



City Council Meeting
Tuesday, June 9, 2026 at 7:00 PM
Richard E. Mastrangelo Council Chamber

Agenda

ACCESS INFORMATION:

- A. This meeting will be held on June 9, 2026 at 7:00 P.M. Location: Richard E. Mastrangelo Council Chamber - 149 Main Street, Watertown, MA 02472 - Second Floor
- B. This is an in-person meeting - any remote access is provided solely as a courtesy and may not be relied upon as alternative access. Therefore, any interruption in remote access technology shall not interrupt the meeting, and the meeting will proceed accordingly in person. In the event of such interruption, in-person attendance is available and encouraged.
- C. The in-person meeting will also be televised through WCATV (Watertown Cable Access Television): <http://vodwcatv.org/CablecastPublicSite/watch-now?site=3>
- D. The public may join the in-person meeting online: <https://watertown-ma.zoom.us/j/92991331344>
- E. The public may join the in-person meeting audio only by phone: (877) 853-5257 or (888) 475-4499 (Toll Free) and enter Webinar ID: 929 9133 1344
- F. Public may comment through email: vpiccirilli@watertown-ma.gov
- G. Please Visit the City Council Website here: <https://www.watertown-ma.gov/350/City-Council>

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- 1. ROLL CALL
 - 2. PLEDGE OF ALLEGIANCE
 - 3. PUBLIC FORUM
 - 4. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS
 - A. Minutes from City Council Meeting May 26, 2026
 - 5. PRESIDENT'S REPORT
 - A. Request for Referral to the Committee on Public Safety regarding a Watertown Police Drone
 - B. Brief Review of Proposed Contract Extension for City Manager George Proakis
 - 6. PRESENTATION OF PETITIONS, PROCLAMATIONS, AND SIMILAR PAPERS AND MATTERS
 - A. Pride Proclamation
 - B. Juneteenth Proclamation
 - C. Proclamation Honoring Steve Magoon

7. PUBLIC HEARINGS

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

8. MOTIONS, ORDINANCES, ORDER, AND RESOLUTIONS

- A. Resolution Authorizing a Transfer of Funds in the amount of \$754,600 from the Fiscal Year 2026 City Council Reserve to various Fiscal Year 2026 Capital Projects accounts
- B. Resolution Authorizing a Transfer of Funds in the amount of \$3,000,000 from the Fiscal Year 2026 Watertown Middle School Stabilization Transfer Out to Other Funds account to the Fiscal Year 2026 Watertown Middle School Feasibility Transfer In from Other Funds account
- C. Request for Authorization to Procure Server Hardware and Software Through a Five-Year Lease Agreement
- D. Motion to Appropriate the Community Preservation Act Funds for Fiscal Year 2027
- E. Consideration and Approval of Exemptions of Interests of Existing City Employees in Contracts with the City Including Summer, Winter, Holiday, and After-School Program Employment Positions in Response to Disclosures Filed with the City Clerk by Prospective Employees and Certification by the Recreation Director that No Employee of that Department is Available to Perform those Services as part of their Regular Duties in Accordance with G.L. c. 268A, sec 20(b)
- F. First Reading on a Proposed Ordinance Establishing the City Manager's Salary

9. REPORTS OF COMMITTEES

- A. Committee on Climate and Energy Report regarding its meeting on March 23, 2026 - Palomba, Chair
- B. Committee on Public Safety Report regarding its meeting from May 19, 2026 - Gardner, Chair

ACTION ITEM:

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

ACTION ITEM:

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

- C. Committee on Rules and Ordinances Report regarding its meeting on May 13, 2026 - Gardner, Chair
- D. Committee on Rules and Ordinances Report regarding its meeting on June 2, 2026 - Gardner, Chair

ACTION ITEM:

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

ACTION ITEM:

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

10. COMMUNICATIONS FROM THE CITY MANAGER
 - A. Request for Confirmation of Appointment and Reappointments to the Council on Aging
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

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

Caroline Bays,
Councilor At Large

John G. Gannon,
Councilor At Large
Nicole Gardner,
District A Councilor

Theophilus Offej,
Councilor At Large
Lisa J. Feltner,
District B Councilor

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

MAY 26, 2026



Watertown City Council

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

CITY COUNCIL MEETING
TUESDAY, MAY 26, 2026, 6:15 P.M.
RICHARD E. MASTRANGELO COUNCIL CHAMBER
ADMINISTRATION BUILDING, 149 MAIN STREET

MINUTES

ACCESS INFORMATION:

- A. This meeting will be held on May 26, 2026 at 6:15 P.M. Location: Richard E. Mastrangelo Council Chamber 149 Main Street, Watertown, MA 02472
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1. ROLL CALL

Council President Sideris called to order a regular meeting of the City Council at 6:15 p.m. in the Richard E. Mastrangelo Chamber, Administration Building. Those present were Councilors Caroline Bays (remote), Lisa J. Feltner, Nicole Gardner, Emily Izzo, Theophilus Offei, Anthony Palomba, Vice President Vincent J. Piccirilli, Jr., and Council President Mark S. Sideris. Also present were George Proakis, City Manager, Mark Reich, City Attorney, Doug Newton, Council Analyst and Brendan T. McCarthy, Council Clerk. Councilor John G.

Gannon was absent.

2. EXECUTIVE SESSION – 6:15 P.M.

- A. 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 Contract)

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

The motion carried unanimously in a Roll Call Vote.

3. RETURN TO SESSION – 7:00 P.M.

4. PLEDGE OF ALLEGIANCE

5. PUBLIC FORUM

David Cain – 99 Pleasant Street – Stated that he believes the redesign of Watertown Square will not have an effect on housing more people because of the general decline in population in Massachusetts over the past few years. He also cited population movement from states like California and New York to states like Florida and Texas.

Russ Arico – 49 Fayette Street – Presented a list of names that opposed the proposed parking garage behind CVS and called for planting of more trees. He also characterized a garage as hypocrisy with regard to committing to bike and pedestrian efforts. He stated that this represents the vast majority of neighborhood residents' opinions.

6. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS

- A. Minutes from City Council Meeting May 12, 2026

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

The motion carried unanimously in a Roll Call Vote.

7. PRESIDENT'S REPORT

President Sideris thanked the efforts made in making the Memorial Day Parade a success, specifically Human Services Director Jenna Bancroft.

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

A. Memorial Day Proclamation

President Sideris read the Proclamation.

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

The motion carried unanimously in a Voice Vote.

9. LEGISLATIVE UPDATE

State Representatives John Lawn and Steven Owens provided the following updates from the State House.

Tax shift legislation for Watertown

- Ongoing work with Ways & Means Chair, Rep. Lawn, Rep. Owens, and Sen. Brownsberger
- The City Council President and City Manager testified to explain complexity and differences from Boston's situation
- Strong advocacy and weekly communication underway
- It is expected to pass, hopefully within a few weeks
- The Revenue Committee timeline target is June 26, though delegation is pushing to move faster

Digital legal notices home rule petition

- Currently in House on its third reading
- Similar requests from multiple communities
- Decision pending on whether to pass individual bills or create a statewide local option approach

Chapter 90 funding (roads)

- Bill expected to pass imminently
- Watertown allocation: ~\$950,000 (up from ~\$730,000 in FY25)
- Increase due to additional \$100M distributed based on road miles rather than population/economic activity

Fair Share Amendment funding

- Generating ~\$3.1 billion in revenue statewide
- Helped offset federal funding cuts
- Secured \$100,000 for special education costs in Watertown
- Additional earmarks include housing authority support

Federal funding challenges

- ~\$3.5 billion in federal cuts impacting the state, especially in healthcare
- State is working to manage resulting financial pressure

Watertown financial condition

- Watertown is recognized as one of the strongest municipalities in the state
- Long-term fiscal stewardship highlighted (schools, pensions, OPEB funding)
- Viewed as a model by other communities

Potential future initiative

- Discussion of a long-term lease/partnership for the Watertown (DCR) pool
- State lacks capacity to maintain it but Watertown could potentially take over
- Early-stage idea for future council consideration

Overall priority

- Immediate focus remains on successfully passing the tax shift legislation for Watertown

President Sideris asked what will happen if the tax classification does not get heard before formal sessions end.

Representative Lawn replied that it can pass in an informal session, but the goal is to have it done by the end of formal session in July.

President Sideris then noted the prospect of Watertown taking control of the DCR public pool, and asked if it was a possibility to roll Cannalonga Park into a memorandum of understanding alongside it.

Representative Lawn replied that is certainly a possibility as the DCR has been long underfunded.

10. COMMITTEE OF THE WHOLE

A. Public Hearing and Vote on the Fiscal Year 2027 Budget and Related Matters

City Auditor Langan read through each departmental budget line of the Fiscal Year 2027 Budget.

President Sideris “passed” on Information Technology (IT) Personnel line item and the Police Supplies and Services line item. Regarding the IT pass, he noted that the change is directly related to eliminating an established position, and asked what the administration is doing to help the employee transition.

City Manager Proakis replied that the union contract requires impact bargaining when a position is eliminated. He noted that it is complex, and not yet finished, but it is an ongoing conversation to ensure a soft landing for the individual.

President Sideris withdrew his pass on that matter. He then stated that his intention with the Police Services pass is to place a referral to the Public Safety Committee for further discussion on implementing a drone for policing purposes. He then withdrew that pass.

City Auditor Langan then read Watertown’s Fiscal Year 2027 proposed other financing sources as well as the Fiscal Year 2027 Water and Sewer Enterprise Budgets.

Councilor Piccirilli moved to reconsider the budget in the hope that the motion fails and Councilor Palomba seconded.

The motion failed unanimously in a Roll Call Vote.

11. MOTIONS, ORDINANCES, ORDERS, AND RESOLUTIONS

A. Resolution Authorizing a Transfer of Funds in the Amount of \$1,887,000 to Reduce Debt Associated with Previously Approved Loan Orders:

<u>From</u>	<u>Amount</u>
Fiscal Year 2026 Planned Debt Account	\$1,409,756
Fiscal Year 2026 Authorized/Unissu ed Debt Account	\$147,244
Fiscal Year 2026 Water Planned Debt Account	\$80,000
Fiscal Year 2026 Sewer Planned Debt Account	\$250,000
<u>To</u>	<u>Amount</u>
Fiscal Year 2026 Transfer to Capital Projects - IT Account	\$250,000
Fiscal Year 2026 Transfer to Capital Projects - Public Buildings Account	\$415,000
Fiscal Year 2026 Transfer to Capital Projects - City Account	\$1,222,000

City Auditor Langan stated that this item represents buying down debt to strengthen bond ratings and general financial situation. The administration is getting ready to go to market on several items, and this item takes advantage of a surplus in previously authorized unissued debt to facilitate buying down loan orders.

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

The motion carried unanimously in a Roll Call Vote.

- B. 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)

President Sideris noted that there is a typo in the item as it is a Watertown Library role and not a Recreation Department role.

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

The motion carried unanimously in a Roll Call Vote.

12. COMMUNICATIONS FROM THE CITY MANAGER

A. Request for Confirmation of Appointment to the Cultural Council

City Manager Proakis requested confirmation of appointment for Simone Worsdale to the Cultural Council.

President Sideris stated that this gets referred to the Committee on Economic Development and Planning.

B. Request for Confirmation of Appointment to the Stormwater Committee

City Manager Proakis requested confirmation of appointment for Christopher Conner as a member of the Stormwater Committee.

President Sideris stated that this gets referred to the Committee on Public Works.

City Manager Proakis announced that Mount Auburn Cemetery became the first cemetery in the US to earn the Agza Green Zone certification with using battery electric equipment for their grounds and cutting 16 annual tons of carbon emission.

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

There were no requests.

11. ANNOUNCEMENTS

Councilor Gardner announced two new public art installations in Coolidge Square.

President Sideris announced his annual meeting which will be held on June 8th from 5:30 to 7:00 PM. He then announced the Watertown High School Grand Opening which will be on September 1st.

12. PUBLIC FORUM

David Cain – 99 Pleasant Street – Stated that US law requires each district to have the same number of people in it. He made claims that people are moving from blue states to

red states due to cost of living and taxes. He then demanded the City Council to cut taxes while calling for an increased budget for the Police Department.

13. RECESS OR ADJOURNMENT

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

The motion was adopted unanimously in a Roll Call Vote.

The meeting adjourned at 8:00 p.m.

