



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**

MINUTES

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.org.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

1. Roll Call

Council President Sideris called to order a regular meeting of the City Council at 7:00 pm 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. Also present were George Proakis, City Manager, and Mark Reich, City Attorney,

2. PLEDGE OF ALLEGIANCE

3. PUBLIC FORUM

President Sideris opened the public forum, there being no requests, the forum was closed.

4. EXAMINATION OF RECORDS OF PREVIOUS MEETINGS

A. Minutes of the Special City Council Meeting - January 4, 2023 – President Sideris asked for a motion to accept the minutes as written, so moved by Vice President Piccirilli; seconded by Councilor Gannon; Councilor Bays recused herself as she was not in attendance during the special meeting. Motion was adopted unanimously by a voice vote.

5. PRESIDENT'S REPORT

President Sideris recognized Marilyn W. Pronovost, Council Clerk. President Sideris announced that Marilyn was retiring and thanked her for her professionalism and years of service to the community, wishing her a well-deserved, healthy, and happy retirement. And thanked her for all of her support over the years.

Ms. Pronovost thanked the council for the experience and opportunity to serve the city and council and to be involved in the community that she loves.

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 M.G.L. c.44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

President Sideris stated that the proposed loan order was a first reading and introduced Mr. Proakis to brief the council.

Mr. Proakis gave a brief description on the proposed loan order and stated that this project is consistent with the ongoing Capital Improvement Program to keep the Skating Rink in good working order and compliance with accessibility.

Consideration and action on the loan order would be at the public hearing, February 14, 2023, City Council Meeting.

B. First Reading for Proposed Amendments to the Zoning Ordinance – Affordable Housing Linkage Fee.

President Sideris noted the first reading.

Mr. Proakis stated that the item is part of a Home Rule Petition and requested that the three-page report of Zoning Amendments be referred to the Planning Board for review. The full City Council will consider recommendations at an upcoming public hearing.

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

President Sideris asked for a motion to accept the report as written, so moved by Councilor Piccirilli, seconded by Councilor Gannon and adopted unanimously on a voice vote.

B. Committee on Personnel and City Organization Report Regarding City Council Salaries

Councilor Bays read the report – President Sideris asked for a motion to accept the report as written – so moved by Vice President Piccirilli, the motion was seconded by Councilor Gannon and adopted unanimously on a voice vote.

ACTION ITEMS:

1. That the City Council place a first reading to Amend the Salary for City Councilors to \$8,700, effective January 1, 2024, and \$8,900 effective January 1, 2025

President Sideris asked for a motion to accept the action item – so moved by Vice President Piccirilli, motion seconded by Councilor Feltner.

After discussion and comments by council members, motion adopted unanimously on a voice vote.

2. That the City Council place a first reading to Amend the Salary for the Council President to \$12,000, effective January 1, 2024, and \$12,500 effective January 1, 2025

President Sideris asked for a motion to accept the action item – so moved by Vice President Piccirilli, motion seconded Council Feltner and adopted unanimously on a voice vote.

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

President Sideris asked for a motion to accept the action item – so moved by Vice President Piccirilli, motion seconded by Councilor Gannon and adopted unanimously on a voice vote.

8. NEW BUSINESS

Councilor Feltner requested procedural clarification on item #6 B.

President Sideris asked Mr. Mark Reich, for guidance. Mr. Reich stated referral to the Planning Board was appropriate motion of the council.

9. COMMUNICATIONS FROM THE CITY MANAGER

A. Submission of the Proposed Fiscal Year 2024-2028 Capital Improvement Program

City Manager Proakis presented his administration's proposed Capital Improvement Program (CIP) recommendations for the Fiscal Year 2024-2028. Mr. Proakis stated that the background of the program is pursuant to the provisions of the Watertown Home Rule Charter, and City Council Resolution on the Fiscal Year 2024 Budget Process, and the City Council Resolution on Watertown's Ongoing Capital Project Budget Guidelines,

The proposed Fiscal Year 2024-2028 General Fund CIP totals \$245,741,100. The general obligation bonding requirement for the Fiscal Year 2024-2028 CIP is \$161,394,300.

The Capital Improvement Program is the method used to realistically show relatively expensive and higher-cost equipment and projects that need to be planned to ensure the City's infrastructure is adequately maintained.

The recommended CIP was referred to the Committee on Budget and Fiscal Oversight for their review and vote by the full council in March.

February 7th zoom meeting by the DPW for the Upper Saltonstall Park and gazabo design proposed renovations.

January 25th the first public meeting of the new Residents' Advisory Committee and oath of office and introductions.

Introduction of the new Deputy City Manager Emily Monea. Emily has been doing an excellent job on her fifth day helping with the CIP and to ensure the goals of the City Charter he wanted to share with everyone that Emily will also be appointed to hold the title of Community Engagement Officer and he will continue to review the new position.

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

Councilor Feltner asked about protocols for the Council Office business as the Council Clerk, Marilyn Pronovost retired.

President Sideris said a memo would be issued to accommodate council business.

11. ANNOUNCEMENTS

Vice President Piccirilli announced that on Feb 1st a hybrid community forum was scheduled regarding ARPA funds spending guidelines, public questions and comments are encouraged.

Councilor Gannon announced that on January 30th the Committee on Rules and Ordinances will host a meeting to discuss short term rentals. And, that on Feb 7th – the Committee again would meet to discuss forming a Human Rights Commission per City Charter.

Councilor Feltner stated that the 2023 MMA conference was a success.

12. PUBLIC FORUM –

President Sideris opened the forum and recognized Elodia Thomas, 67 Marion Road. Ms. Thomas stated that although she personally supports raises for the council she objects to the lack of process, lack of data and salary analysis. She hopes the process will change for future on salary increases.

President Sideris recognized Jacky van Leeuwen of Winter Street. Ms. van Leeuwen stated that she hopes that whenever possible - all public meetings will be available in hybrid format noting that the Residents' Advisory Committee is not available hybrid meeting format.

13. RECESS OR ADJOURNMENT

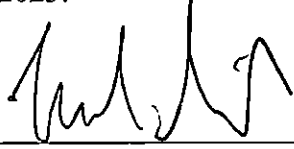
President Sideris asked for a motion to adjourn, so moved by Vice President Piccirilli and the motion was seconded Council Feltner and adopted unanimously by voice vote.

Vice President Piccirilli noted that the time was 7:59 PM.

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 7 for, 0 against, 0 present on

~~January 24~~, 2023.

March 16

A handwritten signature in black ink, appearing to read 'Mark Sideris', written over a horizontal line.

Mark S. Sideris, Council President

City Council Meeting
Tuesday, January 24, 2023, at 7:00 PM
Richard E. Mastrangelo Council Chamber
Administration Building, 149 Main Street

List of Documents

1. Minutes of the Special City Council Meeting – January 4, 2023
2. Agenda Item - Proposed Order for a New Handicap Ramp at the John A. Ryan Skating Arena – George J. Proakis, City Manager, to City Council – January 19, 2023 – Item 6A.
3. Agenda Item - First Reading for Proposed Amendments to the Zoning Ordinance – Affordable Housing Linkage Fee – Steven Magoon, Director, Community Development and Planning/Assistant City Manager - January 20, 2023 – Item 6B.
4. Committee of the Budget and Fiscal Oversight Report regarding ARPA funds - Vincent Piccirilli, Chair - January 3, 2023 – Item 7A.
5. Committee on Personnel and City Organization Report regarding amendments to City Council Salaries - Caroline Bays, Chair - November 15, 2022 – Item 7B.
6. Agenda Item - Submission of the Proposed Fiscal Year 2024-2028 Capital Improvement Program – George J. Proakis, City Manager – to City Council – January 24, 2023 – Item 9A.

Addendum to the
Minutes of the January 24, 2023
City Council Meeting



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TUESDAY, JANUARY 24, 2023 AT 7:00 PM

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

AGENDA

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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 \$12,5000 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

CITY COUNCIL ATTENDANCE
MEETING DATE: JANUARY 24, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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>

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JANUARY 24, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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 ACCEPT THE MINUTES OF JANUARY 4, 2023, SPECIAL CITY COUNCIL MEETING
AS WRITTEN.



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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, JANUARY 4, 2023 AT 6:00 PM

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

MINUTES

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 Tuesday, January 4, 2023 at 6:00 p.m., in the Richard E. Mastrangelo Council Chamber, Administration Building. The public may also participate remotely using any of the public access methods listed below:

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>
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- D. Public may comment through email: vpiccirilli@watertown-ma.gov

1. ROLL CALL

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

2. MEETING DISCUSSION – ACTION

A. Interviews with City Auditor Candidates – Charles Doherty and Donna Tuccinardi

Council President Sideris stated the Screening Committee, consisting of himself, Councilor Piccirilli, Councilor Izzo, Brian Wyncoop, Purchasing Director, and Thomas Tracy, former City Auditor, were presenting two candidates for the Council to consider for the position of Watertown City Auditor.

The first candidate was Charles Doherty.

Q: Please provide your background and why you are interested in this position.

A: Mr. Doherty stated he grew up in Woburn, has been married for almost 21 years, and has four children. He served as Assistant Auditor for Woburn for five years before becoming Auditor when his predecessor retired. Prior to that he had been with Fidelity Investments and State Street Bank and Trust. He has served on the Woburn City Council for more than eight years, with four of those years as Council President.

He was drawn to the Watertown position because, like Woburn, it has a strong economic base with the ability to get things done; it is forward thinking which makes it a promising environment to be in.

Q: Please describe when you discovered mistakes and how you solved it both technically and with other people?

A: Sometimes it can be a systems error and that can be solved. Some construction issues might bring department heads together to work with each other. This is a relationship with the various parties and by working collectively, the issues can be solved. After working on several projects, it becomes essentially working as a team.

Q: What is the biggest challenge you face with the budget?

A: The most consistent challenge is how do you get the most out of the budget. There is a need to meet with Department heads to review the accomplishments, the cost analysis, and the productivity. This information can be used to better serve the various departments by determining the real needs. It is essential to consistently stay ahead of what the departments need and to plan a budget rather than create a reactionary budget. When a budget is well planned, the City can handle things; it can plan for the future.

