



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

CITY COUNCIL MEETING

TUESDAY, JANUARY 24, 2023 AT 7:00 PM

**RICHARD E. MASTRANGELO COUNCIL CHAMBER
ADMINISTRATION BUILDING, 149 MAIN STREET**

AGENDA

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://watertown-ma.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 comment through email: vpiccirilli@watertown-ma.gov

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- 1. ROLL CALL
 - 2. PLEDGE OF ALLEGIANCE
 - 3. PUBLIC FORUM
 - 4. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS
 - A. Minutes of the Special City Council Meeting - January 4, 2023
 - 5. PRESIDENT'S REPORT
 - 6. MOTIONS, ORDINANCES, ORDER, AND RESOLUTIONS
 - A. First Reading on a Proposed Order Authorizing the Sum of \$300,000 Is Appropriated to Pay Costs of Designing and Constructing a New Handicap Ramp at the John A. Ryan Skating Arena, Including All Costs Incidental and Related Thereto; and That to Meet This Appropriation, the Treasurer, With the Approval of the City Manager, Is Authorized to Borrow Said Amount Under and Pursuant to MG. c.44, §7(1), or Pursuant to Any Other Enabling Authority, and to Issue Bonds or Notes of the City Therefor.
 - B. First Reading for Proposed Amendments to the Zoning Ordinance – Affordable Housing Linkage Fee
 - 7. REPORTS OF COMMITTEES

- A. Committee of the Budget and Fiscal Oversight Report Regarding the Process to Obtain Public Input on How the City Might Spend Its ARPA Funds - Vincent J. Piccirilli, Chair
 - B. Committee on Personnel and City Organization Report Regarding City Council Salaries
ACTION ITEMS:
 - 1. That the City Council Amend the Salary for City Councilors to \$8,700, effective January 1, 2024, and \$8,900 effective January 1, 2025
 - 2. That the City Council Amend the Salary for the Council President to \$12,000, effective January 1, 2024, and \$12,500 effective January 1, 2025
 - 3. That the City Council Recommend that the Next Seated City Council Create a Blue Ribbon Resident Committee Whose Purpose Will be to Study Compensation and Salary Structure for the Roles of the Council and Council President and Make Recommendations to the City Council
- 8. NEW BUSINESS
 - 9. COMMUNICATIONS FROM THE CITY MANAGER
 - A. Submission of the Proposed Fiscal Year 2024-2028 Capital Improvement Program
 - 10. REQUESTS FOR INFORMATION/REVIEW OF LIST OF PENDING MATTERS
 - 11. ANNOUNCEMENTS
 - 12. PUBLIC FORUM
 - 13. RECESS OR ADJOURNMENT



George J. Proakis
City Manager

CITY OF
WATERTOWN
Office of the City Manager

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6465
www.watertown-ma.gov
citymgr@watertown-ma.gov

To: Honorable City Council

From: George J. Proakis, City Manager

Date: January 19, 2023

RE: Agenda Item - Proposed Loan Order

Attached please find correspondence from Gregory M. St. Louis, Superintendent of Public Works requesting action be taken to authorize the Treasurer to borrow a total of \$300,000 identified for the design, construction and construction administration of a new handicap ramp located at the John A. Ryan Skating Arena. The current handicap ramp needs significant repairs as it is pulling away from the building and has sunken in places, thereby not making the ramp ADA accessible.

I respectfully request the attached proposed Loan Order of \$300,000 be placed on the January 24, 2023 City Council Agenda as a First Reading.