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

Mark S. Sideris, Council President
s:/BTM

ELECTED OFFICIALS

Mark S. Sideris,
Council President

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

Caroline Bays,
Councilor At Large

John G. Gannon,
Councilor At Large

Theophilus Offei,
Councilor At Large

Anthony Palomba,
Councilor At Large

Nicole Gardner,
District A Councilor

Lisa J. Feltner,
District B Councilor

Emily Izzo,
District D Councilor

City Council Meeting
Tuesday, May 26, 2026 at 6:15 PM
Richard E. Mastrangelo Council Chamber
Administration Building, 149 Main Street
List of Documents

1. Memorial Day Proclamation – Item 8A
2. Transfer of Funds - \$1,887,000 – Buy Down Debt – Item 11A
3. 20b – Beth Wobbe – Item 11B
4. Request for Confirmation to the Cultural Council – Item 12A
5. Request for Confirmation to the Stormwater Committee – Item 12B
6. Submission from Russ Arico and David Cain

**ADDENDUM TO THE
MINUTES OF THE MAY 26,
2026 CITY COUNCIL
MEETING**



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Richard E. Mastrangelo Council Chamber

Agenda

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 - 7. PRESIDENT’S REPORT
 - 8. PRESENTATION OF PETITIONS, PROCLAMATIONS, AND SIMILAR PAPERS AND MATTERS
 - A. Memorial Day Proclamation

- 9. LEGISLATIVE UPDATE
- 10. COMMITTEE OF THE WHOLE
 - A. Public Hearing and Vote on the Fiscal Year 2027 Budget and Related Matters
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 - B. Request for Confirmation of Appointment to the Stormwater Committee

13. REQUESTS FOR INFORMATION/REVIEW OF LIST OF PENDING MATTERS
14. ANNOUNCEMENTS
15. PUBLIC FORUM
16. RECESS OR ADJOURNMENT

ELECTED OFFICIALS

Mark S. Sideris,
Council President

John G. Gannon,
Councilor At Large
Nicole Gardner,
District A Councilor

Vincent J. Piccirilli, Jr.,
Vice President &
District C Councilor
Theophilus Offei,
Councilor At Large
Lisa J. Feltner,
District B Councilor

Caroline Bays,
Councilor At Large

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

**CITY COUNCIL ATTENDANCE
MEETING DATE: MAY 26, 2026**

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

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: MAY 26, 2026**

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

Motion to enter into Executive Session

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: MAY 26, 2026**

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

Motion to adopt the minutes from City Council Meeting May 12, 2026

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: MAY 26, 2026**

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

Motion to approve the Memorial Day Proclamation



Watertown City Council

Administration Building 149

Main Street

Watertown, MA 02472

Phone: 617-972-6470

MEMORIAL DAY PROCLAMATION

WHEREAS, In the aftermath of the Civil War, communities across the nation gathered to honor the soldiers who had given their lives, marking the first Decoration Day and;

WHEREAS, Following World War I, the nation again united to honor those who died in service to our country. Renamed Memorial Day, the last Monday in May is a time to remember and honor the men and women who gave their lives in all American wars and conflicts; and

WHEREAS, Throughout our history, thousands of Massachusetts residents have answered the call to serve-defending our nation, our freedoms, and our way of life; and

WHEREAS, Their courage, sacrifice, and devotion to duty represent the very best of the Commonwealth and continue to inspire generations; and

WHEREAS, We must pause to remember those who made the ultimate sacrifice and recommit ourselves to honoring their legacy through service, unity, and gratitude.

NOW THEREFORE BE IT PROCLAIMED: That the City Council of the City of Watertown hereby proclaims May 25, 2026 to be Memorial Day and urges all residents to take cognizance of this event and participate fittingly in its observance.

IN WITNESS WHEREOF,

I hereunto set my hand
and caused the Great Seal of
The City of Watertown on this
26th day of May 2026.

Mark S. Sideris, Council President



**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: MAY 26, 2026**

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

Motion to reconsider the Fiscal Year 2027 Budget and Related Fiscal Matters

Order Confirmation

Brendan McCarthy
 Watertown City Council
 149 Main Street
 Watertown, MA 02472

Thank you for placing your Legal Notice in The Boston Globe.

Your order information and a preview of your notice are displayed below for your review. If there are any changes or questions, please contact the Classified Department at 617-929-1314 or email legals@globe.com.

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Publication	Boston Globe	Number of dates	1
First Run Date	04/25/2026	Last Run Date	04/25/2026
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AD PREVIEW:

LEGAL NOTICE

In accordance with Watertown City Charter and Council Rules, The City Council of the City of Watertown hereby gives notice that it will meet, as the Committee of the Whole, for the purpose of holding public hearings on the City Manager's Proposed Budget for Fiscal Year 2027. Each hearing will be held in-person in the Richard E. Mastrangelo Council Chamber and online at the following link: <https://watertown-ma.zoom.us/j/92991331344> which may be found on the City of Watertown's website, on the following days:

Wednesday, May 6, 2026 – 6:00PM: Constituent Services, Information Technology, City Clerk / Elections, Community Development & Planning, Health and Human Services Departments, Public Safety Departments, Non-Department Appropriations (Debt, Capital Projects, Etc.)

Monday, May 11, 2026 – 6:00PM: Human Resources, Public Buildings, Library, Recreation Departments, School Department, Department of Public Works, Water & Sewer Enterprise Budgets

Tuesday, May 12, 2026 – 6:00PM: City Council, City Manager, Auditing, Procurement, Assessing, Treasurer / Collector, Parking Lots & Meters, City Attorney

Under this schedule, it's anticipated that the City Council will take formal action on the Fiscal Year 2027 Budget at its regular meeting on Tuesday, May 26, 2026 at 7pm.

The Fiscal Year 2027 General Budget, as proposed, totals \$226,212,930, the Fiscal Year 2027 Water and Sewer Enterprise Budgets, as proposed, total \$25,320,380.

Interested parties are encouraged to participate in these Public Hearings. A copy of the proposed budget is available for inspection at the Administration Building, 149 Main Street, Watertown, MA 02472 in the City Clerk's Office Monday through Thursday 8:30 a.m. through 5:00 p.m., on Tuesday evening up to 7:00 p.m., and Friday 8:30 a.m. through 12:30 p.m., and on the City's website page: www.watertown-ma.gov.

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: MAY 26, 2026**

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

Motion to authorize a transfer of funds in the amount of \$1,877,000 from various Fiscal Year 2026 Planned Debt accounts to various 2026 Capital Projects accounts



Watertown City Council

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

RESOLUTION # 54

2026 – R – 54

RESOLUTION APPROVING A TRANSFER OF FUNDS BETWEEN VARIOUS FISCAL YEAR 2026 DEBT ACCOUNTS TO VARIOUS FISCAL YEAR CAPITAL PROJECTS ACCOUNTS TO BUY DOWN DEBT


BE IT RESOLVED: That the City Council of Watertown hereby approves the transfer of funds in the amount of \$1,887,000 from the various Fiscal Year 2026 Planned Debt accounts to various Fiscal Year 2026 Capital Projects accounts.

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



Council Member

I hereby certify that at a meeting of the City Council for which a quorum was present, the above resolution was adopted by a vote of 8 for, 0 against, and 0 present on May 26, 2026.



Brendan T. McCarthy, Council Clerk



Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

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

Caroline Bays,
Councilor At Large

John G. Gannon,
Councilor At Large

Theophilus Offei,
Councilor At Large

Anthony Palomba,
Councilor At Large


Nicole Gardner,
District A Councilor

Lisa J. Feltner,
District B Councilor

Emily Izzo,
District D Councilor



WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council
From: George J. Proakis, City Manager 
Date: May 18, 2026
RE: Agenda Item – Transfer of Funds

Attached is correspondence from City Auditor Megan Langan regarding the requested transfer of \$1,887,000 to reduce debt associated with previously approved loan orders.

City Auditor Langan has confirmed that sufficient funds are available in the FY26 Debt Retirement Authorized/Unissued and Planned Debt accounts. In line with the City's long-standing financial practice, these funds may be applied to reduce the original loan order amounts, thereby lowering the permanent borrowing required for the related projects. This transfer will reduce the borrowing authorization for the loan orders identified in the Auditor's correspondence. Applying these funds now decreases long-term interest costs and supports the City's commitment to responsible debt management.

I respectfully request that this transfer be added to the agenda for the City Council meeting on May 26, 2026.

Thank you for your attention to this matter.



WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER
 FROM: MEGAN LANGAN, CITY AUDITOR *ML*
 DATE: MAY 18, 2026
 RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

Per your request, please find attached a Transfer of Funds request for the buy down of debt on approved loan orders in the amount of \$1,887,000 for Fiscal Year 2026.

The City is in the process of going to the Bond Market to finance infrastructure improvements by permanently borrowing for projects/items from 23 loan orders the Honorable City Council previously approved on June 24th, September 9th, September 23rd, October 14th, November 12th, December 9th, January 13th, January 27th, February 10th, March 10th, March 24th, April 14th and May 28th of Fiscal Year 2026.

Consistent with previous years, monies are available in the Fiscal Year 2026 Debt Retirement Authorized/Unissued and Planned Debt accounts to be applied to the original loan order amounts thereby reducing the permanent borrowing amounts for the related projects/items.

The borrowing for the following loan orders are intended to be reduced as a result of monies available in the Fiscal Year 2026 Debt Retirement Authorized/Unissued and Planned Debt accounts:

Date of Loan Order	Project	Original Loan Order Amount	Paydown Amount	Permanent Borrowing Amount
January 13, 2026	District Security Enhancements	\$95,000	\$95,000	\$0.00
September 23, 2025	IT Infrastructure Buildout	\$250,000	\$250,000	\$0.00
June 24, 2025	Parker Building Construction	\$5,778,000	\$355,000	\$5,423,000
January 27, 2026	Highway Skid Steer	\$65,000	\$65,000	\$0.00
January 27, 2026	Snow & Ice Loader ¾ Yard	\$107,000	\$107,000	\$0.00
January 27, 2026	Cemetery Off Road Utility Veh. 4x4	\$30,000	\$30,000	\$0.00
January 27, 2026	Cemetery Backhoe	\$140,000	\$140,000	\$0.00
January 27, 2026	Parks & Forestry Skid Steer	\$75,000	\$75,000	\$0.00
September 23, 2025	Parker Bldg. Sidewalk/Snowblower	\$60,000	\$60,000	\$0.00
January 27, 2026	Fleet Traffic Supervisor Vehicle #C10	\$80,000	\$80,000	\$0.00
January 27, 2026	Cemetery Dump Truck #202	\$100,000	\$100,000	\$0.00
January 27, 2026	Parks & Forestry Bucket Truck #74	\$200,000	\$200,000	\$0.00
January 27, 2026	Water Utility Vehicle	\$80,000	\$80,000	\$0.00
March 10, 2026	Sewer System Improvements	\$750,000	\$250,000	\$500,000

Additionally, reducing the permanent borrowing amounts is consistent with a “very strong debt profile” which is one of the factors Standard & Poor’s Rating Services had cited in the most recent affirmation of the City’s AAA Bond Rating.

Therefore, in order to partially fund the above-mentioned June 24, 2025, September 23, 2025, January 13, 2026, January 27, 2026 and March 10, 2026 loan orders, I respectfully request the attached transfer be placed on the May 26, 2026 City Council Agenda.


Thank you for your consideration in this matter.

TRANSFER AMOUNT: \$ 1,887,000

FROM:	FY 2026 PLANNED DEBT 0171000-590927	\$ 1,409,756
	FY 2026 AUTHORIZED/UNISSUED DEBT 0171000-590926	\$ 147,244
	FY 2026 WATER PLANNED DEBT 600059-590927	\$ 80,000
	FY 2026 SEWER PLANNED DEBT 610059-590927	\$ 250,000
TO:	FY 2026 TRANSFER TO CAPITAL PROJECTS - IT 0193059-596511	\$ 250,000
	FY 2026 TRANSFER TO CAPITAL PROJECTS - PUBLIC BUILDINGS 0193059-596509	\$ 415,000
	FY 2026 TRANSFER TO CAPITAL PROJECTS - CITY 0193059-596502	\$ 1,222,000

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

5/18/2026
DATE


CITY AUDITOR

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: MAY 26, 2026**

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

Motion to approve employment exemption (20(b))



WATERTOWN
MASSACHUSETTS
HUMAN RESOURCES

MEMORANDUM

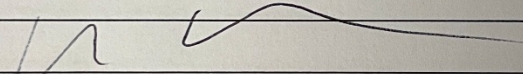
To: Honorable City Council
From: Colleen Doyle, Human Resources Director
Date: May 21, 2026
RE: Chapter 268, Section 20b exemption

Enclosed for consideration is a Chapter 286A, Section 20b disclosure for Elizabeth Wobbe. Her primary position with the City is with the Watertown Public Schools as a Multilingual Instructional Coach and will serve as a Project Literacy Teacher with the Watertown Free Public Library. There are no other employees from the Library who can fill this position.