Q: How do you work with a Department head that does not work "up to speed" on what is being completed and how do you handle it?

A: The Auditor's office should have oversight of the projects; it coordinates the submittals and manages the costs and expenditures during the project; the Department head is responsible for the field sampling of the work and determining what is billed and paid for. The Department head may be more concerned with the work done than the proper billing of the work. The auditor needs to work with the heads, complete a consistent budget analysis, and hold them accountable.

Q: Can you describe how you work with the public?

A: Although the Auditor is not a position that works directly with the public, the Auditor does spend a lot of time in the public view especially during the budget process. The City Council of Woburn meets with every Department to review their budget, and he assists with the Department's presentation. He has a strong relationship with the Council and provides monthly updates regarding mitigation funds and projects all in front of the public.

Q: Can you explain why you would like to make the change in positions?

A: Woburn is a suburban community with industries. Watertown is a more urban environment with a sense of community. The scope of the projects and the opportunities are larger. It would be nice to be involved with projects such as the solar energy ones. Watertown offers a community that is more on the edge.

Q: Can you discuss your experience with forecasting for the budget preparation?

A: When there are issues with forecasting and ability to meet the budgets, it is essential to look at their work on a monthly basis. This helps one to see what is driving the department's budget and to prepare for the next budget. Such analysis provides the basis of a discussion and assists in managing the budget going forward.

Q: Can you provide more district related data and is this difficult? What is your relationship with a City Council?

A: The relationship of reporting to the Council is common due to making monthly reports and responding on a monthly basis to the Council. The Auditor provides reports and is capable of completing ad hoc requests. When an ad hoc report is completed monthly, it becomes a standard report that can be used.

Q: What are some of the financial weaknesses in a city's financial system, and how would you deal with them if you encountered them?

A: In Woburn, the Mayor completes the capital expenditures through an annual capital budget using Free Cash to fund the projects. There are certain costs that should be built in the line-item budget because they are recurring. Reliance on Free Cash hinders departments from getting departmental needs fulfilled. Because Mr. Doherty comes from a community with a strong financial budget, strong reserves, and strong tax base, he has not been challenged by a lack of funding.

Q: Please elaborate on your relationship and experiences with City leadership and Department heads.

A: Mr. Doherty stated he works with Department heads consistently when they need information regarding their budgets or when they are seeking a grant. He feels that whatever it takes to get things done is one of the parts of the Auditor's responsibility. It's important to work collaboratively because City government only works if all parties work together.

Q: Were you appointed by the Mayor and are you responsible to him? Can you work with the number of Councilors v. a Mayor?

A: Appointments in Woburn are handled by the Mayor with assistance from Human Resources. The appointee is voted upon and approved by the City Council. While he is a confidential employee of the Mayor, he works for all of the Council. He hoped to have a personal relationship with each Councilor and is prepared to provide ad hoc report requests but would like the Council President to be a focal point for coordination.

Q: Please describe a time when you have had to say no to certain billing. How do you educate those who may want to work outside the process?

A: In Woburn, as Auditor, he is the first to sign off on any contract to ensure the funding is accurate. For matters of billing, any request that seems out of the ordinary, he, as the Auditor, reviews them. There are some issues with Department heads who want to start work prior to full approval. In those situations, it is important to say no until all approvals are in place. People can be educated by providing them with information and by providing them with expected financial standards. He also makes himself available to assist those who would like his assistance.

Q: As the Chief Financial Officer who assists the City Manager, what is your role as a CFO and what is your experience in putting together a budget? How do you come together?

A: This is the way it should be. In his experience, the Auditor drives the budget and the Mayor has the final say. In January, he contacts Department heads to forward a level funded budget, provide any requests for added funding, and evaluate any funds that are not needed. He then prepares a preliminary budget; the Mayor has a first reading of it. He meets with the Department heads to discuss the requests and issues of the department. Also, through analysis, his Office can anticipate areas of concern for the upcoming year. In Woburn, large utility increases were anticipated, and reserves were set aside to absorb the impact and allow for the Auditor to plan for the next budget. The budget is finalized by working with the City Council who reviews it and then set for approval.

Q: During collective bargaining, the Auditor works with the City Manager and the bargaining team to determine the cost effects of the contracts. What is your experience with collective bargaining and how do you see your role in it?

A: In Woburn, the Mayor is primary driver of the negotiations. The Auditor's role is to provide a cost analysis of what is being proposed. The numbers also serve as a tool for negotiating. As the Auditor, he does not participate in the negotiations.

Q: How do you work with office management staff? Can you provide examples of your management style?

A: Mr. Doherty stated his staff is smaller than in Watertown but each person relies on each other to get things done. He feels that management is a matter of training people to know their job and to give them the responsibility to do it.

Q: You will be changing to a different form of government; what are your thoughts on this change?

A: He believed that essentially this is the same situation as he will be working with a collective board.

Q: The biggest part of the budget is the school budget; however, there have been times when there are issues between the school Business Manager and the Auditor. Please describe your relationship with the Business Manager.

A: Mr. Doherty has set aside Fridays to discuss issues with the schools. He felt it was necessary to know what was being done during the year. Also, his office provides assistance with the grants and provides oversight on the spending. Often there are different approaches and this needs to be worked out. The City created a Stabilization fund for future needs and any money that is not spent in a year is added to the Stabilization Fund which creates an incentive to be careful with the spending.

Q: What is your experience with audits and what is your philosophy with management audit letters?

A: If the Auditor anticipates what the Audit firm is requesting by having the proper sign offs on entries and nothing is done on a whim then it usually goes well. Management letters sometimes indicate an issue that needs to be fixed other times it can be a small matter. Also, they often are looking for more to be done such as increased analysis. Overall, it is a give and take process.

Q: What is your level of comfort with technology and what ideas do you have for

improving technology use?

A: Munis is the primary system that is used in Woburn and he is comfortable with this and the Microsoft products. The city uses another system for entry balancing; it provides the ability to have live online budget information. Templates have been set up so that Departments can run their reports and it is beneficial to view real time data.

Council President Sideris then asked Mr. Doherty if he had any questions of the City Council.

Q: How does the City Council work as a collective body and what is the best way to be approached?

A: There is not a lot of daily interaction with the City Council; it will be more with the City Manager and the Department Heads, especially the Treasurer. The Councilors will ask questions and the approach of working together can be changed. Basically, it is a fluid relationship. If the matter is operational, the Auditor would work directly with the Council President and the City Manager.

Mr. Doherty responded that he expects that anyone can call him when they need information.

Q: When speaking of transparency, what issues need to be addressed, developed, and changed?

A: The issues revolve around the matter of open government, having information that is easy to use. This is an opportunity the City has missed out on and should be taking advantage of. It is a matter of how to get financial information to the public that is easily accessible.

Mr. Doherty stated that he used a grant to provide access to such information.

Council President Sideris asked Mr. Doherty to provide a closing statement. He responded saying his track record indicates his success. He has the ability to build relationships with Department heads and the Mayor and he understands the needs of the departments, their budgets, and the personalities involved. His goal is a common one of what is best for the community. Watertown's goals seem very clear that say what the City wants to be and what it wants to do collectively. There is a lot of opportunity here, the City has good financials, the location is good, and the tax base is sound. It is an opportunity to do things and be successful.

The City Council then met with Donna Tuccinardi. Council President Sideris asked her to provide the Council with some background.

Ms. Tuccinardi stated she has lived in Watertown for twenty years and is on the Boards of the Watertown Community Foundation and Watertown Youth Baseball. She would like to be in Watertown because it is a big city with a lot going on. She stated it was amazing what has been accomplished in the last few years: Arsenal Yards, Walker Pond, Parker School. It is a testament to efficient government and it is exciting to be part of that government. She would like to be able to step in and help the City grow.

She stated she has worked for the Town of Belmont for 7½ years as the Assistant Accountant and has been groomed to move on to a managing position. She has worked on Tax Recapitulation, Schedule A, the consolidated balance sheet, and free cash. One of her accomplishments is to file for Free Cash in August rather than the prior October/November range.

Her strong suit is technology. She helped to advance auditing processes that enabled better processing during Covid. She implemented Workflow instead of requiring signed documents. She works with the Capital Budget Committee and purchased a module from Munis that has made invoices now a paperless system. She has worked to decentralize payroll and is willing to what parts of the job are needed to accomplish the goal. She currently works with the Belmont High School Building Committee, the DPW Building Committee, the School Department, and the Department heads.

Prior to her work in Belmont, she has prepared prospectuses for public offerings, 10 Q's and 10 K's. She has done analysis and created processes memos and policies and cash management, and completed short-term investments.

Q: Can you discuss your experience with technology and how you can adopt the Munis module?

A: Ms. Tuccinardi stated over the years she has had experience with different software applications. She especially liked Content Manager because it is a storage system; however, getting used to it is the most difficult part. When an invoice is scanned a bar code is printed out; this allows it to be attached to Munis. When some were hesitant to use it, she stated she would not complete the invoices until the system was used. Now that the reluctance is gone, it is a good working system.

Q: Could you discuss your management style?

A: Ms. Tuccinardi felt she worked well with all people, but she could also require some processes to be completed when needed. When people bring a problem to her, they are looking for a solution; therefore, it is important to collaborate

with people because it is a way to get things done quickly and more efficiently.

Q: Can you discuss your experience with the Building Committees that you have worked with and describe the highlights of the process?

A: The experiences of being on these committees is interesting because of what you learn of other processes such as construction and education. Ms. Tuccinardi presents the cash flow information of a project on a monthly basis. She found that because the building committees are autonomous with no oversight, they may try to skirt the processes for auditing by approving items without receiving proper validation sign off. She has refused to pay invoices if money is lacking. She has worked with the School Business Officer to suggest that such activities need to be presented to the School Committee to be transparent and see if the Committee also approves the authorization.

Q: What is the hardest call you have had to make regarding invoices and when they could not be paid?

A: There was an instance where a contract was signed but there was no funding for the work. Fortunately, there was a grant that came in, but the work was delayed until the grant was received. Also, invoices were submitted for a prior fiscal year after the closure of that fiscal year. Payment had to be delayed until approval was received from Town Meeting; however, it does not provide good optics to vendors when a community delays its payments.