Thank you for your consideration in this matter.

cc: Gregory M. St. Louis, Superintendent of Public Works
Thomas P. Watkins, Director of Administration and Finance, Department of Public Works
Matthew I. Shuman, City Engineer
Steven T. Magoon, Director of Community Development and Planning/Acting Deputy City Manager
Thomas J. Tracy, City Auditor/Assistant City Manager for Finance
Melissa A. Morrissey, City Treasurer/Collector
Daniel F. Brothers, Skating Rink Manager
Peter Centola, Recreation Director



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Boston, MA 02109-1775
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hinckleyallen.com

Jay Gonzalez
(617) 378-4256
jgonzalez@hinckleyallen.com

January 19, 2023

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

RE: Draft Loan Order – Handicap Ramp

Dear George:

As requested, I suggest the following form of loan order to approve the borrowing of funds to pay costs of designing and constructing a new handicap ramp at the John A. Ryan Skating Arena:

ORDERED: That the sum of \$300,000 is appropriated to pay costs of designing and constructing a new handicap ramp at the John A. Ryan Skating Arena, including all costs incidental and related thereto; and that to meet this appropriation, the Treasurer, with the approval of the City Manager, is authorized to borrow said amount under and pursuant to M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

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

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

Sincerely,

Jay Gonzalez



CITY OF WATERTOWN
DEPARTMENT OF PUBLIC WORKS
124 ORCHARD STREET

Gregory M. St. Louis, PE
Superintendent

(P) 617-972-6420
(F) 617-972-6402

TO: Mr. George Proakis, City Manager

FROM: Mr. Gregory St. Louis, Superintendent of Public Works

DATE: January 19, 2023

RE: Department of Public Works - Loan Order Request: Handicap Ramp Repair at the John A. Ryan Skating Arena

In accordance with the FY 2021 – 2025 Capital Improvement Program budget, the Department of Public Works respectfully requests that the necessary actions be taken to authorize the Treasurer to borrow a total of \$300,000 identified for the design, construction and construction administration of a new handicap ramp located at the John A. Ryan Skating Arena. This project is listed within Line 278 under Skating Arena of the FY21 CIP originally for \$225,000 and later amended to \$300,000 within Conceptual Recommendation #19 in the FY22 budget.

The current handicap ramp located at the Skating Arena is in need of significant repairs as it is pulling away from the building and has sunken in places, thereby not making the ramp ADA accessible. This is a major safety and accessibility matter and these funds will address these issues through the demolition of the existing ramp, as well as the design and construction of a new ramp.

Enclosed are pictures of the existing ramp, which highlight the need for these repairs.

We thank you in advance for your consideration.







CITY OF WATERTOWN
Community Development and Planning
PLANNING OFFICE

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6417
Fax: 617-972-6484

www.watertown-ma.gov

To: Honorable City Council
From: Steve Magoon, Assistant City Manager and Director of Community Development and Planning
Date: January 20, 2023
Re: First Reading for Proposed Amendments to the Zoning Ordinance—Affordable Housing Linkage Fee

As you know, in December 2022 the Legislature passed, and the Governor signed, the Home Rule Petition authorizing the City of Watertown to adopt an affordable housing linkage fee. The City Manager and DCDP propose that we move forward with amendments to the Zoning Ordinance that would set an initial rate and other terms necessary for administration of such a fee.

I would respectfully request that the proposed amendments (see Attachment 1) be placed on the Honorable City Council agenda for a first reading and referral to the Planning Board by the Honorable City Council.

Cc George Proakis, City Manager
Mark R. Reich, KP Law

Attachment 1. Proposed Zoning Amendments:

- I. Article VII—Add a new note within Section 5.03 Notes to Table of Use Regulations, referencing that an affordable housing linkage fee may be applicable.

Proposed language:

(18) New non-residential development may be subject to an affordable housing linkage fee under Section 5.07.

- II. Article VII—Strike out the word “Requirements” in the title of Section 5.07.
- III. Article VII—Substitute the word “City” for the word “Town” throughout Section 5.07.
- IV. Article VII—Substitute the name “Watertown Affordable Housing Trust” and “WAHT” for the name “Watertown Housing Partnership” and “WHP” throughout Section 5.07.
- V. Article VII—Insert a new clause in Section 5.07 (a) as the fifth stated purpose of this section: to mitigate the impact of the increased demand for housing generated by employees of new commercial development wanting to live in Watertown;
- VI. Article VII—Insert new definitions after “12. Maximum Affordable Purchase Price or Rent” and renumber definitions “13. Small-Scale Inclusion Development” and “14.Subsidized Housing Inventory.”