**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:	Elizabeth Wobbe
Title/ Position	Multilingual Instructional Coach
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	Watertown Public Schools
Agency Address	30 Common Street Watertown, MA 02472
Office phone:	(617) 926-7700
Office e-mail:	Elizabeth.wobbe@watertown.k12.ma.us
	Check one: ___ Elected or ___ X Non-elected
Starting date as a municipal employee.	09/03/2024
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	<p>ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p>___ 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</p> <p>___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p>___ I have a non-elected, compensated municipal employee position.</p> <p>___ A municipal agency has a contract with me.</p> <p>___ 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.</p> <p>___ 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.</p>
BOX # 2 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p>___ 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.</p> <p>My financial interest in a municipal contract is:</p>

financial interest.	<input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract. <input type="checkbox"/> 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. <p align="center">-- OR --</p> <input checked="" type="checkbox"/> 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: <input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position. <input type="checkbox"/> A municipal agency has a contract with me. <input type="checkbox"/> 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. <input type="checkbox"/> 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 Watertown Free Public Library 123 Main St, Watertown, MA 02472
Please put in an X to confirm these facts.	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <input checked="" type="checkbox"/> My Municipal Agency is not the contracting agency. <input checked="" type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency. <input checked="" type="checkbox"/> 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. <input checked="" type="checkbox"/> 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. An evening summer teaching position with Project Literacy.
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. Project Literacy teachers earn \$30/hour

Date when you acquired a financial interest	6/2/2026
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it. N/A
Date when your immediate family acquired a financial interest	N/A
Write an X to confirm each statement.	<p>FOR A CONTRACT FOR PERSONAL SERVICES –</p> <p>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).</p> <p>I will have a contract with a municipal agency to provide personal services.</p> <p><input checked="" type="checkbox"/> The services will be provided outside my normal working hours as a municipal employee.</p> <p><input checked="" type="checkbox"/> The services are not required as part of my regular duties as a municipal employee.</p> <p><input checked="" type="checkbox"/> For these services, I will be compensated for not more than 500 hours during a calendar year.</p>
Employee signature:	
Date:	5/20/26

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

INFORMATION ABOUT HEAD OF CONTRACTING AGENCY	
Name:	
Title/ Position	
Municipal Agency:	
Agency Address:	
Office Phone:	
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:	
Office Phone:	
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
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council
From: George J. Proakis, City Manager 
Date: May 19, 2026
RE: Request for Confirmation – Appointment to the Cultural Council

Pursuant to the Watertown Home Rule Charter and Town Council Ordinance 2007-46, I am submitting a request for appointment to the Cultural Council, which requires Council confirmation. This appointment will be to fill the unexpired term of Nick Haddad.

- Simone Worsdale - Appointment as a member of the Cultural Council to a term expiring May 15, 2027

Thank you for your anticipated cooperation in this matter.



WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council
From: George J. Proakis, City Manager 
Date: May 19, 2026
RE: Request for Confirmation – Appointment to the Stormwater Committee

Pursuant to the Watertown Home Rule Charter and Town Council Ordinance 2007-46, I am submitting a request for appointment to the Stormwater Committee, which requires Council confirmation. This appointment will be to fill the unexpired term of Lilia Moscalu.

- Christopher Coner - Appointment as a member of the Stormwater Committee to a term expiring July 15, 2027

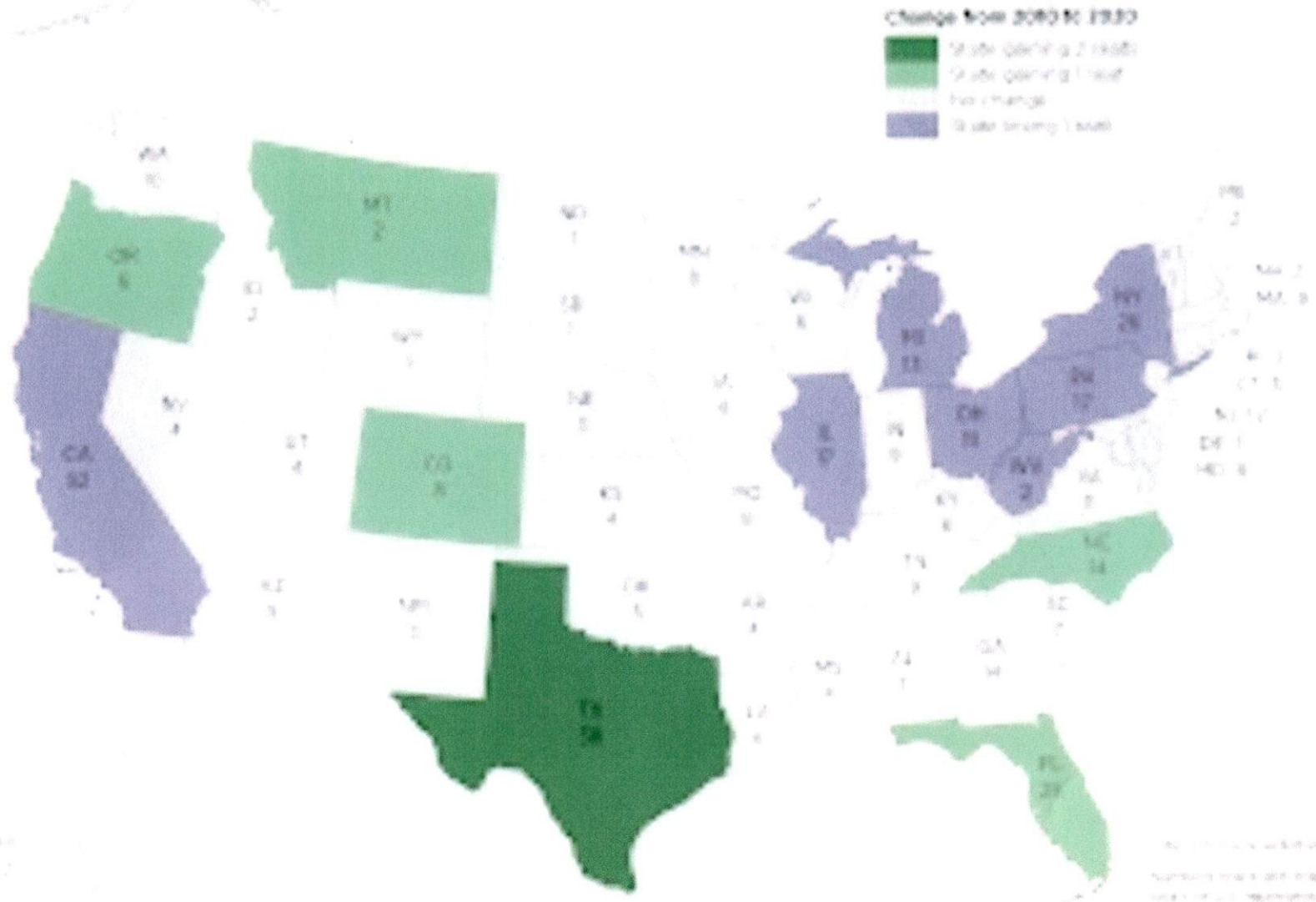
Thank you for your anticipated cooperation in this matter.

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: MAY 26, 2026**

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

Motion to adjourn

Apportionment of the U.S. House of Representatives Based on the 2020 Census



Source: U.S. Census Bureau, 2020 Census. Numbers may vary slightly from actual 2020 apportionment.

Mr President, City Counselors, I've presented you with a petition from part of the Watertown Sq neighborhood. 2 blocks north of the proposed Watertown Square garage. The petition reads as follows:

We the people, the undersigned residents of the Watertown Square neighborhood, oppose the proposed replacement of the open space parking lot with trees, behind CVS, with a parking garage. We urge the City to preserve this space and increase the number of trees within the existing parking lot to improve air quality and neighborhood livability.

If you vote for this garage you will commit hypocrisy. After constantly committing to getting people out of their cars walking, riding bikes and taking public transportation, this is in direct conflict.

You have a fiduciary responsibility to the neighborhood, you do not have a fiduciary responsibility to the developers.

In a 2 block radius, 51 people, an overwhelming majority of people signed. Some people were not home, some did not come to the door. For those that came to the door, 10 wanted more info. Only one felt we needed more parking, but all of the people that signed thanked me for doing this and many were not aware of how large the Watertown Square plan is, including the garage.

Russ Arico

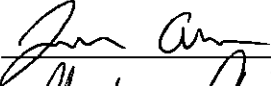
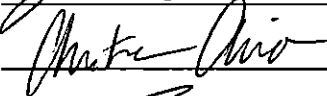
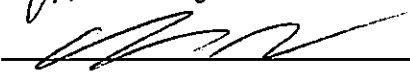

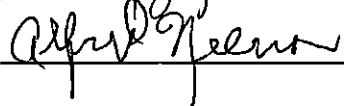
City of Watertown - Citizens' Petition

We the people, the undersigned residents of the Watertown Square neighborhood, oppose the proposed replacement of the open space parking lot with trees, behind CVS, with a parking garage. We urge the City to preserve this space and increase the number of trees within the existing parking lot to improve air quality and neighborhood livability.

Printed Name	Address	Signature
RUSSELL J. ARICO	49 Fayette St	Russell J. Arico
Eva Arico	49 Fayette St	Eva Arico
DAN McMANUS	44 FAYETTE ST.	Dan McManus
O'MALLEY MICHAEL	48 FAYETTE ST	Michael J. O'Malley
KAREN DRUMWAY	48 FAYETTE ST	Karen Drumway
NANCY C. KILLIAN	41 FAYETTE ST.	Nancy C. Killian
Doug Gracie	8 Fayette St	Doug Gracie
Paul Andre Martocchia	15 Fayette St.	Paul Andre Martocchia
Patricia Martocchia	15 Fayette	Patricia Martocchia
Caroline Prinn	35 Fayette St.	Caroline Prinn
ERIC MORRIS	24 Fayette St	Eric Morris
Ryan Mahmood	26 Fayette St	R.M.
ART HUTCHINSON	9 FAYETTE ST.	Art Hutchinson

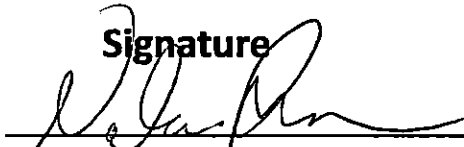




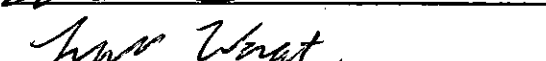
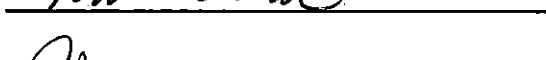
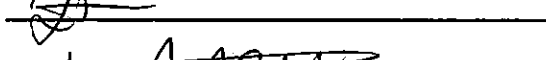
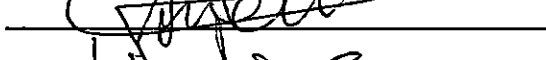

City of Watertown - Citizens' Petition

We the people, the undersigned residents of the Watertown Square neighborhood, oppose the proposed replacement of the open space parking lot with trees, behind CVS, with a parking garage. We urge the City to preserve this space and increase the number of trees within the existing parking lot to improve air quality and neighborhood livability.

