Plan Implementation	
D. Continue support for the recommendations of the Community Health & Human Services Assessment in the FY27 budget.	
E. Continue working to identify additional acquisition of land for open space and recreation using the Acquisition of Land/Open Space Stabilization Fund and using proposals submitted to the Community Preservation Committee to fund the development of the land.	
F. Restructure the budget of the Department of Public Works so that it matches the new divisions structure and the operational needs of each division	
G. To meet our Climate Plan and Comprehensive Plan goals of allowing people who live and work in Watertown to travel car-free and reduce single-occupancy vehicle trips, continue to work with the Watertown Transportation Management Association and identify sustainable sources of funding for local transit programs in Watertown, including options identified in the recent Study for Improving City-Supported Mobility.	
H. Begin the implementation of the assessment of the Public Buildings Department to ensure that the department can meet operational needs, continue environmental improvements in buildings, and fulfill the recommendations of the ADA assessments.	
I. Consider re-use of the former north branch library, including exploring use of alternative funds to assist in renovations.	
J. Considering changes to the community, perform an assessment of the police department and the fire department to identify needs, resources, and best practices.	