Q: In Watertown, the Auditor is intimately involved in the budget making process and oversees the financial departments. What is your role in preparing budgets and what do you anticipate your role will be in Watertown?

A: The Budget process in Belmont has evolved over the years. When first hired, Ms. Tuccinardi was more involved in the preparation of the budget. There is a Budget Director in Belmont. She works though directly with many department heads to come up with budgets and how to process requests. Prior to Belmont, she has had experience with completing the budget for a small corporation.

Q: What role have you played in supporting collective bargaining teams by providing the costs and the cost analysis over time and how do you see your role in Watertown?

A: In Belmont, the Auditor does not play a large role in collective bargaining; this is done by the Town Administrator and Human Resources. Cost analysis scenarios are things Ms. Tuccinardi has done for many years. She works well collaboratively and welcomes the ideas of all participants in the process.

Q: How do feel about being able to transition from a Town to a City for of government and from an Assistant Auditor to an Auditor position?

A: The Town Meeting form of government can be difficult. To make a major decision takes a lengthy period of time. To purchase a building as was done in Watertown would be a two year process. Currently, the Treasurer, who has been elected and served for seventeen years, is stepping down. The Town has to decide if they want to make this an elected position or an appointed one. The question needs to go to Town Meeting in January and then it needs to be placed on the ballot. With City government, the process is more efficient and things can be done more quickly. She is looking forward to working with the City Council to see things get done.

Q: Comments from your colleagues indicate that you have been modernizing systems in Belmont. What do you think was your most challenging?

A: Ms. Tuccinardi felt getting the approval and the set up of Flow was difficult because many Department heads did not want to work with it. In many instances, she redesigned their dashboards to make the implementation easier which helped the heads to buy into it.

About a year ago, she took it upon herself to create a Power Point presentation for people to use Munis. It is used for payroll and employee self-service. She created a timeline, indicated what happens, and determined who should be involved. She is slowly working to get the initiatives completed. She hoped that within six months to get the employee self-service working and payroll emailed to employees.

Q: What do you think your biggest challenge would be when moving to a different form of government?

A: The biggest challenge would be reporting to so many people and being able to manage that process making sure that everyone has what is needed.

Q: Can you provide examples of your ability to provide strategic advice to all about the use of various fundings.

A: While Ms. Tuccinardi had no specific examples, she stated when something needs to be paid for, she knows to look for any source that might be missing. Belmont does not have as many resources as Watertown, so it is more difficult to pull from various sources. She does know that designated funds may only be used for that purpose and may not be borrowed for another item. She believed that when situations came up, she would be able to help derive those sources.

Q: Can you explain your management style and how you would help others with growth, development, and guidance.

A: Ms. Tuccinardi stated her goal for anyone who works for her is to help them better themselves and never hold anyone back. She would like people to learn as much as possible from her, to help prepare them for their next goal in life, and to be supportive.

Q: In Watertown, the City Manager and the Auditor have a close relation as the City Manager relies on the Auditor's data and updates and the City Manager provides a "snapshot" of the budget to the City Council in October. What is your relation with the Town Administrator and do you do something to assist the Administrator?

A: In the past, the relationship with the Town Administrator and the Town Accountant were separate because the Administrator has a budget analyst. Sometimes, however, the data was uncertain as to where it was derived from. Ms. Tuccinardi stated she has developed a good working relationship with the Administrator and there is a discussion. Her office is working on presenting a package of financial data to the Administrator to develop the budget.

Q: Can you describe your experience with outside audits and audits with management letters? What are your thoughts on management letters?

A: The experience with outside audits has been excellent over the last seven years. Ms. Tuccinardi did not have much concern about audit letters as the auditors have to write something. If there is an issue, she has worked with the outside auditors to establish a policy that works to fit the situation.

Q: The biggest part of the budget is the Education Department. What experience do you have working the School Business Office or the School Department?

A: Ms. Tuccinardi stated she worked closely with the Director of the School Business Department and has a good relationship with the Director. They talk often about how to proceed in different situations. She gave direction as to how to proceed. The Director has taken her advice and taken some matters to the School Department.

Q: What was your role in the certification process?

A: Ms. Tuccinardi completed the entire certification. There was an analysis of what had to be paid out of Free Cash; however, there were many encumbered contracts due to the High School being built. After discussing this with the State, the matter was noted and the certification was completed.

Q: What is your education process for those not familiar with the budget process?

A: Classes regarding basic information are conducted quarterly. For Department heads, they receive personal training along with a set of policies and procedures. Ms. Tuccinardi also is available for consultation.

Q: What is your experience with forecasting tools?

A: Ms. Tuccinardi has dealt with forecasting tools that go out 5-6 years and has found them to be quite robust.

Council President Sideris asked Ms. Tuccinardi as to why she could be successful in Watertown and if she had any questions for the Council.

Ms. Tuccinardi stated she is looking forward to working with the City Council in a different form of government. She is a go getter and likes to make changes, open to suggestions, and willing to work with anyone. She knows how hard the Councilors jobs are and that it is important for the Auditor to provide the Councilors and the City Manager with up to date and accurate financial information. Both Mr. Driscoll and Mr. Tracy left Watertown in a good financial position, and she would like the opportunity to continue building off that and bring Watertown to the next level.

She asked the Council what would they would like to see changed and what would they like to see stay the same as it relates to the Auditor's Office?

Council President Sideris stated that the Council had not yet discussed this and that they may do this in the future.

B. Discussion and Vote

The discussion was opened for the public to make some comment on the evening's discussion.

Elodia Thomas stated she believed Mr. Doherty would make a better candidate for the position based on his experience, his knowledge of Munis, his experience with the MSBA, his City's AAA Bond rating, his awareness of open checkbook and Blue Sky, and his various work experiences.

The Council discussed the candidates:

- Both candidates were innovative and worked well with others; however, Mr. Doherty has a lot of direct experience that is relatable to Watertown
- Watertown has just hired a new City Manager and it needs someone with

strong budget experience. While Ms. Tuccinardi is energetic and can bring people together, Mr. Doherty has been a Councilor and understands the perspective and the need to answer to the public. He has experience with finances and Watertown is in a position where it needs someone to manage where we are and to move on. This is a critical role in a critical time for this community.

- Both candidates are strong capable people with a lot to offer. Watertown will need someone with skills for risk management as there will be a lot of change in senior positions in the City. There is a need to reduce that risk. Mr. Doherty has financial experience and skills that will help Watertown drive things forward with a strategic look ahead and therefore is the more appropriate candidate
- Both candidates are very skilled. Mr. Doherty seemed to answer stock questions in a standard way; however, Ms. Tuccinardi was very honest about what she has done and challenges she faced. She is energized and her examples were more real and indicate her ability to work with Department heads and her willingness to step up and take on serious issues. Both candidates have a basic skill set to complete the job, but Ms. Tuccinardi is excited to take on the position.
- Both candidates are capable and could do the job well; both have taken the initiative in their jobs to make things better. Watertown is undergoing tremendous change with the turnover of several department heads. There is a preference for Mr. Doherty because he is already doing the auditor's job and it is important to have someone who can step into Mr. Tracy's job, someone who has the depth of understanding as to how city government works. In this situation, Mr. Doherty seems to stand out.

Councilor Piccirilli moved to authorize the Council President to negotiate with Mr. Doherty for the position of Auditor; Councilor Feltner seconded the motion. The motion was adopted unanimously on a roll call vote.

3. ADJOURNMENT

Councilor Piccirilli moved to adjourn the meeting; Councilor Gardner seconded the motion. The motion was adopted unanimously on a roll call vote. The meeting adjourned at 8:07 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 9 for, 0 against, 0 present on January 24, 2023.



Mark S. Sideris, Council President

s:/MWP

S: BTM

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JANUARY 24, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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 accept the report Committee of the Budget and Fiscal Oversight Report regarding ARPA funds.



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

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.)

Budget and Fiscal Oversight Committee Report January 3, 2023

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

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JANUARY 24, 2023**

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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 accept the report Committee on Personnel and City Organization Report regarding amendments to City Council Salaries.



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

Watertown City Council

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

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

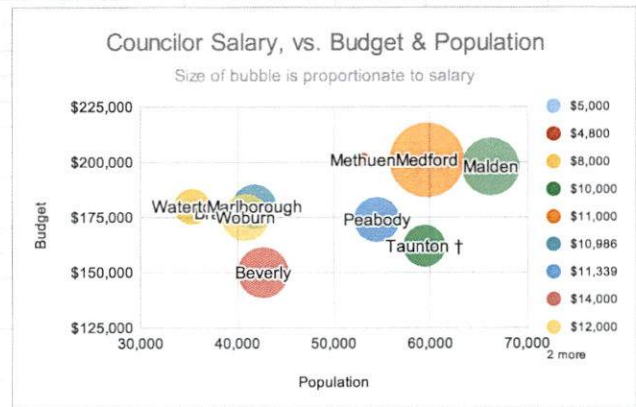
Councilor Bays Estimates of Salary at Minimum Wage

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.