Printed Name	Address	Signature
John Arico	27 Pearl Street	
Christina Arico	25 Pearl Street	
Jeff Young	13 Pearl St.	
Lucy Joyal	43 Pearl St.	
AL NEENAN	47 PEARL ST	

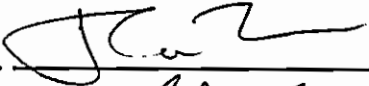
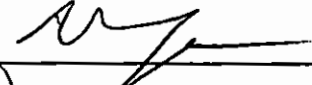


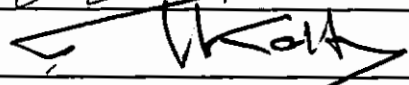
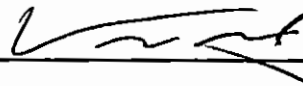



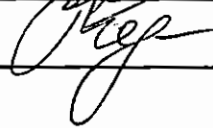
City of Watertown - Citizens' Petition

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Printed Name	Address	Signature
Nabil Aslan:	88 Summer St Watertown	
Emily O'Bryan	710 Summer St -	
Budy Hernandez	74 Summer St	
Joe Price	94 Summer	
Luke Wooten	44 Summer Street	
Eson Teberck	54 Spring Street	
Latifa Allaoui	9 Dana Terrace	
Ahmed Haroui	9 A Dana Ter	
Sarah Humphrey	15 Dana Tr.	
Stephanie Hackett	14 Dana Terrace	Stephanie Hackett
Anjali Wali	12 Dana Terrace	




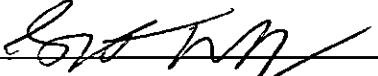
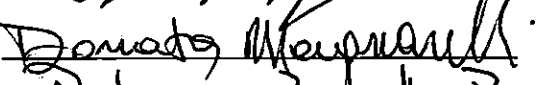


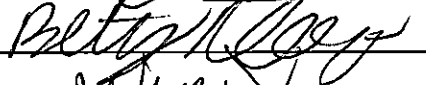

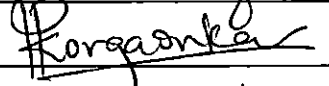

City of Watertown - Citizens' Petition

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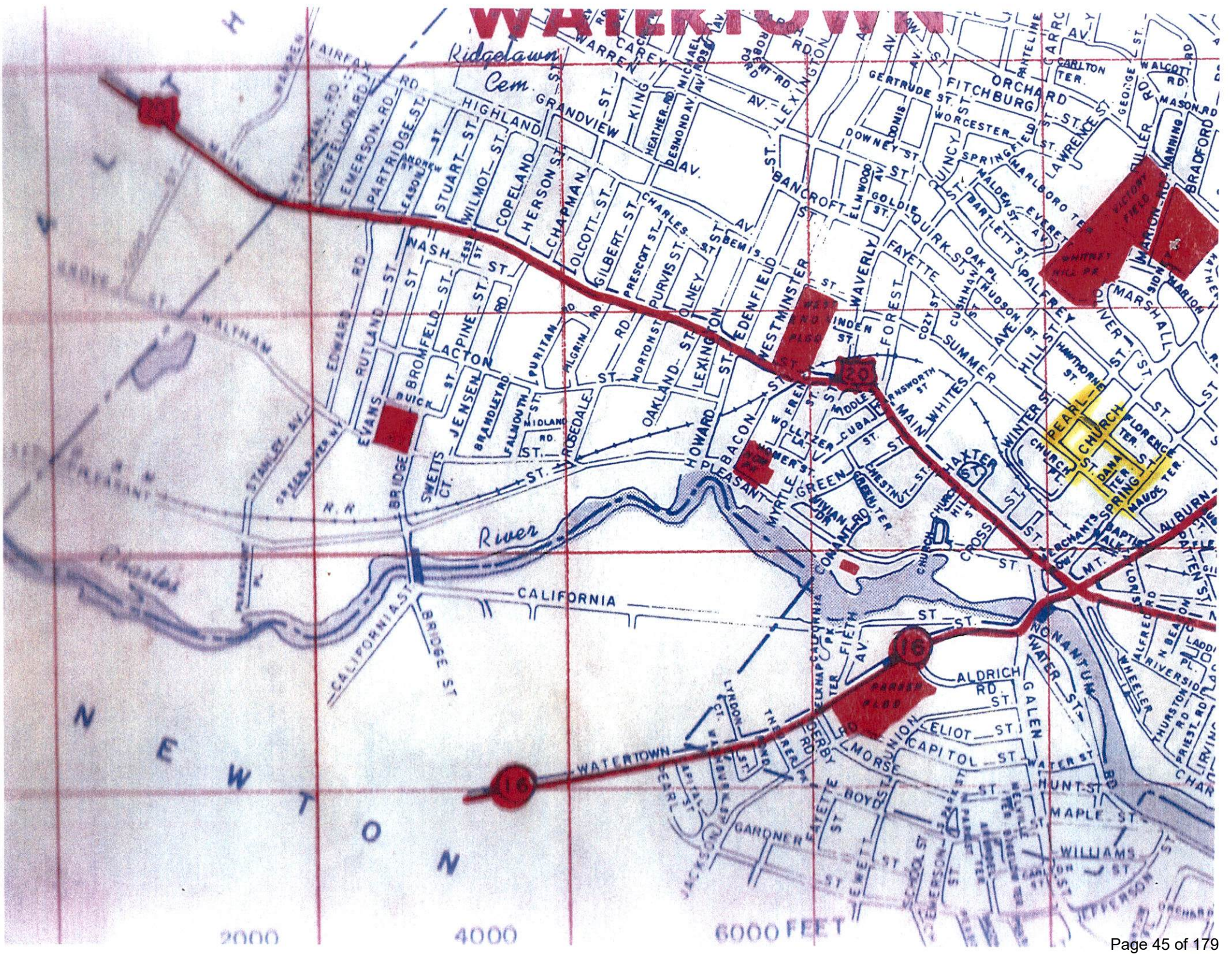
Printed Name	Address	Signature
Jenna Toukovich	60 Church St.	
Alex Balychev	56 Church St	
Poyin Chen	58 Church St.	
Jianning Yin	68 Church St.	
THEO KATRAMIS	74 Church St.	
DWIGHT NORRIS	70 Church St.	
Amalia DerHohannesian	70 Church St.	
Michael Thomas	28 Church St	
Boris Eroimskiy	87 Church St	
Elena Cherkasova	77 Church St	

City of Watertown - Citizens' Petition

We the people, the undersigned residents of the Watertown Square neighborhood, oppose the proposed replacement of the open space parking lot with trees, behind CVS, with a parking garage. We urge the City to preserve this space and increase the number of trees within the existing parking lot to improve air quality and neighborhood livability.

Printed Name	Address	Signature
Goede Colak	70 Spring St. Watertown	
Chris Silville	47 Spring St Watertown	
Sarah Osborn	67 Spring St Watertown	
Seth Detch	71 S Park St	
DONATA MAGNARELLI	89 Spring St	
Patricia Zorrilla	71 Spring St	
Richard Martinsen	91 Spring St	
Betsy Delciampo	91 Spring St	
Maurice De Roy	91 Spring St	
Parimal Korgaonkar	95 Spring St	
Vivian Wei	104 Spring St	

WATERTOWN



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

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

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

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

- b. In the event the Council terminates the employment of the Manager, the Manager shall be entitled to receive the equivalent of twelve months of his salary calculated at his then current salary rate as his sole and exclusive severance compensation. This compensation shall be payable in either a lump sum or periodic payments over no more than twelve months, as the Council shall determine. The Manager shall not be entitled to any additional severance payment or compensation in the event of such termination. In the event the Manager is terminated for criminal conduct or gross misconduct, the Manager shall not be entitled to any severance compensation.
 - c. The Manager may request to end the term of this Agreement early. To end the term of this Agreement before the end date, the Manager must provide 90 days' prior notice to the Council and the Council must approve the Manager's request made under this subparagraph c. The Council will not unreasonably withhold its approval. Such early termination by the Manager shall not trigger severance compensation as otherwise contemplated in subparagraph b herein.
- 4. Salary. The Council shall set the salary of the Manager by ordinance. The Council shall cause the Manager's salary to be paid with the same frequency as the salaries of non-unionized department heads of the City.
 - a. Effective August 15, 2026, the salary of the Manager shall be set at \$255,668
 - b. Effective July 1, 2027, the salary of the Manager shall be set at \$267,173
 - c. Effective July 1, 2028, the Council shall consider adjusting the salary of the Manager following any performance evaluation the Council may conduct or cause to be conducted.
 - d. No reduction in salary or benefits shall occur during this Agreement except to the degree such a reduction is part of a general reduction of benefits to the City's non-unionized administrators.
- 5. Automobile allowance. In recognition that the Manager's duties require that a vehicle be used and mileage incurred, the Council shall provide the Manager with an annual car allowance. Such allowance shall be \$4000 annually, and shall be paid with the same frequency as the salaries of non-unionized department heads of the City. The Manager shall be responsible for all costs of operation, maintenance and repair of his vehicle.
- 6. Vacation Leave. The Manager will accrue vacation leave at the rate of 2.083 days for each complete month of service, the equivalent of twenty-five days each calendar year. The Manager may carry forward from one calendar year to the next calendar year no more than one week of unused vacation leave. The Manager may, at his option, elect to have the City "buy back" up to five (5) vacation days per year. This buy back will be subject to all legally required withholdings. The Manager shall obtain prior approval from the Council President before utilizing more than two consecutive weeks of vacation leave.
- 7. Sick Leave. The Manager shall accrue sick leave at the monthly rate of 1.25 days for each complete month of service, the equivalent of fifteen days each calendar year. If the Manager's employment is concluded by his death or retirement, but under no other circumstance, the Council shall buy back the Manager's accrued sick leave balance at the rate of 25% of its value, up to a maximum of \$6,500.00 (six thousand five hundred

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

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

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

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

CITY: City Council President

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

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

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

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

City of Watertown
City Council

Mark S. Sideris, Council President

George J. Proakis, Manager

Approved as to Form

City Attorney



Watertown City Council

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

PROCLAMATION CELEBRATING JUNE AS PRIDE MONTH – 2026

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

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

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

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

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

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

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

IN WITNESS HEREOF,

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

Mark S. Sideris, Council President



Watertown City Council

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

JUNETEENTH PROCLAMATION

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

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

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

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

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

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

IN WITNESS WHEREOF,

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



Watertown City Council

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

NOTICE OF PUBLIC HEARING – NSTAR ELECTRIC DBA EVERSOURCE

Grant of Location: North Beacon Street WO # 23740012

May 14, 2026

Dear Abutters:

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

ACCESS INFORMATION:

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

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

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

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

Standard Conditions

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

14. The Applicant shall indemnify, defend, and hold harmless the City of Watertown and its employees from all claims, damages, or losses arising out of the installation, maintenance, or failure of the utility infrastructure authorized by this Grant of Location.

15. Unless otherwise authorized in writing by the DPW or the Watertown Police Department (WPD), or in the event of a documented emergency, work within the Public ROW shall be limited to the hours of 7:00 AM to 4:00 PM, Monday through Friday. Work may be permitted to occur on Saturday from the hours of 8:00 AM to 4:00 PM at the sole discretion of the DPW and WPD.

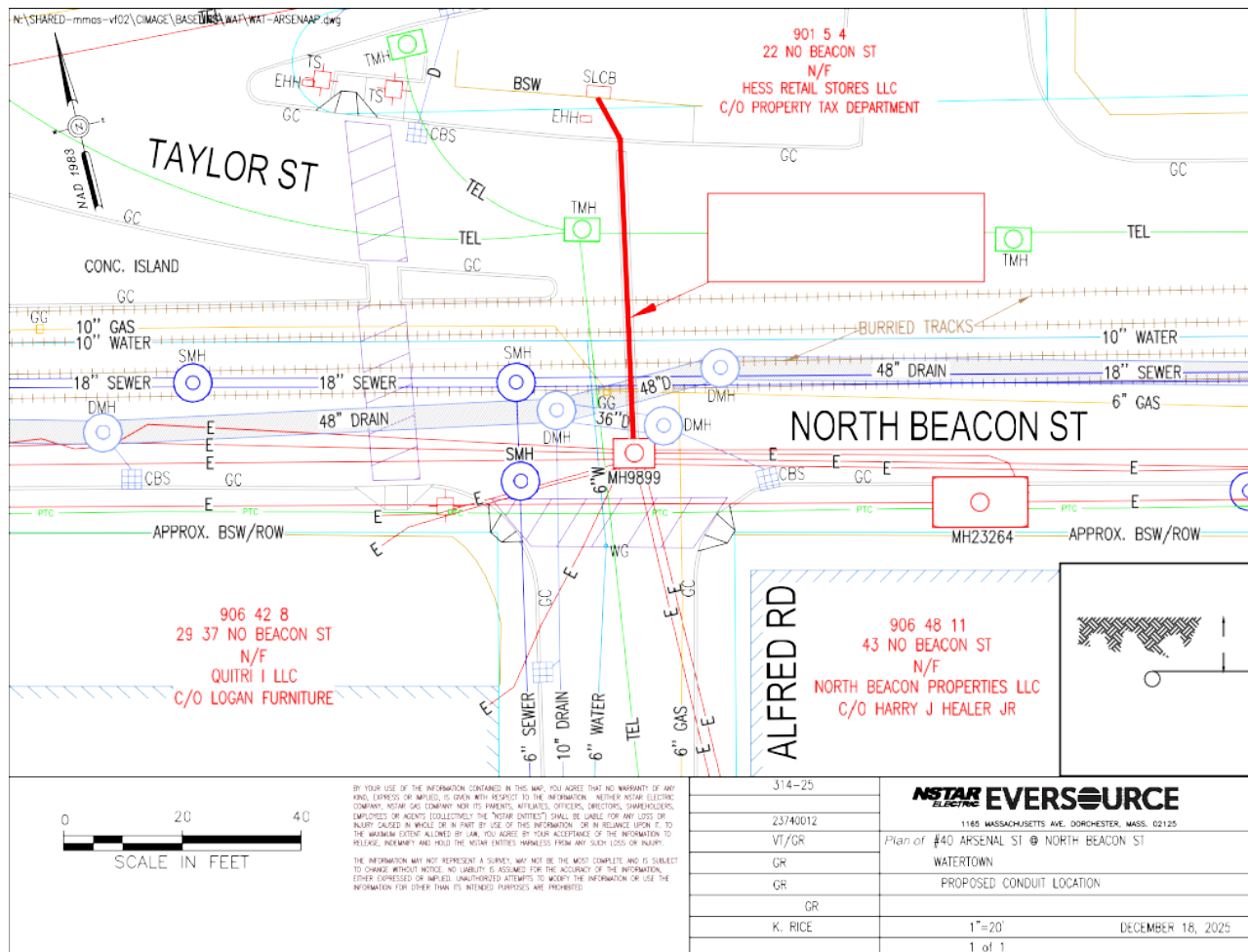
16. The Applicant shall provide the DPW and the Watertown Police Department with a 24-hour emergency contact name and phone number for a representative authorized to address site safety or infrastructure issues.