Proposed language:

13. NEW DEVELOPMENT. For purposes of §5.07 (c), New Development shall mean:
a. construction of new buildings or additions to existing buildings to accommodate Non-Residential Uses
b. or substantial rehabilitation of buildings or portions of buildings to accommodate Non-Residential Uses for which the buildings were not previously used
c. or that portion of the Gross Floor Area of buildings converted for a Non-Residential Use.

14. NON-RESIDENTIAL USES. For purposes of §5.07 (c), Non-residential uses shall include all uses within Section 5.01 other than that portion of a project dedicated to

residential or defined by local or state law as residential (e.g., Assisted Living and Nursing Home). Hotel and Motel Use shall be considered non-residential uses.

VII. Article VII—Insert new sub-section (c) and re-letter sub-sections (c) through (i).

Proposed language:

(c) Affordable Housing Linkage Fee

(1) §5.07 (c) applies to any New Development that consists of 30,000 square feet or more of Gross Floor Area devoted to Non-Residential Uses. The following are exempt: real property owned by the City of Watertown, Gross Floor Area devoted to governmental uses, and religious and educational uses protected by M.G.L. 40A Section A.

(2) Any New Development subject to §5.07 (c) must pay an affordable housing linkage fee of \$11.12 per square foot of Gross Floor Area devoted to Non-Residential Uses plus the inflation adjustment applicable when the fee is paid. The inflation adjustment shall be made annually in January, based on the Consumer Price Index for all Urban Consumers, CPI-U, compiled by the Bureau of Labor Statistics, and shall be cumulative from the date of a final decision by the permit-granting authority allowing the New Development. The Department of Community Development and Planning shall publish and annually update the adjusted affordable housing linkage fee on the City's website. The payment shall be made to the Watertown Affordable Housing Trust.

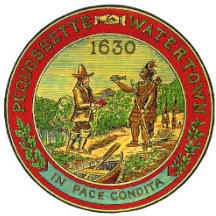
(3) The affordable housing linkage payment must be made before any Non-Residential Use that is part of the New Development receives an Occupancy Permit that would allow it to be occupied by workers. In the case of a multi-building New Development, the timing of each payment shall be based on the building that is being occupied. No certificate of occupancy or additional building permits shall be issued until the payment has been made.

(4) The permit-granting authority for a New Development shall require as a condition of any approval for zoning relief (including site plan review) that Applicants execute and record a covenant or deed restriction agreeing to pay the affordable housing linkage fee. No building permit shall be issued until such a covenant or deed restriction has been recorded or filed.

(5) Where a New Development consists of multiple buildings/phases, the 30,000 square feet threshold is based on the overall development proposed. Applicants may not use segmentation or surrogate or subsidiary entities to avoid compliance

with §5.07 (c). In the case of a multi-building development, the obligation to pay the affordable housing linkage fee attaches as each building receives zoning relief from the permit-issuing authority that allows construction to proceed.

(6) The Department of Community Development and Planning shall request a Nexus Study every five (5) years from the effective date of a linkage fee to assess the linkage between New Development devoted to Non-Residential Uses and demand for affordable housing and to assess any other factor relevant to the linkage fee and the rate charged. Based upon the Nexus Study, the fee may be reset as required based on recommendation of the city manager and approval of the city council.



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Nicole Gardner,
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Emily Izzo,
District D Councilor

Committee of the Budget and Fiscal Oversight Report of the Meeting of January 3, 2023

The Committee convened on Tuesday January 3, 2023 at 5:00 pm in the Richard E. Mastrangelo Council Chamber. Present were Vincent Piccirilli, Chair; Emily Izzo, Vice Chair and Nicole Gardner, Secretary. Staff present were City Manager George Proakis, Senior Planner Larry Field, and Patrick George, Veteran Services Officer and acting Director of Senior Services. Also present were Council President Mark Sideris, and Councilors Lisa Feltner and Anthony Palomba. Roughly 20 residents and interested parties attended the meeting.

