



**Watertown City Council  
Committee on Personnel and City Organization  
Tuesday, February 10, 2026  
Third Floor Conference Room  
6:00pm**

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

Also present were City Councilor President Mark Sideris, Councilor Vinnie Piccirilli, Councilor Emily Izzo, and City Manager George Proakis.

Call to order. The meeting commenced at 6:04pm. The meeting agenda's stated purpose was to Discuss the Qualities and Qualifications for the City Treasurer/Collector.

Councilor Bays opened up the meeting by allowing City Manager George Proakis to speak. He stated that former City Treasurer/ Collector Melissa Morrissey was a skilled, talented city employee who took a similar position in a different community. He prefers that a new treasurer/collector have the treasurer/collector certification offered by the Massachusetts Collectors and Treasurers Association, which provides skill and career development classes to its member constituents. He would also prefer that the new treasurer/collector be savvy in the MUNIS accounting system. He stated that he spoke with City Assessor Earl Smith, who highly recommended that the new treasurer/collector have a MUNIS background. The City recently switched to this accounting system, so a new treasurer/collector skilled in MUNIS, and capable of interacting with MUNIS employees, would be essential for the City's municipal finance team, especially since the city has a residential exemption and has adopted the Community Preservation Act. Other qualifications discussed for the position included good customer service and communication skills. Councilor President Sideris noted that finding qualified individuals for this position has been addressed as a statewide problem. Councilor Izzo asked if Bernie Lynch, a municipal executive recruiter used by the city for previous executive searches would be retained for this search. City Manager Proakis said that Mr. Lynch would not be retained. He stated he knows of the capable individuals from the small talent pool, and he will contact each of them individually.

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

The meeting ended at 6:34pm.

Respectfully submitted,  
John Gannon, Secretary

**ELECTED OFFICIALS**

Caroline Bays,  
Chair

Nicole Gardner,  
Vice Chair

John G. Gannon,  
Secretary