17. The Contractor shall install catch basin filter inserts (e.g., "Silt Sacks") in all storm drains within 100 feet of the work zone or as directed by the DPW. To prevent "track-out" onto public ways, the Contractor shall perform street sweeping of the work area and adjacent streets, as necessary or as determined by the DPW. If sediment enters the MS4 system due to inadequate controls, the Contractor shall be responsible for the professional cleaning of the affected reach at no cost to the City.

18. No trench backfilling, utility covering, or permanent surface restoration shall proceed until the work has been inspected and authorized by a DPW Inspector. The Applicant must provide a minimum of 24-hour notice to the DPW to schedule these inspections. At the City's discretion, the Applicant may be required to provide certified compaction testing results from an independent laboratory for any trenching within the roadway travel lane before the final paving courses are applied.

Location Photos





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

Sincerely,

Watertown City Council

ELECTED OFFICIALS

Mark S. Sideris,
Council President

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

Caroline Bays,
Councilor At Large


John G. Gannon,
Councilor At Large
Nicole Gardner,
District A Councilor

Theophilus Offei,
Councilor At Large
Lisa J. Feltner,
District B Councilor

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



WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER
FROM: MEGAN LANGAN, CITY AUDITOR 
DATE: JUNE 09, 2026
RE: AMENDED AGENDA ITEM – TRANSFER OF FUNDS REQUEST

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

The breakdown of various projects is noted below:

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

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

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

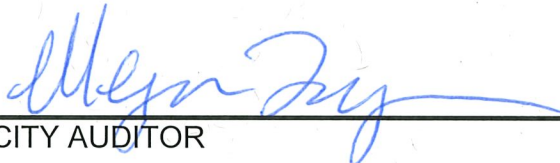
Thank you for your consideration in this matter.

AMENDED TRANSFER
TOTAL AMOUNT: \$ 754,600

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

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

6/19/2026
DATE


CITY AUDITOR



WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council
From: George J. Proakis, City Manager
Date: May 26, 2026
RE: Agenda Item – Transfer of Funds

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

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

Thank you for your attention to this matter.



WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: GEORGE PROAKIS, CITY MANAGER
FROM: MEGAN LANGAN, CITY AUDITOR *ML*
DATE: MAY 26, 2026
RE: AGENDA ITEM – TRANSFER OF FUNDS REQUEST

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

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

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

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

Thank you for your consideration in this matter.

TRANSFER AMOUNT \$3,000,000

FROM: FY 2026 WMS STABILIZATION TRANS OUT TO OTHER FUNDS \$ 3,000,000
85105-596000

TO: FY 2026 WATERTOWN MIDDLE SCHOOL FEASABILITY TRANSF IN FROM OTHER FUNDS \$ 3,000,000
55274-497026

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


5/26/20
DATE



CITY AUDITOR



WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council
From: George J. Proakis, City Manager 
Date: June 2, 2026
RE: Agenda Item – Authorization to Procure Server Hardware and Software Through a
Five-Year Lease Agreement

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

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

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

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

Thank you for your attention to this matter.



WATERTOWN
MASSACHUSETTS
INFORMATION TECHNOLOGY DEPARTMENT

MEMORANDUM

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

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

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

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

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

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

The proposed lease terms are as follows:

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

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

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

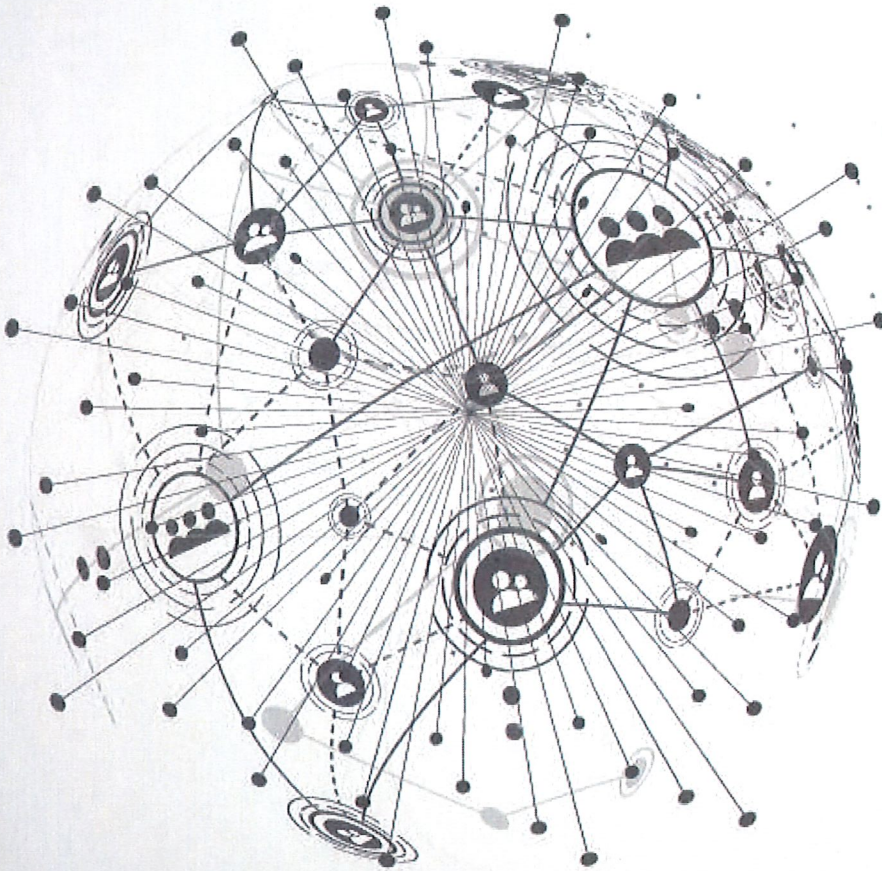
Please let me know if any additional information is required prior to placing this item on the City Council agenda.

With appreciation,



Chief Technology Officer

We have prepared a quote for you



Scale for PD and City Hall

Quote # 014932
Version 1
Opportunity:

Prepared for:
City Of Watertown

Maurice Myrie
mmyrie@watertown-ma.gov

Prepared by:
Hub Technical Services LLC

Stacey Mavilia
smavilia@hubtech.com



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



Professional Services

State Contract ITC 73

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

Introduction:

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

Project Objectives:

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

Project Overview:

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

Phase 1: Town Hall Migration

Phase 1.1: Planning & Network Configuration

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

Phase 1.2: Scale HCI Deployment

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



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Phase 1.3: Server Build & Migration

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

Phase 2: Police Department Migration

Phase 2.1: Planning & Network Configuration

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

Phase 2.2: Scale HCI Deployment

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

Phase 2.3: Server Build & Migration

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

Phase 3: Disaster Recovery Setup

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

Scope of Services:

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

Client Responsibilities:

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



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- Review and approve migration schedules

Success Criteria:

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

Exclusions:

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

HUB Care Agreement Impact:

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

Shipping Information:

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

Assumptions:

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



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- Estimates are subject to change

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

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



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

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

Subtotal: \$181,826.82



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Scale for PD and City Hall

Quote Information:

Quote #: 014932

Version: 1

Delivery Date: 06/02/2026

Expiration Date: 06/30/2026

Prepared for:

City Of Watertown

149 Main Street

Watertown, MA 02472

Maurice Myrie

(617) 715-8631

mmyrie@watertown-ma.gov

Prepared by:

Hub Technical Services LLC

Stacey Mavilia

(508) 238-9887

smavilia@hubtech.com

Quote Summary

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

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

Hub Technical Services LLC

City Of Watertown

Signature: _____

Signature: _____

Name: Stacey Mavilia

Name: Maurice Myrie

Title: Inside Sales Account Manager

Date: _____

Date: 06/02/2026



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Terms & Conditions

Statement of Confidentiality

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

Quotation Terms

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

Terms, Conditions, and Procedures

Change of Scope Procedures

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

General Terms

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

Payment Terms

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

Terms of Sales for Professional Services

Client will designate primary contact(s) for scheduling installations. Normal service delivery hours are 8:30AM-5:30PM; Monday through Friday. After hours and weekend service will be billed at a higher rate. Travel charges will apply beyond 50 mile radius of Hub Tech's main office. Rates are subject to change with a fifteen-day written notice. Support contracts, support services and related replacement parts may be subject to sales, use or other applicable local taxes and is based on the location to which the parts or services are delivered. Unless otherwise noted, HUB Technical Services, LLC prices does not include taxes. The Client acknowledges it has the responsibility to pay all taxes if applicable.

Warranty: 30 days from date of final signoff by client.

Non-Solicit: Should the Client hire any HUB Technical Services employee during the period of this contract or within 12 months of the expiration of the contract, then the Client shall pay HUB Technical Services an amount equivalent to 26 weeks of the employee's salary to recompense HUB Technical Services for its loss.

Delays which occur due to software application related issues will constitute a "Change of Scope" and will be subject to additional labor hours.

Terms of Sales for Tangible Products



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

Warranty and Disclaimer

Warranty: HUB Technical Services, LLC warrants that the services or equipment provided comply with the statements made within this SOW and for a period of thirty (30) days from the date of signoff.

Limitation of Liability: Notwithstanding any provision contained herein to the contrary, except in case of bodily injury or death where, and then only to the extent that applicable law requires such liability, the maximum liability of HUB Technical Services, LLC to the client, or to any party whatsoever arising out of or in connection with any sale, use, or other application of any product or service delivered to the client hereunder, whether such liability arises from a claim based upon contract, warranty, tort, or otherwise, shall not under any circumstance exceed the actual amount paid by the client for the product or service giving rise to such liability.

Disclaimer of Liability: Except in case of bodily injury or death where, and then only to the extent that, applicable law requires such liability, HUB Technical Services, LLC shall not be liable for any of the client's loss of profits (even if they arise as a direct or immediate consequence of the event that generated the damages). Loss of business, loss of use or loss of data, interruption of business, nor for indirect, special, incidental or consequential damages of any kind whether under this agreement or otherwise, even if HUB Technical Services, LLC has been advised of the possibility of such loss and notwithstanding any failure of essential purpose of any limited remedy, in no case will HUB Technical Services, LLC be liable for any representation or warranty made by client, or any agent of the client.

Service provider indemnity: Client agrees to defend, indemnify and hold harmless HUB Technical Services, LLC from and against any and all damages, liabilities, costs, expenses (including reasonable attorney's fees, expert fees and other legal expenses) in connection with any suit, claim or action by any third party against the client or HUB Technical Services, LLC as a result of the actual or alleged negligence, misrepresentation, error or omission on the part of the client or its representatives relating to or concerning the products or support services provided by HUB Technical Services, LLC.

Returns


HUB Technical Services, LLC Return Policy is as follows: No returns without an RMA#.

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

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WATERTOWN
MASSACHUSETTS
AUDITING DEPARTMENT

TO: Honorable City Council
FROM: Megan Langan, City Auditor 
DATE: June 04, 2026
RE: Fiscal Year 2027 Community Preservation Fund Budget

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

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

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

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

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

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

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

cc: Community Preservation Committee



WATERTOWN
MASSACHUSETTS
RECREATION DEPARTMENT

MEMORANDUM

To: Honorable City Council

From: Ernest Thebado, Recreation Director

Date: 6.4.26

RE: Chapter 268, Section 20b exemption

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

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

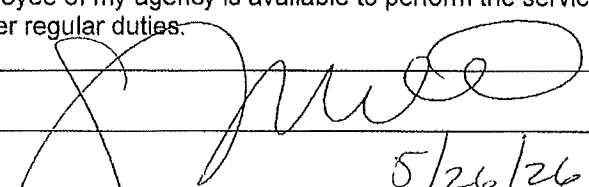
MUNICIPAL EMPLOYEE INFORMATION	
Name of municipal employee:	Andrew Allegro
Title/ Position	Counselor / Director - Recreation of Watertown
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization. Town of Watertown Public Schools, WMS,
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	February, 2015
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	ELECTED MUNICIPAL EMPLOYEE I am an elected municipal employee. <input checked="" type="checkbox"/> 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: <input checked="" type="checkbox"/> 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. <input checked="" type="checkbox"/> 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.