Councilor Piccirilli called the meeting to order at 5:07 pm. The purpose of the meeting was to review and, if needed, refine the process the BFO Committee had previously laid out to get public input on how the City might spend its ARPA funds.

Councilor Piccirilli began by explaining that Watertown will receive \$10.5 million from the American Rescue Plan Act. The funds must be obligated by December 31, 2024, and expended by December 31, 2026. He also noted that the range of things the money can be spent on has been evolving over time.

Councilor Piccirilli then described the overall process the Committee had designed and publicized last spring for developing its recommendations on ARPA spending for the City Council. That process was:

1. Host a hybrid community forum to educate the public on the Act, our allocation, the intended uses of the funds, and the opportunities, limitations, and requirements on how we use the ~\$10.5 million available to us. The presentation would be given by an expert municipal accounting firm, such as Clifton Larson Allen.
2. Create a page on the City website to provide ARPA information and to enable residents to make recommendations.
3. Invite suggestions and recommendations from both residents and from the City Administration.
4. Synthesize the input and develop a draft set of recommendations.
5. Share the BFO Committee's draft recommendations publicly and invite community feedback and further input from the City Administration.
6. Revise the BFO Committee's recommendations accordingly, and submit a proposal to the full City Council, for debate and vote.

After discussion, the Committee decided to keep to that overall process. With regard to the first community forum, it was also decided that:

- a) City Manager Proakis concurred that Hannah York of Clifton/Larson/Allen would be an ideal presenter. He will work with CLA to find a date later this month.
- b) To provide more context for the public, once CLA has completed its presentation, the Administration will share examples of how neighboring and comparable communities are using ARPA funds.

The Committee then discussed how best to educate the public and gather community input in more detail. Other councilors, City Manager Proakis and the public shared many ideas and reactions during this discussion, helping to hone the approach that will be used. The following themes and observations emerged during the robust discussion:

- Education of the public is critical in order for them to understand what is allowed -- and not allowed -- under the law.
- The community forum should include information on what other tranches of ARPA funding were or will be spent in Watertown, so that people would understand where they may be gaps locally. It would also be helpful to understand what types of investments could be executed by 12/31/26, since all spending must occur by that date.
- It is essential that the City publicize the community forum and share simple and accessible information on ARPA as broadly as possible, to both community members and organizations that serve them. This will help ensure broad participation across the community, including people whose voices may not always be heard. Examples of such organizations included the Council on Aging, the Library, and the Watertown Housing Authority. Channels to reach people include WCATV, Watertown News, District Councilor communications, and the City's social media channels.
- The City's website should offer both easy to understand overview information on ARPA, and FAQs. It should also, as much as possible, provide interactive ways for residents and organizations to give input on the City's website.
- People should have multiple ways to give input, including participating in Flash Vote, submitting written proposals, calling in ideas by phone, email, paper surveys. This is especially important for residents who are not online.
- It will take time for people to understand options and prepare their recommendations; adequate time will need to be given for the public to be able to truly engage and be heard.
- The BFO should describe what information it will be looking for in proposals such as dollars to be spent, by when, on what, how the proposal meets the goals of ARPA, why this should be a priority for Watertown, and how it might help us meet other goals of the City. This will equip the public to make effective proposals.
- There is a growing sense of urgency given the time by which funds must be expended.
- The objective synthesis of recommendations may be complex and time consuming; the BFO Committee may want to work with a consultant on this.

The following were agreed to:

1. The BFO Committee will host a hybrid community forum in late January at which an outside expert will present an overview of ARPA, explaining the allowed uses of the funds, and the opportunities, limitations, and requirements on how we use the funds available to us. The outside expert is expected to be Hannah York of Clifton/Larson/Allen, a firm under contract to the City and which has done similar meetings for other towns and cities in Massachusetts. Mr. Proakis will arrange CLA's participation.
2. At this meeting, the Administration will also share examples of how other communities, including but not limited to our neighbors, are using their ARPA funds. This would cover both types of expenditures, and whether the money has been concentrated or used across numerous categories.
3. Residents will be able to ask questions and give input during this forum.
4. This forum will be made available to the public afterward (for example on WCATV, on the City's website ARPA page, via social media, etc.)