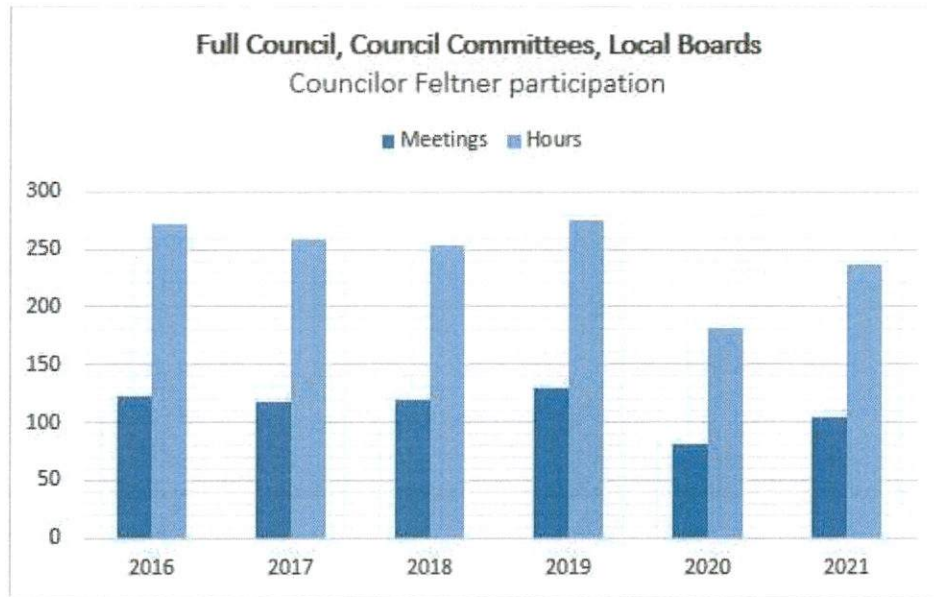
Please note that my tally:

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

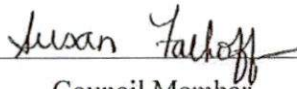
WHEREAS, Section 2-3 of the Town of Watertown Home Rule Charter provides that the Town Council may, by ordinance, provide an annual salary for its members.

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


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, Council Clerk


Mark S. Sideris, Council President

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JANUARY 24, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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 accept That the City Council place a first reading to Amend the Salary for City Councilors to \$8,700, effective January 1, 2024, and \$8,900 effective January 1, 2025 - report Committee on Personnel and City Organization Report regarding amendments to City Council Salaries.

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JANUARY 24, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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 accept that the City Council place a first reading to Amend the Salary for the Council President to \$12,000, effective January 1, 2024, and \$12,500 effective January 1, 2025 - report Committee on Personnel and City Organization Report regarding amendments to City Council Salaries.

**CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JANUARY 24, 2023**

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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 accept 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 - report Committee on Personnel and City Organization Report regarding amendments to City Council Salaries.

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: JANUARY 24, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	<u> X </u>	<u> </u>	<u> </u>
CAROLINE BAYS	<u> X </u>	<u> </u>	<u> </u>
LISA J. FELTNER	<u> X </u>	<u> </u>	<u> </u>
JOHN G. GANNON	<u> X </u>	<u> </u>	<u> </u>
NICOLE GARDNER	<u> X </u>	<u> </u>	<u> </u>
EMILY IZZO	<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 Adjourn.



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 *GJP*
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



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.



28 State Street
Boston, MA 02109-1775
p: 617-345-9000 f: 617-345-9020
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
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.



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 24, 2023

RE: Fiscal Year 2024-2028 Capital Improvement Program

Pursuant to the provisions of the Watertown Home Rule Charter, the attached City Council Resolution on the Fiscal Year 2024 Budget Process, and the City Council Resolution on Watertown's Ongoing Capital Project Budget Guidelines, I herewith present the Proposed Fiscal Year 2024-2028 Capital Improvement Program (CIP).

The proposed Fiscal Year 2024-2028 General Fund CIP totals \$245,741,100. The general obligation bonding requirement for the Fiscal Year 2024-2028 CIP is \$161,394,300.

As you are aware, the Capital Improvement Program is the method used to realistically show relatively expensive and higher-cost equipment and projects that need to be planned to ensure the City's infrastructure is adequately maintained.

Background

While it is easy to not fund maintenance repairs and equipment replenishment until something either falls down or stops running, this is poor planning, for at least two reasons:

1. It does not reflect the true cost each year of an item.
2. By maintaining buildings and equipment in good repair, the useful life of the item can be extended at a reasonable cost. Many communities wait until buildings, vehicles or equipment are in such a state of disrepair that a major overhaul, repair, or replacement is required at much greater expense.

Therefore, to maintain and improve its infrastructure, facilities, and equipment, the City should expect to make annual capital expenditures of at least 7.5% to 8% of the General Fund budget.

A capital item is an asset with a useful life of at least two years and a purchase price of at least \$15,000. Items costing less than \$15,000 are included in the operating budget. In addition, items that are labeled “TR” or “tax revenue” are included both in the CIP (because of their relatively large expense) and in the “Capital Outlay” lines of the operating budget for the relevant departments.

The attached document is the Proposed Fiscal Year 2024-2028 Capital Improvement Program. In the coming days we will update our projected debt chart to reflect this updated plan. Please note that, as we review financing, if we find that we are unable to afford all of the items in the early years of the CIP, some items may need to be adjusted, delayed, or removed from the chart.

Parker Annex Building

An exciting addition to the 2024-2028 Capital Plan is our new office building, the former Parker School, which we are calling the Parker Annex Building. While we now own this new asset, it comes with several new capital items to ensure that it remains in a state of good repair and meets the City’s needs for additional office space. There are some items that need to be addressed this fiscal year, including but not limited to:

1. Carpet, painting, and minor wall relocations for office space.
2. Initial investment in providing network access to City departments in the building.
3. Regrading, repaving, and restriping the parking lot in order to create ADA-compliant parking spaces.
4. Design costs for a fire suppression system, the installation of which is proposed in the CIP in Fiscal Year 2024.

We will submit a funding request in the coming weeks so that we can begin to address these items as soon as possible.

There are additional upgrades in the next five years identified in the CIP under a new Parker Annex Building category. The IT department category is also impacted, with additional technology upgrades required for the new building.

A Note about Inflation

After many years of low interest rates and steadily escalating costs, the past year has seen significant increases in construction costs. This has already impacted some of the Fiscal Year 2023 CIP items as they have gone to bid in the past year. We anticipate that the rate of inflation will slow, but costs are unlikely to come down. Therefore, several cost estimates have been adjusted accordingly this year in anticipation of higher costs. We also continue to monitor interest rates on municipal bonds for their impact on city borrowing.

Long-range Planning

As with all forecasts, the Proposed Fiscal Year 2024-2028 CIP may change, due to long-range planning efforts. In particular, we have focused on a few areas where forthcoming change may have an impact on CIP strategies.

Parks and Open Space

Included with this memo is a new schedule for parks and open space projects. This schedule is designed to address recent questions about the schedule of projects that are currently in design. Parks projects are a significant part of the list of proposed loan orders from previous years. To provide a full perspective and to get these projects back on track, we have begun working with three different landscape design firms and will likely seek a fourth firm to work for the City on the Walker Pond site. While this will accelerate the work on park and open space improvements, the projects still need to be lined up in a way that ensures adequate time for public involvement in design, resources and staffing for construction administration, and access to fields for school and recreation programs. The schedule on page 9 is designed to address those concerns and is consistent with numerous items confirming and reconfirming parks and open space investments from prior year CIPs.

Additional Studies

In the forthcoming year, we will seek to undertake studies that may have an impact on the later years of the Plan. These studies are:

1. City Building Use and Space Study: This was recently supported by a budget amendment approved by the City Council. This study will look at the Parker School, City Hall, and Phillips School/Senior Center campuses to ensure that we are placing the right uses in the right places. Capital repair items for the Phillips School and Senior Center may change based upon the results of this study. This study incorporates the Phillips School / Senior Center feasibility work identified in Fiscal Year 2023-2027 CIP recommendation #23.
2. Watertown Square Plan: The CIP includes \$1 million in funds in Fiscal Year 2024 for the police station to most likely be demolished. Funds for a new building on this site have been removed. This strategy is consistent with the recommendation from the Economic Development & Planning Committee after reviewing the options for this building per Fiscal Year 2023-2027 CIP recommendation #29. The plan will look holistically at the Watertown Square area, will identify and refine future uses in the area and will identify potential future uses of the former police station site that may be appropriate to address in a future capital plan. Additional funds for streets, sidewalks, and parking lot upgrades may also be required if these improvements are identified in the plan.

3. *Heating / Cooling Systems Analysis:* The CIP identifies nearly \$4.5 million of HVAC work for multiple buildings. The proposed Fiscal Year 2024 operating budget will include funding for a study of all City buildings that do not have a newly installed HVAC system to determine the useful life of the existing equipment and, consistent with the Resilient Watertown Climate and Energy Plan, plan for upgrades to more energy-efficient systems such as air-source or geothermal heat pumps. This study could affect the following CIP items in future years and could also generate new CIP items:

Building	Item	Cost	Year
Administration Building	HVAC HAU-1 above Council Chambers Replacement	\$650,000	FY 2024
Administration Building	Fan Coil Units and Air Handling Unit Ventilators Replacement	\$900,000	FY 2025
Parker Annex	Roof Top Units (RTUs) Heating and Cooling Replacement	\$200,000	FY 2024
		\$150,000	FY 2027
Main Fire Station	HVAC Replacement	\$100,000	FY 2027
Library	Chiller & Roof Top Units Design	\$50,000	FY 2024
Library	Heating System & Controls Replacement Design	\$120,000	FY 2024
Library	Chiller Replacement	\$200,000	FY 2024
Library	Rooftop Compressors Replacement	\$416,300	FY 2024
Police Fire Range	HVAC Upgrade	\$800,000	FY 2027
Middle School	HVAC (VRF) Basement	\$72,000	FY 2024
		\$400,000	FY 2025
Phillips School	Boiler #2	\$200,000	FY 2024
Senior Center	HVAC equipment	\$150,000	FY 2027
Skating Rink	Boilers	\$50,000	FY 2025
Total		\$4,458,300	FY 2024 – 2028

4. *Fleet Electrification and Replacement & Vehicle Charging Infrastructure Studies:* The proposed Fiscal Year 2024 operating budget will include funding for a systematic assessment of all City-operated vehicles (except for fire apparatus) with the primary goals of establishing replacement schedules for these vehicles and, consistent with the Resilient Watertown Climate and Energy Plan, identifying vehicle electrification opportunities. It will also include funding for a study to identify the electric vehicle infrastructure needed to support the City's transition to a more electrified fleet as well as provide EV charging stations for resident use at City buildings. This study could affect the following CIP items in future years and could also generate new CIP items:

Category	Item	Cost	Year
Fire	Chief and staff vehicles (3)	\$80,000	FY 2025
Police	Cruisers (3 annually)	\$209,500 escalated annually	Annually
Police	Pick-Up Truck and Trailer	\$88,000	FY 2025
DPW Administration	EV Stations	\$90,000	Annually
Central Motors	Inspectors' vehicles	\$70,000	Annually
Central Motors	Supervisor vehicle	\$50,000	FY 2026
DPW Highway	Skid Steer	\$65,000	FY 2025
DPW Highway	Rack Truck	\$150,000	FY 2024
DPW Highway	Crew Truck	\$180,000	FY 2024
DPW Highway	Heavy Duty Dump Truck	\$230,000	FY 2027
DPW Highway	Electric Street Sweeper	\$600,000	FY 2027
DPW Highway	Backhoe	\$150,000	FY 2028
DPW Highway	Loader	\$325,000	FY 2028
DPW Highway	Hot Box	\$300,000	FY 2026
DPW Highway	Dump Truck with Sliding Sander & Plow	\$290,000	FY 2028
DPW Snow & Ice Removal	Plows, Sanders, Salt Control Units / Replacement	\$80,000 per year	Annually
DPW Snow & Ice Removal	Salter 6-Wheeler – Snow Fighter (5)	\$300,000 \$320,000 \$340,000	FY 2024 FY 2026 FY 2028
DPW Snow & Ice Removal	Loader 3/4 Yard	\$107,000	FY 2025
DPW Snow & Ice Removal	Sidewalk Tractor (\$200,000 in FY 2027)	\$200,000	FY 2027
DPW Cemetery	Off Road Utility Vehicle 4x4	\$30,000	FY 2025
DPW Cemetery	Backhoe	\$140,000	FY 2025
DPW Property/Building	Heavy Duty 4x4 Forklift	\$100,000	FY 2024
DPW Property/Building	Rough Terrain Forklift	\$95,000	FY 2026
DPW Parks & Forestry	Tree Chipper	\$75,000 \$75,000	FY 2024 FY 2025
DPW Parks & Forestry	Utility Truck	\$65,000	FY 2024
DPW Parks & Forestry	Farm Tractor	\$80,000	FY 2027
DPW Parks & Forestry	Backhoe	\$140,000	FY 2027
DPW Parks & Forestry	4x4 Landscape Dump Truck	\$160,000	FY 2027
Public Buildings	New Maintenance EV	\$70,000	FY 2024
Public Buildings	Sidewalk snowblower/cabs	\$60,000/year	FY 2025, FY 2026 & FY 2027
Public Buildings	Pick Up Truck with Plow	\$60,000	FY 2025
Total		\$7,402,600	FY 2024 – 2028

5. Comprehensive Plan: As you are aware, Watertown is currently updating the citywide Comprehensive Plan. While we are not yet able to identify CIP items that may be impacted or required by the plan at the end of the process, there may be necessary CIP updates in coming years to implement the comprehensive plan.

Community Preservation Funds

CPA funds are distributed after a vote from the Community Preservation Commission (CPC) and the City Council. Due to the important advisory role of the CPC, the CIP will not identify an item as CPA funded until the CPC has approved such an item. But, there are a few items in the CIP this year marked as "TBD" that could be funded with CPA funds, if approved by the CPC. These include:

1. Gazebo at Saltonstall Park (\$900,000 in Fiscal Year 2024)
2. Bike Path – Waverley Avenue to Main Street (\$500,000 in Fiscal Year 2024)
3. Design and Construction at Walker Pond (\$250,000 in Fiscal Year 2024 and \$2.5 million in Fiscal Year 2025)

Unfunded Items

In addition to the items listed above for which we will seek community preservation funds, the funding sources of the following items have not been determined and are identified as TBD:

1. Former North Branch Library Renovation/Reuse (\$1.1 million in Fiscal Year 2024)
2. Multi-Service Center Renovation (\$500,000 in Fiscal Year 2024)

Grant Funds

In the last twelve months, our state and federal government have proposed several new grant opportunities that could be beneficial to Watertown. We are grateful to our state delegation for securing a \$900,000 grant towards the work at Saltonstall Park and to our federal delegation for securing \$240,000 to install 15 stormwater tree trenches. We are monitoring state efforts around dedicated funds and new state programs that will hopefully come from the incoming Governor's administration. We are also seeking potential opportunities for direct local grants of funds under the federal Bipartisan Infrastructure Bill and the Inflation Reduction Act (which includes numerous grants for energy efficiency and climate priorities).

As you are aware, the Honorable City Council is working to address the use of the \$10.5 million in federal funds that the City received through the American Rescue Plan Act of 2021 (ARPA). These funds may be used for a variety of purposes, but many capital items qualify to use ARPA funds, including improvements to drinking water, wastewater and stormwater systems, and expanded access to broadband.

School Department

The Fiscal Year 2024-2028 CIP includes funding of various school improvements totaling \$106,977,000 over the next five fiscal years. The breakdown of these improvements are as follows:

New High School Project	\$100,000,000
Cunniff School Projects	\$275,000
Hosmer School Projects	\$455,000
Lowell School Projects	\$60,000
Middle School Projects	\$2,957,000
High School Furniture	\$125,000
Phillips School	\$1,995,000
District	\$1,110,000
TOTAL	\$106,977,000

The School Department CIP includes funds for projects on two recently opened elementary schools. Some of these items are important for the operation of these new schools, but have not been, to date, included in the scope of the original school construction project. They have been placed in the CIP in forthcoming years to ensure that each year's school capital projects operating budget remains in the \$300k to \$400k range. Per Fiscal Year 2023-2027 CIP recommendation #24, this capital appropriation request in Fiscal Year 2023 was approved at \$310,000.

In the event that these schools finish under budget, additional project budget may replace tax revenue to cover items on the CIP in these new buildings that were not in the original project scope but are nonetheless related to the original project. These include such items as audio systems, wallpaper/decals, cell communication enhancements at the two elementary schools as well as the north parking lot swing gate, power shades and shade structure above the playground at the Hosmer School. In the alternative, funds from the Fiscal Year 2023 School Capital Projects operating budget may also be able to be repurposed for these topics, thereby accelerating their completion.

The School Department CIP also includes funds for work at the Phillips School, and that information may change as a result of the outcome of the forthcoming City Building Use and Space Study. This larger study including the Parker Annex and the Administration Building will incorporate the Feasibility Study for the Phillips School / Senior Center site per Fiscal Year 2023-2027 CIP recommendation item #23.

The Honorable City Council's Fiscal Year 2024 Budget Policy Guideline II.C. reads as follows:

Continue support for Building for the Future Initiative funding in collaboration with the School Building Committee, for the Three Elementary Schools project, and for the MSBA High School project, without debt exclusion funding.

Based on that Budget Policy Guideline, \$100 million for the New High School Project has been included in the CIP in Fiscal Year 2024, which is in addition to the \$100 million that was in the previous CIP in Fiscal Year 2023, both of which are consistent with the Council's approval of a \$200 million loan order in 2022.

CIP memos from previous years include a robust introduction to the history and schedule of the Building for the Future Initiative, and the administration can provide that information to the Honorable City Council upon request.

Streets and Sidewalks

Street and sidewalk maintenance is one of the top priorities in the Honorable City Council's Fiscal Years 2009 through 2024 Budget Policy Guidelines. Within the Fiscal Year 2024-2028 CIP, \$72,855,600 is designated for street and sidewalk improvements. This includes the Mt. Auburn Street corridor project, which is substantially covered by state transportation funding. Local funds for non-participatory work, land acquisition, and project lay-down/storage space are included in the CIP. The CIP also includes a new item for ornamental street lighting.

Chapter 90 funds are increased to \$375,000 per year.

Locally funded projects including the connector roads/long streets project as well as locally funded highway reconstruction and sidewalk reconstruction have all been increased to reflect higher construction costs. The CIP also recommends adding another year of funding for underground duct work in Fiscal Year 2028.

Parks and Recreation Projects

The City has undertaken, with the support of the Honorable City Council, significant parks and open space upgrades and improvements through the CIP in recent years. With the arrival of the pandemic, the uncertainty around the recession and supply chain challenges, many of these projects are behind schedule. To ensure that we are working towards a common schedule for project completion, I recommend that the Honorable City Council confirm a new schedule for parks completion. This schedule is aggressive but achievable, as long as there are no financing, operational, or staffing challenges that limit the ability to complete this schedule. It will ensure that we have excellent park facilities, while providing adequate space for our recreation programs during construction. This is consistent with Fiscal Year 2023-2027 CIP recommendation #30, suggesting that construction phasing be consistent with citywide field usage needs. Recommendation #30 also suggested an assessment of the turf at Victory Field. This will be addressed in a forthcoming memo and recommendation to the City Council. Consistent with Fiscal Year 2023-2027 CIP recommendation #31, the special needs baseball/softball diamond remains on the CIP and has been moved to 2025 while we work to determine if there is an appropriate site in Watertown for this very meaningful community investment.

Below is the proposed construction schedule:

Project	Construction Timeline Calendar Year	CIP Fiscal Year
Irving Park	Spring/Summer 2023	none (CPA)
Moxley Court	Summer 2023	2016
Filippello Splash Pad	Summer 2023	2021
Upgrade Victory Field Turf	June 2023	2023
Upper Saltonstall Park / Gazebo	Fall 2023 - Spring 2024	2024
Arsenal Phase B	Fall 2023 - Spring 2024	2021
Victory Phase II	Spring/Summer 2024	2017
Lower Saltonstall	Summer 2024	2019
Lowell Playground	Summer 2024	2020
Casey Park and Playground	Summer 2024	2017
Walker Pond	Summer 2024/2025	2025
Howe Playground	Summer 2025	2023
Bemis Playground	Summer 2025	2021 and 2024
Sullivan Playground	Summer 2026	2022
Victory Phase III	Summer 2026	2023
Filippello Grove Playground	Summer 2026	2026
Moxley Field	Fall 2026 – Spring 2027	2026 and 2027
Filippello Arlington Playground	Summer 2027	2027
Victory Tot Lot	Summer 2028	2028

Additional Items to Note

Administration

1. City Hall Roof Replacement has been moved out two years.
2. City Hall fire alarm system has been increased by \$100,000.