<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input checked="" type="checkbox"/> 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.</p> <p>-- OR --</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p>

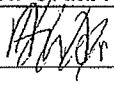
FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

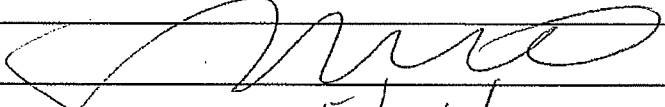
CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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.	<p>FOR A CONTRACT FOR PERSONAL SERVICES –</p> <p>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).</p> <p>I will have a contract with a municipal agency to provide personal services.</p> <p><input checked="" type="checkbox"/> The services will be provided outside my normal working hours as a municipal employee.</p> <p><input checked="" type="checkbox"/> The services are not required as part of my regular duties as a municipal employee.</p> <p><input checked="" type="checkbox"/> For these services, I will be compensated for not more than 500 hours during a calendar year.</p>
Employee signature:	
Date:	5/26/20

Attach additional pages if necessary.

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

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

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

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

<p>BOX # 2</p> <p>Select either STATEMENT #1 or STATEMENT #2.</p>	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p>NA STATEMENT # 1: I had one of the following financial interests in a contract made by a municipal agency before I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.</p>
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<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>-- OR --</p> <p><input type="checkbox"/> 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:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
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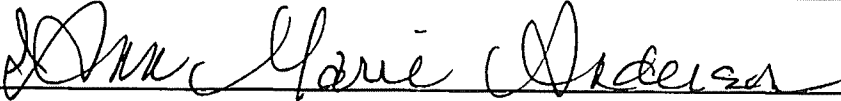
FINANCIAL INTEREST IN A MUNICIPAL CONTRACT	
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<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown Department of Recreation 149 Main Street Watertown, MA 02472</p>
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<p>Please put in an X to confirm these facts.</p>	<p>"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. <input checked="" type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input type="checkbox"/> 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.</p> <p><input checked="" type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
--	--

<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <ul style="list-style-type: none"> - Please explain what the contract is for. <p>Seasonal Employment with the Watertown Recreation Department</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <ul style="list-style-type: none"> - 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?

<p>What is your financial interest in the municipal contract?</p>	<ul style="list-style-type: none"> - Please explain the financial interest and include the dollar amount if you know it. <p>In the role of Kitchen Staff for Pequossette Summer Program, I will be compensated at an hourly wage of \$20.07 an hour for no more than 500 hours during a calendar year.</p>
<p>Date when you acquired a financial interest</p>	<p>Watertown Recreation Department – June, 2018</p> <p>Watertown Public Schools – October, 2013</p>
<p>What is the financial interest of your immediate family?</p>	<ul style="list-style-type: none"> - Please explain the financial interest and include the dollar amount if you know it.
<p>Date when your immediate family acquired a financial interest</p>	

<p>Write an X to confirm each statement.</p>	<p>FOR A CONTRACT FOR PERSONAL SERVICES –</p> <p>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).</p> <p>I will have a contract with a municipal agency to provide personal services.</p> <p><input checked="" type="checkbox"/> The services will be provided outside my normal working hours as a municipal employee.</p> <p><input checked="" type="checkbox"/> The services are not required as part of my regular duties as a municipal employee.</p> <p><input type="checkbox"/> For these services, I will be compensated for not more than 500 hours during a calendar year.</p>
<p>Employee signature:</p>	
<p>Date:</p>	<p>5-27-2026</p>

Attach additional pages if necessary.

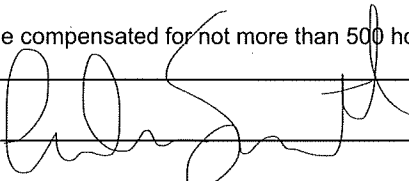
NOT A PERSONAL SERVICES CONTRACT -- File disclosure with the city or town clerk.

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

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

MUNICIPAL EMPLOYEE INFORMATION	
Name of municipal employee:	Aileen Smith
Title/ Position	School Nutrition worker
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	Jan 2023
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	<p>ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p>___ 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</p> <p>___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p>___ I have a non-elected, compensated municipal employee position.</p> <p>___ A municipal agency has a contract with me.</p> <p>___ 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.</p> <p>___ 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.</p>
BOX # 2 Select either STATEMENT #1 or STATEMENT #2.	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p>___ 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.</p>

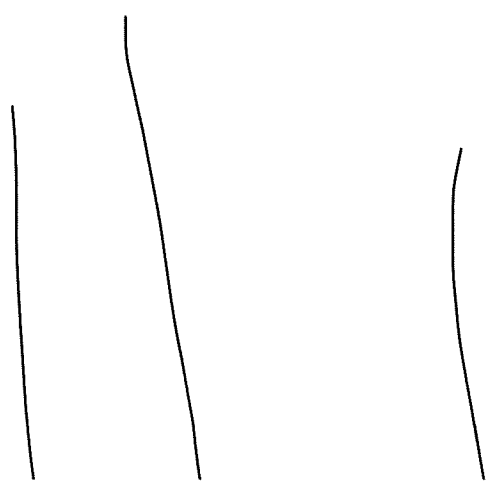
<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization.</p> <p>-- OR --</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p>

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

Attach additional pages if necessary.

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

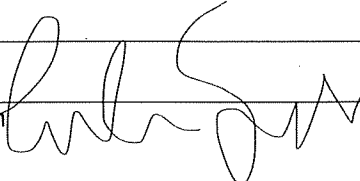
SEE CERTIFICATION AND APPROVAL REQUIRED FOR PERSONAL SERVICES CONTRACTS, BELOW.



FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Brian Donato
Title/ Position	Special Education Teacher, Director of the Pequotsette Summer Recreation Program
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	06/01/92
BOX # 1 Select either STATEMENT #1 or STATEMENT #2 . Write an X beside your financial interest.	<p>ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p>___ 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</p> <p>___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p>___ I have a non-elected, compensated municipal employee position.</p> <p>___ A municipal agency has a contract with me.</p> <p>___ 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.</p> <p>___ 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.</p>
BOX # 2 Select either STATEMENT #1 or STATEMENT #2 .	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p>___ 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.</p>

<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>-- OR --</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p> <p>Seasonal Employment with the Watertown Recreation Department</p>

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

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

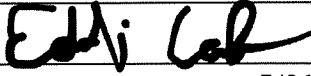
	INFORMATION ABOUT APPROVING BODY
Name:	
Title/ Position	
Agency Address:	149 Main Street Watertown, MA 02472
Office Phone:	617-972-6470
	APPROVAL
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to a municipal agency, identified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

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

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

MUNICIPAL EMPLOYEE INFORMATION	
Name of municipal employee:	Edward Cafua
Title/ Position	8th Grade Mathematics Teacher / Associate Director of Pequotsette Summer Recreation Program
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization. /
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	6/01/2010
BOX # 1	ELECTED MUNICIPAL EMPLOYEE
Select either STATEMENT #1 or STATEMENT #2.	I am an elected municipal employee .
Write an X beside your financial interest.	<p><input type="checkbox"/> 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</p> <p><input checked="" type="checkbox"/> STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
BOX # 2	NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE
Select either STATEMENT #1 or STATEMENT #2.	I am a non-elected municipal employee .
	<input type="checkbox"/> 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.

<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>-- OR --</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p> <p>Seasonal Employment with the Watertown Recreation Department</p>

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. In the role of the Associate Director of the Pequossette Summer Recreation Program, I will be compensated \$32.97 per hour for no more than 500 hours during a calender year.
Date when you acquired a financial interest	Watertown Public Schools - August 2018 Watertown Recreation Department - June 2019
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	<p>FOR A CONTRACT FOR PERSONAL SERVICES –</p> <p>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).</p> <p>I will have a contract with a municipal agency to provide personal services.</p> <p><input checked="" type="checkbox"/> The services will be provided outside my normal working hours as a municipal employee.</p> <p><input checked="" type="checkbox"/> The services are not required as part of my regular duties as a municipal employee.</p> <p><input checked="" type="checkbox"/> For these services, I will be compensated for not more than 500 hours during a calendar year.</p>
Employee signature:	
Date:	5/26/2026

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

**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:	Enic Fortado
Title/ Position	Support Staff / Pequotsette Recreation
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
Check one:	<input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	2010 Watertown Recreation Department - June, 2011 Watertown Public Schools - November, 2019
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	<p>ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p>___ 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</p> <p>___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p>___ I have a non-elected, compensated municipal employee position.</p> <p>___ A municipal agency has a contract with me.</p> <p>___ 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.</p> <p>___ 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.</p>
BOX # 2 Select either STATEMENT #1 or STATEMENT #2.	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p><u>N/A</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.</p>

<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>- OR -</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input checked="" type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input checked="" type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input type="checkbox"/> 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.</p> <p><input checked="" type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p>

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

Attach additional pages if necessary.

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

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

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Lily Anderson
Title/ Position	Nurse
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	4/13/26
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	<p style="text-align: center;">ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p><input type="checkbox"/> 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</p> <p><input type="checkbox"/> 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:</p> <p><input type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>

BOX # 2 Select either STATEMENT #1 or STATEMENT #2.	NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE I am a non-elected municipal employee . <input checked="" type="checkbox"/> 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.
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Write an X beside your financial interest.	My financial interest in a municipal contract is: <input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract. <input type="checkbox"/> 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 -- <input type="checkbox"/> 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: <input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position. <input type="checkbox"/> A municipal agency has a contract with me. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> 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.
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FINANCIAL INTEREST IN A MUNICIPAL CONTRACT	
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Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
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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 . <input checked="" type="checkbox"/> My Municipal Agency is not the contracting agency. <input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency. <input checked="" type="checkbox"/> 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. <input type="checkbox"/> The contract was made after public notice or through competitive bidding.
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FILL IN THIS BOX OR THE BOX BELOW	ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU. - Please explain what the contract is for. 2nd Position with the Recreation Department
FILL IN THIS BOX OR THE BOX ABOVE	ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY. - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for? Agency Nurse with Soliant Health LLC contracted for a nursing position at Watertown Middle School until June 24th, 2026

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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

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

Form revised February, 2012

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

MUNICIPAL EMPLOYEE INFORMATION	
Name of municipal employee.	Michaela Antonellis
Title/ Position	Teacher
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization. Watertown Public Schools
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
Check one:	<input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	
BOX # 1	ELECTED MUNICIPAL EMPLOYEE
Select either STATEMENT #1 or STATEMENT #2.	I am an elected municipal employee.
Write an X beside your financial interest.	<p>— 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</p> <p>— STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p>— I have a non-elected, compensated municipal employee position.</p> <p>— A municipal agency has a contract with me.</p> <p>— 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.</p> <p>— 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.</p>
BOX # 2	NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE
Select either STATEMENT #1 or STATEMENT #2.	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.

<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>- OR -</p> <p>STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p> <p>Job Coach</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p>

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.
	<input checked="" type="checkbox"/> The services will be provided outside my normal working hours as a municipal employee. <input type="checkbox"/> The services are not required as part of my regular duties as a municipal employee. <input checked="" type="checkbox"/> For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	<i>[Handwritten Signature]</i>
Date:	5/27/26

Attach additional pages if necessary.

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

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

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

MUNICIPAL EMPLOYEE INFORMATION	
Name of municipal employee:	Nursel Cinar
Title/ Position	School Nutrition Worker ^(OBJ)
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: <input type="checkbox"/> Elected or <input type="checkbox"/> Non-elected
Starting date as a municipal employee.	September 2018 ^(OBJ)
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	<p>ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p>___ 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</p> <p>___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p>___ I have a non-elected, compensated municipal employee position.</p> <p>___ A municipal agency has a contract with me.</p> <p>___ 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.</p> <p>___ 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.</p>
BOX # 2 Select either STATEMENT #1 or STATEMENT #2.	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p>___ 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.</p>

<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>-- OR --</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p> <p>Kitchen Staff</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p> <p>Seasonal Employee with Recreation Department</p>

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

Attach additional pages if necessary.

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

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

Attach additional pages if necessary.