5. The City will work with the BFO Committee to make the ARPA page as robust as possible, including easy to understand resources, the forum, FAQs, and how to participate.
6. The City will request a simple “one pager” outlining allowable uses of funds from CLA for posting as quickly as possible on the ARPA page.
7. The City will use FlashVote as another way to elicit community input for the BFO Committee.
8. The public will have two months after the first community forum to submit proposals. This period may be extended if needed.

The meeting adjourned at 7:24 pm on a unanimous vote.

Report prepared by Nicole Gardner



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Committee on Personnel and City Organization Meeting November 15, 2022

The Committee convened at 6:30 pm on Tuesday, November 15, 2022 in the Phillip Pane Lower Conference Room, Ground Floor.

Councilors Caroline Bays, Chair, John Gannon, Vice-Chair, and Nicole Gardner, Secretary. Also in attendance were City Council President Mark Sideris, and Councilors Lisa Feltner and Vinnie Piccirilli.

The purpose of this meeting was to discuss potential amendments to City Council Salaries.

Chair Bays called the meeting to order at 6:35 pm and opened the meeting by reminding all present that this was the second meeting of the PCO on this topic.

For context, the salary history for City Councilors is

- From January 1999 through December 2018, salaries were \$5,000, with no adjustment over 19 years
- In January 2019 salaries were raised to \$7,500, where they have remained until present, with no adjustment over 4 years

Chair Bays referred us to an updated chart of councilor salaries in comparative cities, and a graphic of the data. The councilors discussed the data presented and agreed that there were no specific implications or conclusions that could be drawn from the research. Deeper research and analysis is needed, such as the value of pension and medical benefits, and the number of Council meetings per year. In addition it is hard to draw conclusions based on the different political realities in each municipality.

Councilor Feltner shared that she tracks full council meetings, City Council Committee meetings, and some resident board and commission meetings in her calendar. She estimates that for those meetings alone she averages around 120 meetings per year, and 260 hours per year. This estimate substantially underestimates the true hours worked per year, because it excludes time spent on:

- District development project meetings,
- Time spent on creating minutes/reports,
- Meeting prep and research,

- Constituent services in meetings or communications,
 - Neighbor or community group meetings
 - Time with Watertown staff or other officials,
 - Communications such as newsletter, updating web page, etc.
 - Other public meetings or time devoted to many topics, such as: Comprehensive Plan, RMUD, Arsenal Yards, MassDOT Arsenal Corridor, AOTC-AthenaHealth, iCube, Watertown Square Improvements, School Assessments, Airplane Noise, Charter Review Committee, School Building Committee, Complete Streets, Mount Auburn Street redesign, Community Preservation, Bicycle-Pedestrian Plan, Climate-Energy-Resilient Watertown, our MVP Greening, Mass. Municipal Association, MBTA or other state agencies, our capital improvement projects such as Victory Field, Arsenal Park, Filippello Park and lighting
- Councilor Feltner's write up of her research is attached to these minutes.

Chair Bays presented an analysis, attached, showing what councilor salaries would be if they were paid minimum wage per hour, across three estimates of hours worked per year. The estimated annual salary ranges \$13,800 to \$17,250 per year. Refer to the second ta

Council President Sideris opposed such a big leap in salary, saying it was untenable. Instead, he suggested amending the Councilor Salary Policy to include an automatic annual COLA of 2.5%, to take effect in January 2023.

Councilor Gardner expressed a concern that we need information on what the proper salary should be, in fairness to those who will serve as councilors in the future. She noted that last year the Charter Review Committee was concerned that the Council compensation was too low for two reasons:

- The increased workload, complexity, and scope of the role compared to prior years
- The need to ensure that people are compensated fairly, so that the role can be served for any citizen in Watertown, without undue hardship, not only those with significant savings or high salaries, or who aren't facing expenses such as college for their kids.

Councilor Piccirilli suggested that we could take a first step toward reaching appropriate compensation by applying an annual COLA of 2.5% to the 2018 salary of \$7500 and use that to calculate the salary for January 2024.