Community Development

1. CIP includes new commitment to public art, with increased funding for this item.

Information Technology

1. Additional funds have been added across a number of lines to address higher costs.
2. New items have been added for Hybrid Meeting Technology and IT Governance.
3. Video Security and Access Control is changed from BE to TR.
4. Fiber Loop Build-out and Cabling is changed from BE to TR.
5. We are increasing the annual budget for document scanning, as this has become a very effective strategy for cleaning out the old police station, opening up space at City Hall, and effectively organizing our records.
6. An additional year has been added to the Public Wi-Fi project.

Fire Department

1. Funds for the East End Station have been adjusted and assigned to Fiscal Year 2027.
2. Main Station Concrete Coating for Apparatus floor changed from BR to TR.
3. Kitchen ductwork project is rolled into the Main Station interior project.
4. Station alerting system increased by \$15,000.
5. Vehicle costs increased to address inflation.
6. Firefighter protective outer gear increased by \$20,000.
7. New items added in Fiscal Year 2028 to replace Main Station shop air compressor, boat, and special rescue trailer.

Police Department

1. Budget includes funding for in-cruiser video system and body worn cameras. These items are currently subject to collective bargaining.
2. Computer-aided dispatch records management system increased by \$19,000.
3. New items for replacing the training simulator computer system in Fiscal Year 2025, and HVAC upgrade for the firing range in Fiscal Year 2027.

Public Works Department:

1. New items in DPW include:
 - o Design of solar canopy in Fiscal Year 2024
 - o Backhoe in Fiscal Year 2028
 - o Loader in Fiscal Year 2028
 - o Hot Box in Fiscal Year 2026
 - o Dump Truck with Sliding Sander and Plow in Fiscal Year 2028
 - o Backhoe for Cemetery Division in Fiscal Year 2025
2. We are adding an additional three years of commitment to EV station installations citywide, through Fiscal Year 2028 and also studying this item as part of the Fleet Electrification and Replacement & Vehicle Charging Infrastructure Studies.
3. Salt shed repair has become an immediate issue. This is identified as a Fiscal Year 2024 item.
4. Saltonstall Park is a project that includes a \$900,000 earmark and \$150,000 for design as well as \$900,000 for the final gazebo. As noted above, the gazebo will be requested from CPC and is therefore TBD on the plan.

Public Buildings

1. Sidewalk snowblower/cabs and equipment inventory are moved out one year.

Senior Center

See note above about the Senior Center. Capital items have been moved out in anticipation of the study on the future of the building. New items for Fiscal Year 2027 are in place for HVAC equipment and meeting room flooring, which may change pending decisions about the building and the Heating / Cooling Systems Analysis.

Skating Rink

1. Electric ice servicing machine and lighting upgrades have been moved out one year.
2. Major work at skating rink remains to be done in Fiscal Year 2023, including:
 - a. Handicap ramp (in 2021 CIP)
 - b. Boards glass (in 2022 CIP)
 - c. Replacement of the ammonia detection system (via budget transfer)
 - d. Replacement of stands (in 2023 CIP)

Water and Sewer Enterprise Funds Capital Improvement Program (CIP)

The proposed Fiscal Year 2024-2028 Water and Sewer Enterprise Funds CIP is forthcoming and will be submitted to the Honorable City Council in the coming days, along with a memo summarizing relevant background information.

All of the work to the water, sewer, and drain systems directly impacts water and sewer rates. Interest-free loans and grants, when secured, will enable the City to perform necessary work with little or minimal impact on ratepayers.

Loan Orders from Previous Fiscal Years

The following items were incorporated in previous years' CIP documents and re-confirmed by the Honorable City Council in recommendations during the review of the Fiscal Year 2023-2027 CIP in March of 2022.

Fiscal Year 2016 Unfinished CIP Projects

Project	Amount	Council Rec.	Status
Moxley Courts	\$1.3 mil	Reconfirmed #1	scheduled 2023

Fiscal Year 2017 Unfinished CIP Projects

Project	Amount	Council Rec.	Status
Casey Park Renovation	\$950k	Reconfirmed #2	scheduled 2024
Victory Phase II	\$3.0 mil	Reconfirmed #3	scheduled 2024

Fiscal Year 2018 Unfinished CIP Projects

Project	Amount	Council Rec.	Status
Community Path Design	\$325k	Reconfirmed #5	in process

Fiscal Year 2019 Unfinished CIP Projects

Project	Amount	Council Rec.	Status
Saltonstall Lower Park Improvements	\$300k	Reconfirmed #6	scheduled 2024

Fiscal Year 2020 Unfinished CIP Project

Project	Amount	Council Rec.	Status
Community Path Taylor to Linear	\$3.0 mil	Reconfirmed #8	estimated 2024

Fiscal Year 2021 Unfinished CIP Projects

Project	Amount	Council Rec.	Status
Arsenal Park Renovation Phase B	\$6.35 mil	Revised amount #9	scheduled 2023-24
Filippello Spray Park	\$400k	Reconfirmed #11	scheduled 2023
Skating Rink Improvements	\$300k	Reconfirmed #12	scheduled 2023

Fiscal Year 2022 Unfinished CIP Projects

Project	Amount	Council Rec.	Status
Various (Middle) School Improvements	\$3.1 mil	confirmed #15	forthcoming
Connector Roads / Long Streets	\$1.5 mil	confirmed #17	underway (Moore St)
Sullivan Playground	\$425k	confirmed #19	scheduled 2026
Design of Victory Field House Addition	\$375k	confirmed #20	scheduled 2026
Skating Rink Improvements	\$265k	confirmed #21	scheduled 2023

Fiscal Year 2023 Unfinished CIP Projects

Project	Amount	Status
Admin Building Design Masonry & Metal	\$40k	forthcoming
Admin Building Design HVAC-HAU CC	\$120k	forthcoming
Admin Building Design lighting/access	\$60K	forthcoming
Admin Building Design roof repairs	\$45k	forthcoming
IT Infrastructure improvements	\$300k	forthcoming
IT Permitting/transparency dashboards	\$100k	forthcoming
IT document scanning	\$100k	forthcoming
Library repair children's room water	\$125k	forthcoming
Library replace boilers and pumps	\$200k	forthcoming
Library design chiller & RF	\$50k	forthcoming
DPW Admin Bldg. Roof Replacement	\$2 million	forthcoming
Cemetery off road vehicle	\$30k	forthcoming
Prop/Bldg. Boiler replacement	\$200k	forthcoming
Victory Field House Addition/Renovation	\$4 million	scheduled 2026
Victory Field Turf Replacement	\$1.5 million	scheduled 2023
Howe Park Playground	\$500k	scheduled 2025
Senior Center Roof Repairs / Replacement	\$150k	under review
Senior Center Painting	\$50k	under review
Rink replacement of stands	\$200k	scheduled 2023

Conclusion

I look forward to working with the Honorable City Council in their review and adoption of conceptual recommendations on the Fiscal Year 2024-2028 Capital Improvement Program.

cc: Honorable School Committee
Honorable Library Board of Trustees
School Building Committee
All Department Heads



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

RESOLUTION # 99

2022 - R - 99

RESOLUTION ON THE FISCAL YEAR 2024 BUDGET PROCESS

WHEREAS: Article 5 of the Watertown Home Rule Charter sets out a process for the development and adoption of the annual operating budget and capital improvement program; and

WHEREAS: The City Council wishes to establish a timeline, consistent with the Charter, by which it will provide policy guidance to the City Manager on the development of the budget and capital improvement program; and

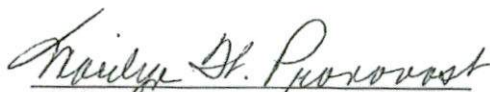
WHEREAS: Such a timeline will also give City residents notice of their opportunity to offer input on these important financial matters;

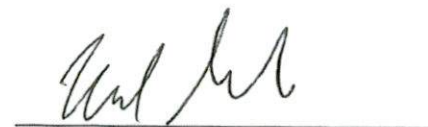
NOW THEREFORE BE IT RESOLVED: That the City Council of the City known as the City of Watertown establishes the following timeline for the development of the Fiscal Year 2024 operating budget and capital improvement program:

1. The Fiscal Year 2024 Preliminary Budget Overview will be presented to the City Council by October 11, 2022.
2. The City Council will adopt its Fiscal Year 2024 Budget Policy Guidelines by November 22, 2022.
3. The proposed Fiscal Year 2024-2028 Capital Improvement Program will be presented to the City Council by January 24, 2023.
4. The City Council will adopt its conceptual recommendations on the Fiscal Year 2024-2028 Capital Improvement Program by March 14, 2023, subject to the availability of funds.


Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above Resolution was adopted by a vote of 9 for, 0 against, and 0 present on September 13, 2022.


Marilyn W. Pronovost, Council Clerk


Mark S. Sideris, Council President



Watertown Town Council

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

ELECTED OFFICIALS: Resolution# 2013- 76

Mark S. Sideris,
Council President

Stephen P. Corbett,
Vice President

John A. Donohue,
Councilor At Large

Susan G. Falkoff,
Councilor At Large

Anthony Palomba,
Councilor At Large

Angeline B. Kounellis,
District A Councilor

Cecilia Lenk,
District B Councilor

Vincent J. Piccirilli, Jr.,
District C Councilor

Kenneth M. Woodland
District D Councilor

Resolution: Watertown's Ongoing Capital Project Budget Guidelines

WHEREAS the Town Council adopts budget policy guidelines each year pursuant to Section 5-1 of the Watertown Home Rule Charter, so that the Town Manager can develop budgetary goals and the Town budget for the next fiscal year, and

WHEREAS in the Fiscal Year 2014 budget policy guidelines, Attachment A "ADDITIONAL RECOMMENDATIONS ON CAPITAL PROJECTS" was included to use the Town's capital project funds in the most efficient manner, and to improve the efficiency and transparency of the Capital Improvement Program (CIP) process, and

WHEREAS these recommendations have become standard operating procedure for the Town of Watertown, and do not need to be revised each year.