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

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

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Nathan Master
Title/ Position	Recreation Intern
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: ___ Elected or <u>X</u> Non-elected
Starting date as a municipal employee.	06/08/2026
BOX # 1 Select either STATEMENT #1 or STATEMENT #2. Write an X beside your financial interest.	<p>ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p>___ 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</p> <p>___ 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:</p> <p>___ I have a non-elected, compensated municipal employee position.</p> <p>___ A municipal agency has a contract with me.</p> <p>___ 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.</p> <p>___ 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.</p>

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.
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Write an X beside your financial interest.	My financial interest in a municipal contract is: ___ A municipal agency has a contract with me, but not an employment contract. ___ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. -- OR -- ___ STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency. My financial interest in a municipal contract is: ___ X ___ I have a non-elected, compensated municipal employee position. ___ A municipal agency has a contract with me. ___ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ___ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
---	--

FINANCIAL INTEREST IN A MUNICIPAL CONTRACT	
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Name and address of municipal agency that made the contract	City of Watertown 149 Main Street Watertown, MA 02472
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Please put in an X to confirm these facts.	"My Municipal Agency" is the municipal agency that I serve as a municipal employee . The "contracting agency" is the municipal agency that made the contract . ___ My Municipal Agency is not the contracting agency. ___ My Municipal Agency does not regulate the activities of the contracting agency. ___ X ___ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ___ The contract was made after public notice or through competitive bidding.
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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. <input type="checkbox"/> X The services will be provided outside my normal working hours as a municipal employee. <input checked="" type="checkbox"/> X The services are not required as part of my regular duties as a municipal employee. <input type="checkbox"/> X For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	Nathan Master
Date:	05/28/2026

Attach additional pages if necessary.

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

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

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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

Form revised February, 2012

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

MUNICIPAL EMPLOYEE INFORMATION	
Name of municipal employee:	Stephen Helberg
Title/ Position	Associate Director
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	June 26, 2026
BOX # 1 Select either STATEMENT #1 or STATEMENT #2 . Write an X beside your financial interest.	<p>ELECTED MUNICIPAL EMPLOYEE</p> <p>I am an elected municipal employee.</p> <p>___ 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</p> <p>___ STATEMENT #2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p>___ I have a non-elected, compensated municipal employee position.</p> <p>___ A municipal agency has a contract with me.</p> <p>___ 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.</p> <p>___ 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.</p>
BOX # 2 Select either STATEMENT #1 or STATEMENT #2 .	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p>___ 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.</p>

<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>-- OR --</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"My Municipal Agency" is the municipal agency that I serve as a municipal employee.</p> <p>The "contracting agency" is the municipal agency that made the contract.</p> <p><input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>
<p>FILL IN THIS BOX OR THE BOX BELOW</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.</p> <p>- Please explain what the contract is for.</p> <p>2nd Position with the Recreation Department</p>
<p>FILL IN THIS BOX OR THE BOX ABOVE</p>	<p>ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.</p> <p>- Please identify the person or entity that has the contract with the municipal agency.</p> <p>- What is your relationship to the person or entity?</p> <p>- What is the contract for?</p>

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.	<p>FOR A CONTRACT FOR PERSONAL SERVICES –</p> <p>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).</p> <p>I will have a contract with a municipal agency to provide personal services.</p> <p><input checked="" type="checkbox"/> The services will be provided outside my normal working hours as a municipal employee.</p> <p><input checked="" type="checkbox"/> The services are not required as part of my regular duties as a municipal employee.</p> <p><input checked="" type="checkbox"/> For these services, I will be compensated for not more than 500 hours during a calendar year.</p>
Employee signature:	
Date:	

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Spencer Pettiglio
Title/ Position	Instructional Assistant/Camp Pequossette Senior Counselor
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	
BOX # 1	ELECTED MUNICIPAL EMPLOYEE
Select either STATEMENT #1 or STATEMENT #2.	I am an elected municipal employee.
Write an X beside your financial interest.	<p><input type="checkbox"/> 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</p> <p><input type="checkbox"/> 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:</p> <p><input type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>

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

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

Attach additional pages if necessary.

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

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

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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

Form revised February, 2012

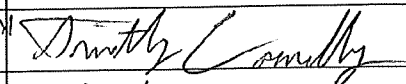
**DISCLOSURE BY MUNICIPAL EMPLOYEE
OF FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
AS REQUIRED BY G. L. c. 268A, § 20(b)**

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Timothy Connelly
Title/ Position	Head Counselor
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	City of Watertown - Recreation Department
Agency Address	149 Main Street Watertown, MA 02472
Office phone:	617-972-6494
Office e-mail:	recreation@watertown-ma.gov
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected
Starting date as a municipal employee.	
BOX # 1	ELECTED MUNICIPAL EMPLOYEE
Select either STATEMENT #1 or STATEMENT #2.	I am an elected municipal employee.
Write an X beside your financial interest.	<input type="checkbox"/> 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 <input type="checkbox"/> 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: <input type="checkbox"/> I have a non-elected, compensated municipal employee position. <input type="checkbox"/> A municipal agency has a contract with me. <input type="checkbox"/> 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. <input type="checkbox"/> 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.

<p>BOX # 2</p> <p>Select either STATEMENT #1 or STATEMENT #2.</p>	<p>NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE</p> <p>I am a non-elected municipal employee.</p> <p><input checked="" type="checkbox"/> 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.</p>
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<p>Write an X beside your financial interest.</p>	<p>My financial interest in a municipal contract is:</p> <p><input type="checkbox"/> A municipal agency has a contract with me, but not an employment contract.</p> <p><input type="checkbox"/> 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.</p> <p>-- OR --</p> <p><input type="checkbox"/> STATEMENT # 2: I will have a new financial interest in a contract made by a municipal agency.</p> <p>My financial interest in a municipal contract is:</p> <p><input checked="" type="checkbox"/> I have a non-elected, compensated municipal employee position.</p> <p><input type="checkbox"/> A municipal agency has a contract with me.</p> <p><input type="checkbox"/> 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.</p> <p><input type="checkbox"/> 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.</p>
<p>FINANCIAL INTEREST IN A MUNICIPAL CONTRACT</p>	
<p>Name and address of municipal agency that made the contract</p>	<p>City of Watertown 149 Main Street Watertown, MA 02472</p>
<p>Please put in an X to confirm these facts.</p>	<p>"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. <input type="checkbox"/> My Municipal Agency is not the contracting agency.</p> <p><input type="checkbox"/> My Municipal Agency does not regulate the activities of the contracting agency.</p> <p><input checked="" type="checkbox"/> 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.</p> <p><input type="checkbox"/> The contract was made after public notice or through competitive bidding.</p>

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. <input type="checkbox"/> X The services will be provided outside my normal working hours as a municipal employee. <input checked="" type="checkbox"/> X The services are not required as part of my regular duties as a municipal employee. <input type="checkbox"/> X For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	5/27/26

Attach additional pages if necessary.

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

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

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

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

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

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

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

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

Form revised February, 2012



Watertown City Council Committee on Climate and Energy

**Councilor Palomba, Chair, Councilor Bays, Vice Chair, Councilor Offei, Secretary
Committee Report**

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

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

Purpose of the Meeting

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

Opening Remarks

Councilor Offei

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

Councilor Palomba (Chair)

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

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

Staff Presentation: Three-Year Metrics Review

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

Plan Actions Status Overview

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

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

Context and Purpose of the Metrics Review

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

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

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

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

Discussion by Plan Element

1. Buildings and Energy

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

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

Discussion

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

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

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

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

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

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

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

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

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

2. Transportation and Mobility

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

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

Discussion

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

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

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

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

3. Natural Resources

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

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

Discussion

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

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

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

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

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

4. Infrastructure and Waste

Staff reported the following:

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

Discussion

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

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

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

5. Public Health and Community Preparedness

Staff reported the following:

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

Discussion

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

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

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

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

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

Next Steps

Councilor Palomba closed the presentation and summarized the path forward:

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

Meeting Summary

Key Findings

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

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

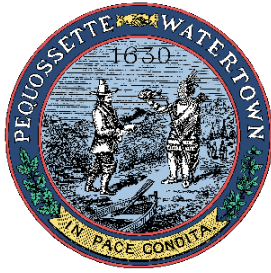
Action Items and Next Steps

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

Motions and Votes

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

The meeting adjourned 7:50 PM



Committee on Public Safety Report

May 19, 2026

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

Daniel Grieneisen

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

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

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

Robert Airasian

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

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

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

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



Report of the Rules and Ordinances Committee

Meeting Date: May 13, 2026

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

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

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

Attachments to this report are as follows:

- A: Watertown's current noise ordinance
- B: The proposed new Watertown noise ordinance as of March 12th, 2026 (the Committee's first meeting on the proposal)
- C: The proposed new Watertown noise ordinance as of May 6th, 2026 (prior to this meeting's edits being made)
- D: Proposed language for the Statement of Purpose from Councilor Feltner
- E: The draft procedure for the noise waiver

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Report prepared by Nicole Gardner

Chapter 95

NOISE REGULATIONS

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

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

- (A) No person owning, leasing or controlling a source of sound shall willfully, negligently, or through failure to provide necessary equipment, service, or maintenance or to take necessary precautions cause, suffer, allow or permit unnecessary emissions from said source of sound that may cause noise.
- (B) Division (A) of this section shall pertain to, but shall not be limited to, prolonged unattended sounding of burglar alarms, construction and demolition equipment which characteristically emit sound but which may be fitted and accommodated with equipment such as enclosures to suppress sound or may be operated in a manner so as to suppress sound, suppressible and preventable industrial and commercial sources of sound, and other man-made sounds that cause noise.
- (C) All devices employed in construction or demolition shall be prohibited from use during the hours of:
 - (1) 7:00 p.m. to 7:00 a.m. from Monday through Friday;
 - (2) 7:00 p.m. on Fridays through 8:00 a.m. on Saturdays; and
 - (3) 7:00 p.m. on Saturdays through 8:00 a.m. on Sundays.

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

- (A) The City hereby incorporates into and makes a part of this chapter the provisions of Chapter 310 Code of Massachusetts Regulations, Section 7.00 entitled Air Pollution Control Regulations.
- (B) These regulations shall govern the definitions, measurement and restriction of sources of noise emission.
- (C) For the purposes of this chapter, a "condition of noise pollution" shall be a noise source which increases noise levels 10 dB or more above the background noise level. If the noise level is judged by ear to have a tonal sound, an increase of 5 dB above background noise level is sufficient to cause noise pollution.

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

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

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

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

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

- (A) The emission of sound for the purpose of alerting persons to the existence of an emergency or to the emission of sound in the performance of emergency work or in training exercises related to emergency activities.
- (B) Noncommercial public speaking and public assembly activities as guaranteed by state and federal constitutions.
- (C) Domestic equipment such as lawn mowers and power saws between the hours of 7:00 a.m. and 9:00 p.m.

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

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

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

- (A) Any person who violates any provision of this chapter, if convicted, shall be fined no less than \$50 nor more than \$100 for the first offense and not less than \$200 nor more than \$500 for each succeeding offense.
- (B) Each subsequent day or part thereof of violation of this chapter, whether the violation be continuous or intermittent, shall be construed as a separate and succeeding offense.

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

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

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

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

95.01 Statement of Purpose

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

95.02 Definitions:

- A. Construction and demolition: Any of the following:
1. excavation, highway construction, land development or land clearing work;
 2. the erection, demolition, alteration, repair, or relocation of any building or structure, which uses powered equipment including, but not limited to, backhoes, trucks, tractors, excavators, earth moving equipment, compressors, motorized or power hand tools, manual tools, or equipment of a similar nature as well as two-way radios or other communication equipment;
 3. the use of any equipment for recycling, screening, separating, or any other processing of soil, rocks, concrete, asphalt or other raw material
- B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action
- C. Emergency work: Any work performed for the purpose of preventing or alleviating the physical hazard or property damage threatened or caused by an emergency
- D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A)
- E. A-weighted decibels (dbA): The A-weighted sound-pressure level expressed in decibels

- F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made
- G. Plainly audible: Any sound that can be detected by a person of normal hearing ability using his or her unaided hearing facilities

95.03 Prohibition of Noise Pollution

- A. Any activity, other than those exempted by 95.03(B) below, which creates or produces sound measured at 10 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
 - 1. The property line of any residential property or of any condominium or apartment house
 - 2. At least fifty feet away from the source of noise if in a non-residential setting if applicable
- B. Noise emanating from the operation of the following is exempt from the application of this section 95.03:
 - 1. Motor vehicles on a public highway
 - 2. Equipment used for construction and demolition
 - 3. Equipment used in domestic or commercial maintenance
 - 4. Domestic animals on a residential or commercial property
 - 5. Noncommercial public speaking and public assembly as protected by state and federal constitutions
 - 6. An emergency or emergency work
 - 7. City-sponsored events
- C. No person owning, leasing or controlling a source of sound shall cause, suffer, allow or permit unnecessary emissions from said source of sound that causes noise pollution via any of the following manners:
 - 1. Willfully
 - 2. Negligently
 - 3. Or through failure to provide necessary equipment, service, or maintenance or to take necessary precautions

95.04 Construction and Demolition

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

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

95.08 Domestic and Commercial Maintenance

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

95.09 Noise Waiver

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

95.10 Enforcement

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

95.99 Penalty

- A. Any person who violates any provision of this chapter shall be issued a verbal warning for the first offense, then fined as follows:
 - 1. \$100 for the second offense
 - 2. \$200 for the third offense
 - 3. \$300 for the fourth offense and each subsequent offense
- B. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

Note: This draft is updated as of May 6, 2026.