The Committee calculated that the 2024 and 2025 salaries that would result from this approach would be:

- For Councilors: \$8,700 in 2024, and \$8,900 in 2025.
- For the Council President: \$12,000 in 2024 and \$12,500 in 2025.

Chair Bays suggested we could use the COLA approach as a stop gap measure for 2024 and 2025, and that we should create a Blue Ribbon Resident Committee to

review this matter in greater depth and come back with a recommendation to the PCO and ultimately the Council. Other councilors liked this approach.

The Councilors discussed whether a Blue-Ribbon Resident Committee could be selected and convened in time for them to be able to do an in-depth review of councilor compensation in comparable municipalities and come back with a recommendation to the Council for deliberation and decision making by June 2023. There was a consensus that time was too tight.

--> **Action Item:** Councilor Gardner made a motion, seconded by Councilor Gannon, to recommend that the City Council amend the salary for City Councilors to \$8,700, effective January 1, 2024, and \$8,900 effective January 1 2025. Approved 3-0

--> **Action Item:** Councilor Gardner made a motion, seconded by Councilor Gannon, to recommend that the City Council amend the salary for the Council President to \$12,000, effective January 1, 2024, and \$12,500 effective January 1, 2025. Approved 3-0

--> **Action Item:** Councilor Gardner made a motion, seconded by Councilor Gannon, that the City Council recommend that the next seated City Council create a Blue-Ribbon Resident Committee whose purpose will be to study compensation and salary structure for the roles of Council and Council President and make recommendations to the City Council. Approved 3-0

At 7:36 p.m. Councilor Gardner made a motion to adjourn, seconded by Councilor Gannon. Approved unanimously.

Report prepared by Nicole Gardner

Attachments:

Comparatives for Council Salaries

Bubble Chart of Salaries for Selected Municipalities

Councilor Feltner Email

Councilor Bays Estimates of Salary at Minimum Wage

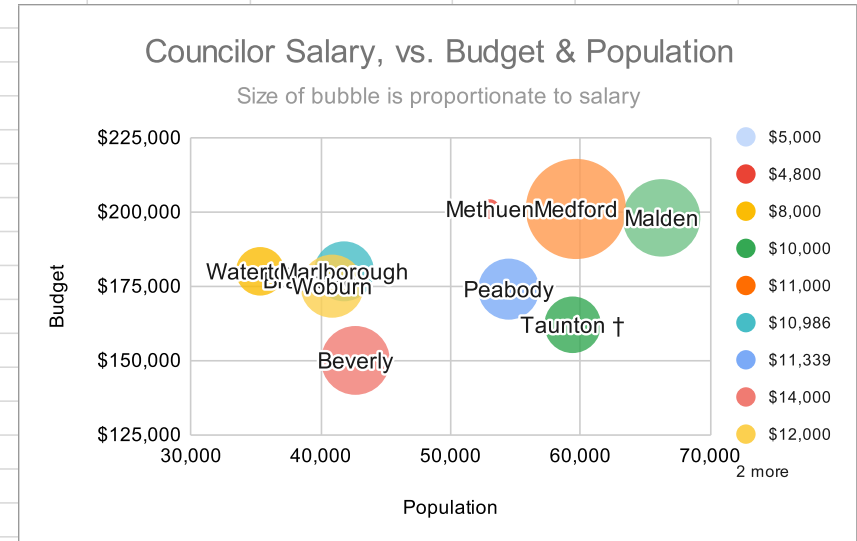
Ordinance setting Town Councilor Salaries Effective January 2, 2018

Compensation Calculations							
These were prepared by Councilor Bays							
20 hours per week for 42 weeks			20x42=840		20 hours a week except July August		
10 hours a week for 8 weeks			10x8=80		and assumes a 2 week vacation		
			\$13,800		assumes \$15/hour effective Jan 1 2023		
25 hours per week for 42 weeks			25x42=1050		25 hours a week except July August		
12.5 hours per week for 8 weeks			12.5x8=100				
			17250				
25 hours per week for 36 weeks			25x36=900		25 hours a week but has a longer range of times off		
10 hours per week for 14 weeks			10x14=140				
			15600				

