



**Watertown City Council  
Committee on Personnel and City Organization  
Tuesday, January 27, 2026  
Third Floor Conference Room  
5:30pm**

Members Present: Councilor Caroline Bays, Chair; Councilor Nicole Gardner, Vice Chair; and Councilor John Gannon, Secretary

Also present was Doug Newton, City Council Municipal Policy Analyst.

Call to order. The meeting commenced at 5:39pm. The meeting agenda's stated purpose was to review referrals from the City Council to the Committee on Personnel and City Organization.

Councilor Bays commenced discussion of the first referral to the Committee, entitled "Discussion of Accessibility and Accommodations for Members of Boards, Commissions and Committees." She opened up discussion of the items. She stated that the referral pertained not only to providing physically accessible meeting spaces and accommodations to allow all members of the public to serve and to participate in public meetings, but to include other issues as well, such as providing childcare to board, commission and committee members so that parents of young children could participate in all meetings. Doug Newton stated that he had been researching communities that do provide childcare to committee members. He also noted that he is speaking to officials from the City of Somerville about providing language interpretation to board members, so that all may participate. Councilor Bays stated that she would consult with City Council President mark Sideris to discuss Doug Newton's scope of research, and determine future steps, such as cost and service impacts. The Committee decided to continue this referral.

Councilor Bays next took up another referral to the Committee, calling for an evaluation of the performance management process used to evaluate council staff. She stated that she will be working with the City's Human Resources Director on the evaluation methods used for city employees. The Committee decided to continue this referral.

Councilor Bays next took up the final referral, which required that the Committee review the qualities and qualifications for City Treasurer. Councilor Bays stated that a future Committee meeting will be held to consider this referral. Accordingly, the Committee will continue this referral.

Councilor Gardner made a motion to adjourn, which was seconded by Councilor Gannon. The vote was 3-0.

The meeting ended at 5:57pm.

Respectfully submitted,  
John Gannon, Secretary

**ELECTED OFFICIALS**

Caroline Bays,  
Councilor At Large

Nicole Gardner,  
Vice Chair

John G. Gannon,  
Secretary