NOW THEREFORE BE IT RESOLVED that the Town Council of the City known as the Town of Watertown hereby establishes the following recommendations on capital projects as permanent budget policy guidance, to be followed annually:

1. Status of existing capital funds and projects: As part of the January CIP submission by the Town Manager, include from each department, a listing of all existing unspent capital funds (including Chapter 90, developer mitigation, grant funds, etc.) and a status on each project or acquisition, including how and when remaining funds will be spent, effective November 30th.
 - a. Include project funds appropriated by the Town Council to the School Department.
 - b. Include Water/Sewer Enterprise Fund reporting of capital projects & funds as a new section of the CIP separate from the General Fund.
2. Details on new projects: As part of the January CIP submission by the Town Manager, provide details for all items in the CIP that have been previously shown as annual lump sums in a single line.
 - a. Include the School Department's "various school improvements".
 - b. Include "highway reconstruction" and "sidewalk reconstruction", with a forecast of streets to be done each year.
 - c. Include Water/Sewer Enterprise Fund capital projects as a new section of the CIP separate from the General Fund, with a forecast of streets to be done each year.

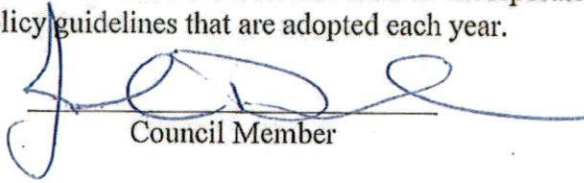
- d. Include transportation or water/sewer and stormwater projects which have or will be proposed in the future, with no funding source yet identified.

3. Coordination Issues Related to Public Works projects: The increasing volume and complexity of public works projects requires a rethinking of how the Town does its planning to maximize the use of capital funds and departmental resources, as well as providing information to the public in a timely, readily accessible fashion.

- a. To this end, the CIP needs to have a five-year forecast of what water/sewer/stormwater, road reconstruction, and sidewalk reconstruction are planned, by specific street, which will:
 - i. Insure that work is sequenced to obtain the maximum life from road and sidewalk reconstruction without major water/sewer work compromising their integrity.
 - ii. Allow utility companies adequate time to plan underground service replacements prior to road and sidewalk reconstruction, to avoid compromising their integrity.
 - iii. Allow time for the Zoning Enforcement Office to notify property owners of non-conforming driveways, while giving the owners adequate time to seek a variance.
 - iv. Allow developers time to plan their projects in coordination with the Town, and avoid digging up newly installed roads and sidewalks.
 - v. Allow abutting homeowners, who may want to pay for granite curbs on streets scheduled for asphalt curbs, time to arrange contracting and payment.
 - vi. Allow time for the Tree Warden to notify abutters who may want a street tree in front of their property, to allow for the placement of a tree pit prior to the installation of a new sidewalk.
 - vii. Provide more transparency to citizens on public works projects and spending.
 - viii. Allow the Public Works Committee or other appropriate committee adequate time to review the proposed work and provide policy guidance on the above as it relates to Watertown's goals.
- b. Issues of coordination and timing need to be improved to insure the most efficient use of funds, and bonding of annual street construction projects should be coordinated with bidding such that contractors can begin by April and be completed by November.
- c. The Public Works Department should address, on an ongoing basis:
 - i. Assure adequate supervisory capacity to eliminate decision bottlenecks and improve timeliness of responses for construction work.
 - ii. Notification to the public of what construction is happening and where and when it will occur must be improved, and should be available on the website and updated regularly.
 - iii. Improve completion of punch list items on projects needs to be improved, including painting of roadway markings, installation of traffic signs, removal of temporary construction signs, cleanup of construction debris, etc.
- 4. Protection of investments: With millions of dollars being spent each year in Watertown on street and sidewalk construction, the administration should take a more aggressive

role to protect the value of these investments to insure that maximum life is obtained from the new surfaces.

BE IT FURTHER RESOLVED that this resolution shall be incorporated by reference into the annual budget policy guidelines that are adopted each year.



Council Member

I hereby certify that at a regular meeting of the Town Council for which a quorum was present, the above Resolution was adopted by unanimous voice vote on December 9, 2013.



Valerie Papas, Council Clerk



Mark S. Sideris, Council President

FY 2024 FY 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
2	ADMINISTRATION											
3	Administration Building Improvements/Renovations	125.0	25.0	TR	25.0	TR	25.0	TR	25.0	TR	25.0	TR
4	Former Police Facility	1,000.0	1,000.0	BR								
5	Multi-Service Center Renovation	500.0	500.0	TBD								
6	Renovation/Reuse former North Branch	1,100.0	1,100.0	TBD								
7	Replace Carpets	90.0	45.0	TR	45.0	TR						
8	Paint Hallway/Offices	100.0	50.0	TR	50.0	TR						
9	Masonry & Metal Repairs by door entrances	500.0	500.0	BR								
10	replace HVAC HAU-1 above council chambers	650.0	650.0	BR								
11	Ligthing Fixtures & Accessibility Issues	637.0			60.0	BR	577.0	BR				
12	Roof Shingle Replacement/Roof Refurbishment	200.0			200.0	BR						
13	Replace Fan Coil Units & Air Handling Unit Ventilators	900.0			900.0	BR						
14	Upgrade Fire Alarm System	250.0			50.0	BR	200.0	BR				
15	Upgrade Fire Protection System	590.0			90.0	BR	500.0	BR				
16	Upgrade Lighting	300.0					300.0	BR				
17												
18												
19	PARKER ANNEX											
20	Replace Main Electrical Service	100.0	100.0	BR								
21	Install Building Generator	300.0	300.0	BR								
22	Replace 2 RTU Heating and Cooling	200.0			200.0	BR						
23	Point/Repair Exterior Masonry Façade	250.0	125.0	BR	125.0	BR						
24	Move of Departments	75.0	75.0	TR								
25	Interior Painting/Carpets	250.0	50.0	TR	50.0	TR	50.0	TR	50.0	TR	50.0	TR
26	Replace 2 Roof Top Package Units	150.0							150.0	BR		
27	Install Fire Supression System	750.0	750.0	BR								
28	Renovate Public Restrooms	100.0									100.0	BR
29	ADMINISTRATION & PARKER SUBTOTAL	9,117.0	5,270.0		1,795.0		1,652.0		225.0		175.0	
30												
31												
32	COMMUNITY DEVELOPMENT											
33	Monument Restoration & Replacement	75.0	15.0	TR	15.0	TR	15.0	TR	15.0	TR	15.0	TR
34	Public Art	200.0	30.0	TR	35.0	TR	40.0	TR	45.0	TR	50.0	TR
35	Commander's Mansion	150.0	30.0	TR	30.0	TR	30.0	TR	30.0	TR	30.0	TR
36	COMMUNITY DEVELOPMENT SUBTOTAL	425.0	75.0		80.0		85.0		90.0		95.0	
37												
38												

CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1	TOTALS	FY '24			FY '25		FY '26		FY '27		FY '28	
39	INFORMATION TECHNOLOGY											
40	Additional Equipment	65.0	11.0	TR	12.0	TR	13.0	TR	14.0	TR	15.0	TR
41	Replacement of Equipment	650.0	120.0	TR	125.0	TR	130.0	TR	135.0	TR	140.0	TR
42	IT Infrastructure Improvements	1,500.0	300.0	BE	300.0	BE	300.0	BE	300.0	BE	300.0	BE
43	Permitting and Transparency Dashboards	300.0	150.0	BE	150.0	BE						
44	Video Security and Access Control	500.0	100.0	TR	100.0	TR	100.0	TR	100.0	TR	100.0	TR
45	Fiber Loop Build-out and Cabling	500.0	100.0	TR	100.0	TR	100.0	TR	100.0	TR	100.0	TR
46	Document Scanning	1,000.0	200.0	BE	200.0	BE	200.0	BE	200.0	BE	200.0	BE
47	MUNIS Financial System Enhancements	450.0	150.0	BE	150.0	BE	150.0	BE				
48	Public Wifi	1,500.0			500.0	BE	500.0	BE	500.0	BE		
49	Hybrid Meeting Technology	250.0	50.0	TR	50.0	TR	50.0	TR	50.0	TR	50.0	TR
50	IT Governance	500.0	100.0	BE	100.0	BE	100.0	BE	100.0	BE	100.0	BE
51	Parker Annex Technology	1,500.0	500.0	BR	500.0	BR	500.0	BR				
52	INFORMATION TECHNOLOGY SUBTOTAL	8,715.0	1,781.0		2,287.0		2,143.0		1,499.0		1,005.0	
53												
54												
55	FIRE DEPARTMENT											
56	ALS Ambulance Medical Equipment	200.0	40.0	TR	40.0	TR	40.0	TR	40.0	TR	40.0	TR
57	Chief's, & staff vehicles (3)	160.0			80.0	TR			80.0	TR		
58	Fire Building Improvements/Renovations	300.0	60.0	TR	60.0	TR	60.0	TR	60.0	TR	60.0	TR
59	East End Fire Station HVAC/Plumbing	126.0	126.0	BR								
60	East End Fire Station Painting-Carpet-Lighting	121.0	121.0	BR								
61	Main Station- Interior Painting	0.0										
62	North Station - Fencing	0.0										
63	Headsets for Radios in Apparatus	0.0										
64	Main Station - Concrete Coating Apparatus Floor	85.0	85.0	TR								
65	Main Station Interior Repairs	200.0	100.0	BR							100.0	BR
66	Main Station Emergency Generator Replacement	90.0	90.0	BE								
67	Station Alerting System	120.0	120.0	BE								
68	Main & North Stations Apparatus Doors	65.0			65.0	BR						
69	DOT Type III Emergency Ambulance Vehicle	1,000.0			500.0	BE					500.0	BE
70	Engine Truck, replacement for 2011 Engine 1	885.0			885.0	BE						
71	Incident Command Vehicle (Deputy Chief)	100.0					100.0	TR				
72	Firefighters Protective Outer Gear	400.0					400.0	BE				
73	East End Station Replacement	10,000.0							10,000.0	BR		
74	Main Station HVAC Replacement	100.0							100.0	TR		
75	Engine Truck, replacement for 2013 Engine 3	1,250.0							1,250.0	BE		

