



# Watertown City Council

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

ELECTED OFFICIALS:

Mark S. Sideris,  
Council President

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

John M. Airasian  
Councilor At Large

Caroline Bays  
Councilor At Large

John G. Gannon,  
Councilor At Large

Anthony Palomba,  
Councilor At Large

Nicole Gardner,  
District A Councilor

Lisa J. Feltner,  
District B Councilor

Emily Izzo,  
District D Councilor

## **SPECIAL CITY COUNCIL MEETING WEDNESDAY, APRIL 27, 2022 AT 6:00 PM RICHARD E. MASTRANGELO COUNCIL CHAMBER MINUTES**

### **Special City Council Notice:**

- A. In accordance with the provisions of Rule 2.6 of the Rules of the City Council, and pursuant to the Call of the Council President, the members of the City Council of the City of Watertown are hereby notified of a Special Meeting of the City Council to be held on Wednesday, April 27, 2022 at 6:00 p.m., in the Richard E. Mastrangelo Council Chamber, Administration Building.

### 1. CALL TO ORDER

Council President Sideris called to order a special meeting of the City Council at 6:00 p.m. in the Richard E. Mastrangelo Chamber, Administration Building. Those present were Councilors John M. Airasian, Caroline Bays, John G. Gannon, Nicole Gardner, Lisa J. Feltner, Emily Izzo, Anthony Palomba, Vice President Vincent J. Piccirilli, Jr., and Council President Mark S. Sideris.

### 2. MEETING DISCUSSION – ACTION

- A. Presentation of the Names of the Three Finalists for the City Manager Position by Bernie Lynch of Paradigm Assoc.

Mr. Lynch discussed the process used to determine the three finalists. The City developed a position profile after completing information gathering from the public and city officials. Once the profile was approved, the position was announced and distributed. The position was broadly advertised to many organizations:

- including Massachusetts Municipal Association
- International City and County Management Association
- National Forum for Black Public Administrators
- Local Government Hispanic Network
- Women Leading Government

- League of Women in Government
- International Network of Asian Public Administrators
- Civic PRIDE.

By March 11, 2022, the application deadline, 23 candidates had responded. On March 17, 2022, 8 semi-finalists were selected, and interviews were completed on April 4 and 5, 2022. Many topics were discussed at these interviews:

- Career Overview and Interest in Watertown
- Interest in Municipal Management
- Leadership and Management Style
- Citizen Relations and Government Transparency
- Diversity, Equity, and Inclusion
- Human Resource Management and Development
- Collective Bargaining Experience
- Financial Management Experience and Philosophy
- Capital Project Management Experience
- Land Use and Community Development Experience
- Sustainability and Climate
- External Relationships
- Relationship with the City Council

Three finalists were chosen on April 7, 2022, background checks were completed as well as references.

The three finalists are

John Curran

Norman Khumalo

George Proakis

John Curran has a Master of Public Administration (UMass – Boston) and a Bachelor Degree in Psychology Management (Boston College). He has been the Billerica Town Manager since January, 2010. Prior to that, he was the Town Administrator of Maynard from April, 2006 to December, 2009 and the Mayor of Woburn from January 2002 – January 2006. Earlier experience includes some with the Sheriff's Office, an Alderman in Woburn, and private sector experience in systems and fund analysis for Invested Bank and Trust.

Norman Khumalo has an MA in Public Administration (Carleton University), an MS in Regional and Urban Planning (University of Zimbabwe), and a BS in Sociology (University of Zimbabwe). He has been the Town Manager of Hopkinton since 2009. Prior to that, he was the Assistant Town Manager in Westford from 2002 -2009 and a Planner in Wellesley from 1998-2002. While in Westford, he also served as the Town

Planner for the Town of Walpole. He also has had experience with Elder Services of Merrimack Valley and OxFam America and was a planner in Zimbabwe.

George Proakis has a Master of Planning (MIT), Master of Public Administration (Maxwell School – Syracuse University), and a BS in Civil Engineering (Northeastern University). He has worked with the City of Somerville as the Executive Director of Strategic Planning and Community Development since November 2018 and as Director of Planning and Zoning from January 2010 to November 2018. He also worked with the City of Lowell as the Planning and Permitting Director from April 2008 – January 2010 and as the Chief Planning from October 2004 to April 2008. He also had private sector experience with Fenmore Consulting Services providing environmental and economic development programs.

## B. Next Steps in the Process

Mr. Lynch suggested that the next steps should be a Community Forum to meet the Candidates, a City Council Interview, and a City Council selection.

President Sideris stated that on May 9, 2022, there would be a Public Forum meeting in the Council Chamber for the community to meet the candidates. On May 12, 2022, there would be a meeting of interviews lasting 45 – 60 mins per person. After that is completed, the Council would see if there is some consensus on a particular candidate.

When asked what might engender further discussions, Mr. Lynch stated there might be more sessions if the council decided some questions remained unanswered. In his experience, an hour was sufficient to get a sense of the candidate. It is important not to keep repeating questions but to ask new and original questions to get at the skills and character of the candidate. Whether there is a need for further meetings is a judgement call by the City Council.

Council President Sideris stated the candidates represent three distinct choices and styles which will become evident at the interviews.

Mr. Lynch explained that the Public Forum would be a meeting where each candidate provides their background and makes an opening statement. He would act as a facilitator at the public forum where the community would ask their questions. The Council interviews would be asking each candidate the same questions which can be customized based on their strengths and expertise to see how each one responds to the topic under discussion.

The findings of the survey is on city website and the information on packets on each candidate will be available to general public by the end of the evening.

3. ADJOURNMENT

Councilor Piccirilli moved to adjourn the meeting; Councilor Feltner seconded the motion. The motion was adopted unanimously on a voice vote. The meeting adjourned at 6:33 p.m.

I hereby certify that at a regular meeting of the Town Council for which a quorum was present, the above minutes were adopted by a vote of \_\_ for, \_\_ against, \_\_ present on May 24, 2022.

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Mark S. Sideris, Council President  
s:/MWP