City	Population	Budget '23	Salary	Council President	Health Ins option		County	Form of Government	Area in Square miles		
Braintree	39,143	\$177,000	\$5,000	\$7,500		City[4]	Norfolk	Mayor-council	14.6		
Methuen	53,039	\$201,000	\$4,800	\$6,000	y	City[4]	Essex	Mayor-council	23		
Watertown	35,329	\$180,000	\$8,000	\$2,500	y	City[4]	Middlesex	Council-manager	4.1		
Taunton †	59,408	\$162,000	\$10,000			City	Bristol	Mayor-council	48.4		
Weymouth	57,437	\$264,000	\$11,000	\$12,000		City[4]	Norfolk	Mayor-council	21.6		
Marlborough	41,793	\$180,000	\$10,986			City	Middlesex	Mayor-council	22.1		
Peabody	54,481	\$174,000	\$11,339			City	Essex	Mayor-council	16.8		
Beverly	42,670	\$150,000	\$14,000	\$15,000		City	Essex	Mayor-council	22.6		
Woburn	40,876	\$175,000	\$12,000	\$14,000		City	Middlesex	Mayor-aldermen	12.9		
Malden	66,263	\$198,000	\$17,500			City	Middlesex	Mayor-council	5.1		
Medford	59,659	\$201,000	\$29,360	\$32,500.00		City	Middlesex	Mayor-council	8.7		

Methuen 2020 effort to raise the salary to \$10,000 failed.

Beverly's current salary is \$11,733.



Hi Nicole,

If you would be so kind as to include some of my shared information at PCO committee mtg re: Council compensation. I think it would be helpful to have in the records for future consideration on this matter by others.

Best, and thanks! Lisa

I started logging time devoted to Council, because the topic of having some data along with a better understanding of how much commitment may be required to serve was frequently on residents' minds, along with town council compensation, shortly after I was first elected. Below is a limited snapshot of my individual participation from 2016-2021. I've been averaging over 120 mtgs and 260 hrs/yr, which just includes full council, council committees, and some local board/commissions/committees participation. I assigned 3hrs to full council mtgs, and 2hrs to the council committees and local board mtgs.

Personally, I also wanted to check on our assumed busy vs. quiet periods. FYI, I found that August is the least scheduled in all years, with a rather steady flow of commitments in other months. Of course, this is just my experience, based on assigned committees, issues, level of interest, etc. so I focused on what I consider "basic" and required meetings (I did not count council executive sessions separately).

In terms of basic salary or annual compensation, here's what I found and verbally shared with the PCO committee:

Starting with 1980 salary of \$4626, a yearly 2.5% increase (not including President):
to 1994 would be \$6537, when council was raised to \$4500;
In 2010 it would have equaled \$9,705, when council was raised to \$5000;
In 2018 it would have been \$11,824, when council was raised to \$7500.
In 2024 it would be \$13,713 (2025 \$14,055) based on the original 1980 base compensation.

At the Nov 15 meeting, we calculated that a 2.5% increase on current \$7500 starting from January 2018, would realize \$8698 in 2024 or \$8915 in 2025; and based on the current \$10,500 for Council Pres, a 2.5% increase would come to \$12,177 in 2024 or \$12,481 in 2025.