ORDINANCE # [REDACTED]

2026 – O – [REDACTED]

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

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

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

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

95.01 Statement of Purpose

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

95.02 Definitions:

- A. Construction and demolition: Any site preparation, assembly, erection, substantial repair, alteration, destruction, or similar action for public or private rights of way, structures, utilities, or similar property, and also the use of any equipment for any processing of any material.
- B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action
- C. Emergency work: Any work performed to prevent or alleviate the physical hazard or property damage threatened or caused by an emergency
- D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A)
- E. A-weighted decibels (dbA): The A-weighted sound-pressure level expressed in decibels
- F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made
- G. Plainly audible: any sound that is detectable and distinguishable from ambient or background noise at a specified location, such that the sound's source or character can be reasonably identified under ordinary conditions. A determination of plainly audible sound may be made by direct observation.

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

95.03 Prohibition of Noise Pollution

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

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

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

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

95.04 Construction and Demolition

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

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

95.05 Domestic and Commercial Maintenance

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

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

95.06 Waiver

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

95.07 Enforcement

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

95.08 Penalty

- A. Any person who violates any provision of this chapter shall be issued a written and verbal warning for the first offense, then fined as follows:
 - 1. \$100 for the second offense
 - 2. \$200 for the third offense
 - 3. \$300 for the fourth offense and each subsequent offense
- B. Each subsequent day or part thereof on which a violation occurs, whether continuous or intermittent, shall be considered a separate and succeeding offense.
- C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

Statement of Purpose:

Current Proposal:

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

Councilor Feltner Proposal:

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

Proposed Noise Waiver Policy and Acceptable Waiver Categories

Purpose

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

I. General Standards for Approval

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

Applicants must demonstrate that:

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

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

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

~~A. Emergency Utility or Infrastructure Repairs~~

Including:

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

~~B. Public Safety or Emergency Operations~~

Including:

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

- Disaster response; and
- Emergency debris removal.

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

Including:

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

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

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

Including:

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

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

Including:

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

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

III. Activities Generally Not Eligible for Waivers

Waivers are generally not appropriate for:

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

IV. Application Requirements

Applications should include:

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

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

V. Conditions of Approval

The Director may require:

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

- Immediate cessation for violations.

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

VI. Reservation of Authority

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



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

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

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

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

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

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

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

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

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

Skip the Stuff Ordinance

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

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

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

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

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

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

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

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

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

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

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

Noise Ordinance

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

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

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

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

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

Construction, Demolition, and Lawn Maintenance Hours

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

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

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

Domestic Lawn Maintenance hours:

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

Commercial Lawn Maintenance hours:

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

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

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

City Event Exemptions

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

Noise Complaint Reporting

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

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

Action Items

Noise Ordinance:

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

Gas-Powered Lawn Equipment

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

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

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

Report prepared by Nicole Gardner.



Watertown City Council

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

ORDINANCE # 44

2026 – O – 44

SKIP THE STUFF ORDINANCE

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

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

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

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

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

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

Chapter 118

SKIP THE STUFF

118.1 Purpose

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

118.2 Definitions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- By selecting the items in an online food ordering platform; or,
 - In response to an inquiry by the food establishment.
- B. Single-Use Foodware Accessories, including plastic Utensils, may not be wrapped in plastic or offered as bundled sets.
- C. Food Establishments may have Single-Use Foodware Accessories available at self-service stations. The self-service station may include a Single Item Dispenser. These stations must comply with the Massachusetts Retail Food Code (105 CMR 590.00).

118.4 Options with Online Food Ordering Platforms

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

118.5 Restrictions on Full Service Food

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

118.6 Exemptions

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

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

118.7 Enforcement

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

118.8 Effective Date

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

118.9 Penalty

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

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


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

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

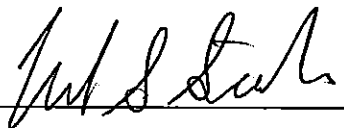


Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above ordinance was adopted by a vote of 9 for, 2 against, and 0 present on April 28, 2026.



Brendan T. McCarthy, Council Clerk



Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

John G. Gannon,
Councilor At Large
Nicole Gardner,
District A Councilor

Vincent J. Piccirilli, Jr.,
Vice President &
District C Councilor
Theophilus Offei
Councilor At Large
Lisa J. Feltner
District B Councilor

Caroline Bays,
Councilor At Large

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

Skip the Stuff: Frequently Asked Questions

1. Why did the City adopt this policy?
 - a. By only giving out single-use items when the customer asks for them, we reduce the number of items that end up unused and in the trash.
2. Can I ask customers if they want the items or do I have to wait for them to ask?
 - a. You are welcome to ask customers if they need items! You can ask a blanket question, like “Do you need any utensils with your order?” or you can offer specific items, like “Would you like a splash stick to keep your coffee from spilling?”
3. Are there any special situations I should keep in mind?
 - a. Be as customer-friendly as possible. The goal of this policy is not to deny anyone the items they need; just to reduce unwanted items. The best way for you to help your customers is to anticipate their needs, just like any service situation.

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

4. Can we just make these kinds of items available at a self-serve station?
 - a. Yes, that's one way to comply with the ordinance. If you do create a self-service station, though, be sure it's accessible to all. For example, ensure that wheelchair users can reach the items and that you verbally direct customers to the station rather than only relying on signage.
5. I'm interested in more sustainable packaging options for my restaurant.
 - a. While the City doesn't require or endorse any specific products, there are online sellers that offer products that you could switch to. Suggested resources include:
 - i. [FoodBiz Supply](#)
 - ii. [Webstaurant Store](#)
 - iii. [Good Start Packaging](#)

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

Beginning November 1, 2026:

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

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

Scan the QR code for more information



UPDATE

(city page URL)

Questions?

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

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



Food Establishment Guide



WATERTOWN
MASSACHUSETTS

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

...and bundled sets are prohibited!



chopsticks

sauce packets

napkins

straws

utensils

cup sleeves



WATERTOWN
MASSACHUSETTS





Need utensils or condiments with your order? Please ask.



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



WATERTOWN
MASSACHUSETTS



#SkipTheStuff





Need utensils or condiments with your order? Please take only what you need



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



WATERTOWN
MASSACHUSETTS



#SkipTheStuff





EMPLOYEE INFORMATION SHEET

REMEMBER

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



ASK

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



THANK YOU

For meeting the requirements of the Skip the Stuff Program!



FREQUENTLY ASKED QUESTIONS

What items are considered single-use condiments?

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

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

What items are considered single-use service ware?

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

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

Are self-serve stations permitted?

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

Can I offer customers single-use items?

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



WATERTOWN
MASSACHUSETTS



#SkipTheStuff



Note: This draft is updated as of May 14, 2026.

ORDINANCE # [REDACTED]

2026 – O – [REDACTED]

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

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

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

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

95.01 Statement of Purpose

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

95.02 Definitions:

- A. Construction and demolition: Any site preparation, assembly, erection, substantial repair, alteration, destruction, or similar action for public or private rights of way, structures, utilities, or similar property, and also the use of any equipment for any processing of any material.
- B. Emergency: Any occurrence or set of circumstances involving actual or imminent physical hazard or property damage which demands immediate action
- C. Emergency work: Any work performed to prevent or alleviate the physical hazard or property damage threatened or caused by an emergency
- D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A), or the level prescribed in 95.03 (B) in the case of tonal noise
- E. A-weighted decibels (dBA): The A-weighted sound-pressure level expressed in decibels
- F. Ambient noise level: The sound level associated with a given environment, being a composite of sounds from all sources excluding the alleged offensive noise, at the location and approximate time at which a comparison with the alleged offensive noise is to be made
- G. Plainly audible: any sound that is detectable and distinguishable from ambient or background noise at a specified location, such that the sound's source or character can be reasonably identified under ordinary conditions. A determination of plainly audible sound may be made by direct observation.

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

95.03 Prohibition of Noise Pollution

- A. Any activity, other than those exempted by 95.03(B) below, which creates or produces sound measured at 10 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
 - 1. The property line of any property.
 - 2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property
- B. When a tonal noise, as defined in 95.02 (H) above, is emitted, the creation or production of noise measured at 5 dbA above ambient noise level at any of the following locations shall be deemed a violation of this section:
 - 1. The property line of any property
 - 2. At least fifty feet away from the source of noise if on any publicly accessible space within a private property
- C. Noise emanating from the operation of the following is exempt from the application of this section 95.03:
 - 1. Motor vehicles on a public highway
 - 2. Equipment used for construction and demolition
 - 3. Equipment used in domestic or commercial maintenance
 - 4. Noncommercial public speaking and public assembly as protected by state and federal constitutions
 - 5. An emergency or emergency work
 - 6. City-sponsored events
- D. No person owning, leasing or controlling a source of noise shall cause, suffer, allow or permit unnecessary emissions from said source of noise that causes noise pollution.

95.04 Construction and Demolition

- A. All devices employed in construction or demolition which are plainly audible shall be permitted for use during the hours of 7:00 AM to 7:00 PM on Monday through Friday, and during the hours of 8:00 AM to 7:00 PM on Saturdays. All such devices shall be prohibited outside of such hours on Monday through Friday and Saturdays, and at any time on Sundays and legal holidays.
- B. Nothing in this section shall be construed to prohibit noise emanating from vehicles used in construction or demolition for the purposes of safety such as backup alarms on a vehicle.

95.05 Domestic and Commercial Maintenance

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

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

95.06 Waiver

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

95.07 Enforcement

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

95.08 Penalty

- A. Pursuant to Chapter 40, Section 21D of Massachusetts General Law and the City's non-criminal disposition ordinance, any person who violates any provision of this chapter shall be issued a written and verbal warning for the first offense, then fined as follows:
 - 1. \$100 for the second offense
 - 2. \$200 for the third offense
 - 3. \$300 for the fourth offense and each subsequent offense
- B. Each subsequent day or part thereof on which a violation occurs, whether continuous or intermittent, shall be considered a separate and succeeding offense.
- C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.

Allowed Hours for Plainly Audible Activity

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

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

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- D. Noise pollution: A noise source which increases noise level above ambient to the level prescribed in 95.03 (A), or the level prescribed in 95.03 (B) in the case of tonal noise
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- H. Tonal noise: any noise that is judged by a listener to have the characteristics of a pure tone, whine, hum, or buzz

95.03 Prohibition of Noise Pollution

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

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

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

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

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

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

95.05 Domestic and Commercial Maintenance

- A. All devices employed in domestic lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM to 8:00 PM on Monday through Friday, and from 8:00 AM to 7:00 PM on Saturdays, Sundays, and legal holidays. All such devices which are plainly audible are prohibited outside of such hours.

- B. All devices employed in commercial lawn, garden, or grounds maintenance which are plainly audible shall be permitted for use during the hours of 7:00 AM to 5:00 PM on Monday through

Friday, and from 8:00 AM to 5:00 PM on Saturdays, Sundays, and legal holidays. All such devices which are plainly audible are prohibited outside of such hours.

95.06 Waiver

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

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 - 1. \$100 for the second offense
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 - 3. \$300 for the fourth offense and each subsequent offense
- B. Each subsequent day or part thereof on which a violation occurs, whether continuous or intermittent, shall be considered a separate and succeeding offense.
- C. Nothing in this section shall be deemed to limit the use of other lawful methods of abating violations of this section, including but not limited to application for equitable relief from a court of law.



WATERTOWN
MASSACHUSETTS
OFFICE OF THE CITY MANAGER

To: Honorable City Council
From: George J. Proakis, City Manager 
Date: June 1, 2026
RE: Request for Confirmation – Appointment and Reappointments to the Council
on Aging

Pursuant to the Watertown Home Rule Charter and Town Council Ordinance 2007-46, I am submitting a request for appointment and reappointments to the Council on Aging, which requires Council confirmation.

- Phyllis Perrone - Appointment as a member of the Council on Aging to a term expiring May 15, 2029
- James O'Connor - Reappointment as a member of the Council on Aging to a term expiring May 15, 2029
- Ryan Nicholson - Reappointment as a member of the Council on Aging to a term expiring May 15, 2029

Thank you for your anticipated cooperation in this matter.