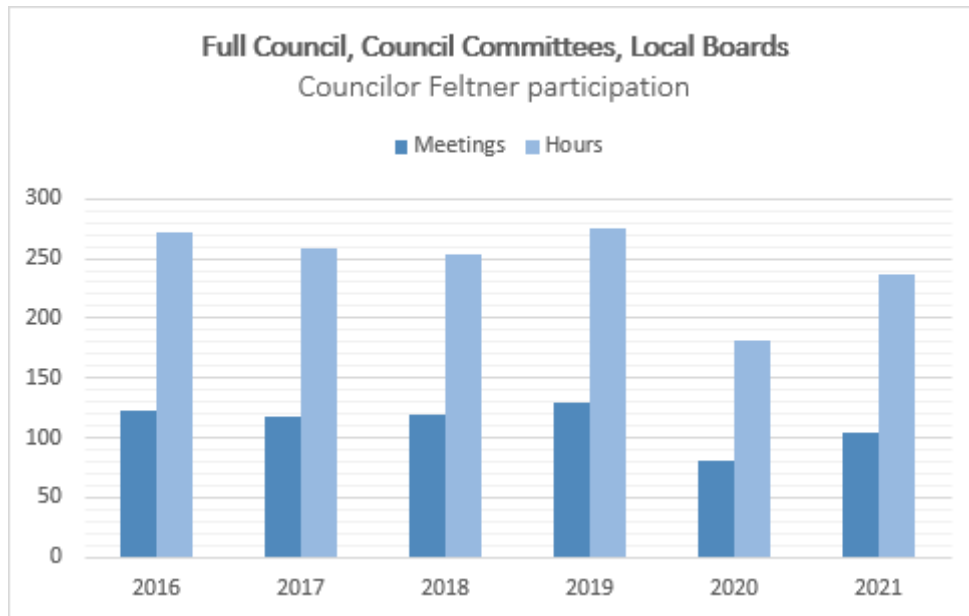
Please note that my tally:

Does not include District development project meetings, or time spent on creating minutes/reports, or meeting prep and research. Does not include constituent services in meetings or communications, nor neighbor or community groups.

Does not include meeting time with Watertown staff or other officials, or evaluations.

Does not include other public meetings or time devoted to many topics, such as: Comp. Plan, RMUD, Arsenal Yards, MassDOT Arsenal Corridor, AOTC-AthenaHealth, iCube, Watertown Square Improvements, School Assessments, Airplane Noise, Charter Review Committee, School Building Committee, Complete Streets, Mount Auburn Street redesign, Community Preservation, Bicycle-Pedestrian Plan, Climate-Energy-Resilient Watertown, our MVP Greening,

Mass. Municipal Association, MBTA or other state agencies, our capital improvement projects such as Victory Field, Arsenal Park, Filippello Park and lighting...



Council Salary	Calendar Year
\$7,500	2018
\$7,688	2019
\$7,880	2020
\$8,077	2021
\$8,279	2022
\$8,486	2023
\$8,698	2024
\$8,915	2025

President Salary	Calendar Year
\$10,500	2018
\$10,763	2019
\$11,032	2020
\$11,307	2021
\$11,590	2022
\$11,880	2023
\$12,177	2024
\$12,481	2025

Comment
Current Council Salary established 1/2/18
2.5% increase
2.5% increase
2.5% increase
2.5% increase
2.5% increase
2.5% increase - Propose \$8,700 effective 1/1/24
2.5% increase - Propose \$8,900 effective 1/1/25

Comment
Current Council Salary established 1/2/18
2.5% increase
2.5% increase
2.5% increase
2.5% increase
2.5% increase
2.5% increase - Propose \$12,000 effective 1/1/24
2.5% increase - Propose \$12,500 effective 1/1/25



Watertown Town Council

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

ORDINANCE # 35

O-2016- 35

AN ORDINANCE ESTABLISHING TOWN COUNCIL SALARIES

WHEREAS, Section 2-3 of the Town of Watertown Home Rule Charter provides that the Town Council may, by ordinance, provide an annual salary for its members.

NOW THEREFORE BE IT ORDAINED by the Town Council of the City Known as the Town of Watertown that the Council hereby establishes the Town Council Salary as follows:

Effective January 2, 2018, the salaries of the Town Council shall be established as follows:

Councilor - \$7,500 per annum.

Council President - \$10,500 per annum

Susan Falloff
Council Member

I hereby certify that at a regular meeting of the Town Council for which a quorum was present, the above Order was adopted by a vote of 8 for, 0 against and 0 present on June 14, 2016.

Marilyn W. Pronovost
Marilyn W. Pronovost, Council Clerk

Mark S. Sideris
Mark S. Sideris, Council President