FY 2024 Y 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
76	Main Station Shop Air Compressor Replacement	20.0									20.0	TR
77	Boat Replacement for 2000 Marine 1	50.0									50.0	TR
78	Trailer Replacement for 1998 Special Rescue Trailer	15.0									15.0	TR
79	FIRE DEPARTMENT SUBTOTAL	15,287.0	742.0		1,630.0		600.0		11,530.0		785.0	
80												
81	LIBRARY											
82	Design/Engineer Chiller & Roof Top Units	50.0	50.0	BR								
83	Design Heating System & Controls Replacement	120.0	120.0	BR								
84	Replace Chiller	200.0	200.0	BR								
85	Replace Roof Top Units/Compressors	416.3	416.3	BR								
86	Repair/Replace Roof	300.0					300.0	BR				
87	Feasability Study for Library Expansion	100.0					100.0	BR				
88	Painting	200.0	40.0	TR	40.0	TR	40.0	TR	40.0	TR	40.0	TR
89	Building Renovations/Replacement of Equip	305.0	61.0	TR	61.0	TR	61.0	TR	61.0	TR	61.0	TR
90	LIBRARY DEPARTMENT SUBTOTAL	1,691.3	887.3		101.0		501.0		101.0		101.0	
91												
92	POLICE DEPARTMENT											
93	Police Cruisers (3 annually)	1,157.6	209.5	TR	220.0	TR	231.0	TR	242.5	TR	254.6	TR
94	Radio Infrastructure/specialized equipment	200.0	40.0	TR	40.0	TR	40.0	TR	40.0	TR	40.0	TR
95	Police Building Improvements/Renovations	150.0	30.0	TR	30.0	TR	30.0	TR	30.0	TR	30.0	TR
96	In Cruiser Video System	128.0			128.0	BE						
97	Replace Access Control/Bldg Video Syst. Servers	37.0	37.0	BE								
98	Replace Tactical Bullet Proof Vests	13.6					13.6	TR				
99	Replace Computer Aided Dispatch-Records Mgmt	969.0							969.0	BE		
100	Replace Training Simulator Computer System	90.0			90.0	BE						
101	Pickup Truck and trailer	88.0			88.0	BE						
102	Body Worn Cameras	780.0			780.0	BE						
103	Firing Range HVAC Upgrade	800.0							800.0	BR		
104	POLICE SUBTOTAL	4,413.2	316.5		1,376.0		314.6		2,081.5		324.6	
105												
106	PUBLIC WORKS DEPARTMENT											
107	Administration											
108	Design of Solar Canopy	125.0	125.0	TR								
109	Roof Replacement	2,000.0			2,000.0	BR						
110	Solar Canopy DPW Parking Lots	1,250.0	1,250.0	BR								
111	Add EV Stations	450.0	90.0	BR	90.0	BR	90.0	BR	90.0	BR	90.0	BR
112	ADMINISTRATION SUBTOTAL	3,825.0	1,465.0		2,090.0		90.0		90.0		90.0	

FY 2024 Y 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
113												
114	Central Motors											
115	Inspectors' Vehicles	350.0	70.0	TR	70.0	TR	70.0	TR	70.0	TR	70.0	TR
116	Supervisor Vehicle	50.0					50.0	BE				
117	CENTRAL MOTORS SUBTOTAL	400.0	70.0		70.0		120.0		70.0		70.0	
118												
119	Highway											
120	Skid Steer	65.0			65.0	BE						
121	Rack Truck	150.0	150.0	BE								
122	Crew Truck	180.0	180.0	BE								
123	Heavy Duty Dump Truck	230.0							230.0	BE		
124	Electric Street Sweeper	600.0							600.0	BE		
125	Backhoe	150.0									150.0	BE
126	Loader	325.0									325.0	BE
127	Hot Box	300.0					300.0	BE				
128	Dump Truck with Sliding Sander & Plow	290.0									290.0	BE
129	HIGHWAY SUBTOTAL	2,290.0	330.0		65.0		300.0		830.0		765.0	
130												
131	Snow & Ice Removal											
132	Plows, Sanders, Salt control units/Replacement	400.0	80.0	TR	80.0	TR	80.0	TR	80.0	TR	80.0	TR
133	Salter 6 Wheeler - Snow Fighter (5)	960.0	300.0	BE			320.0	BE			340.0	BE
134	Salt Shed Repair	400.0	400.0	BE								
135	Loader 3/4 Yard	107.0			107.0	BE						
136	Sidewalk Tractor	200.0							200.0	BE		
137	SNOW & ICE REMOVAL SUBTOTAL	2,067.0	780.0		187.0		400.0		280.0		420.0	
138												
139	Cemetery											
140	Off Road Utility Vehicle 4X4 (2)	30.0			30.0	BE						
141	Backhoe	140.0			140.0	BE						
142	CEMETERY SUBTOTAL	170.0	-		170.0		-		-		-	
143												
144												
145	Property/Building											
146	Heavy Duty 4x4 Forklift (Lull)	100.0	100.0	BE								
147	Rough Terrain Forklift	95.0					95.0	BE				
148	PROPERTY/BUILDING SUBTOTAL	195.0	100.0		-		95.0		-		-	
149												

FY 2024 Y 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
150	Parks & Forestry											
151	Gazebo at Saltonstall Park	900.0	900.0	TBD								
152	Walker Pond Design/Construction	2,750.0	250.0	TBD	2,500.0	TBD						
153	Tree Chipper	150.0	75.0	BE	75.0	BE						
154	Utility Truck	65.0	65.0	BE								
155	Farm Tractor	80.0							80.0	BE		
156	Backhoe	140.0							140.0	BE		
157	4x4 Landscape Dump Truck	160.0							160.0	BE		
158	PARKS & FORESTRY SUBTOTAL	4,245.0	1,290.0		2,575.0		-		380.0		-	
159												
160												
161	TOTAL DPW - TBD	3,650.0	1,150.0	TBD	2,500.0	TBD	0.0	TBD	0.0	TBD	0.0	TBD
162	TOTAL DPW - TR	875.0	275.0	TR	150.0	TR	150.0	TR	150.0	TR	150.0	TR
163	TOTAL DPW - BE	4,967.0	1,270.0	BE	417.0	BE	765.0	BE	1,410.0	BE	1,105.0	BE
164	TOTAL DPW - BR	3,700.0	1,340.0	BR	2,090.0	BR	90.0	BR	90.0	BR	90.0	BR
165	PUBLIC WORKS SUBTOTAL	13,192.0	4,035.0		5,157.0		1,005.0		1,650.0		1,345.0	
166												
167												
168	RECREATION & PARKS											
169	Tot Lot/Court Resurfacing as needed	565.0			140.0	TR	125.0	TR	150.0	TR	150.0	TR
170	Filippello (Grove) Court Resurface	65.0	65.0	TR								
171	Study of Pickleball Courts	50.0	50.0	TR								
172	Bemis: Design, Plygrd Equip, new surf. & spray park	85.0			85.0	TR						
173	Bemis: Install Plygrd Equip, new surf. & spray park	960.0			960.0	BR						
174	Special Needs baseball/softball diamond	800.0			800.0	BR						
175	Filippello (Grove) Design, plygrnd equip and resurface	100.0					100.0	TR				
176	Filippello (Grove) Install plygrnd equip and resurface	750.0					750.0	BR				
177	Lowell Design Playground Equip & resurface	85.0	85.0	TR								
178	Lowell Install Playground Equip. & resurface	650.0	650.0	BR								
179	Filippello (Arlington) Design, plygrnd equip & resurface	100.0							100.0	TR		
180	Filippello (Arlington) Install plygrnd equip & resurface	800.0							800.0	BR		
181	Moxley Park: Design: Field, Nets, Bleachers, Dugouts	250.0					250.0	BR				
182	Moxley Park: Install: Field, Nets, Bleachers, Dugouts	5,000.0					2,500.0	BR	2,500.0	BR		
183	Victory Field Design Tot-Lot	100.0									100.0	TR
184	Victory Field Install Tot-Lot	800.0									800.0	BR
185	RECREATION & PARKS SUBTOTAL	11,160.0	850.0		1,985.0		3,725.0		3,550.0		1,050.0	
186												

FY 2024 Y 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
187	SCHOOL DEPARTMENT											
188	CUNNIFF SCHOOL											
189	Replace classroom furniture	60.0			15.0	TR	15.0	TR	15.0	TR	15.0	TR
190	Install Audio System in the Cafetorium	50.0	50.0	TR								
191	Install Wallpaper/Decals to Stairway Walls	30.0					30.0	TR				
192	Cell Communication Enhancement	35.0							35.0	TR		
193	Interior Painting	100.0			25.0	TR	25.0	TR	25.0	TR	25.0	TR
194	Total for Cuniff	275.0	50.0		40.0		70.0		75.0		40.0	
195												
196	HOSMER SCHOOL											
197	Update building furniture	100.0			25.0	TR	25.0	TR	25.0	TR	25.0	TR
198	Install Power Shades on Gym Upper Windows	50.0			50.0	TR						
199	Install Audio System in the Cafetorium	50.0	50.0	TR								
200	Install Wallpaper/Decals to Stairway Walls	30.0					30.0	TR				
201	Install Shade Structure Above Playground	50.0									50.0	TR
202	Install Swing Gate to the North Parking Lot	40.0			40.0	TR						
203	Cell Communication Enhancement	35.0							35.0	TR		
204	Interior Painting	100.0			25.0	TR	25.0	TR	25.0	TR	25.0	TR
205	Total for Hosmer	455.0	50.0		140.0		80.0		85.0		100.0	
206												
207	LOWELL SCHOOL											
208	Replace and update classroom furniture	60.0					20.0	TR	20.0	TR	20.0	TR
209	Total for Lowell	60.0	0.0		0.0		20.0		20.0		20.0	
210												
211	WATERTOWN MIDDLE SCHOOL											
212	Replace/update classroom furniture	125.0	25.0	TR	25.0	TR	25.0	TR	25.0	TR	25.0	TR
213	Paint Hallways/Classrooms	200.0	40.0	TR	40.0	TR	40.0	TR	40.0	TR	40.0	TR
214	Remodel Bathrooms (8 baths)	120.0			120.0	BR						
215	Upgrade camera system	50.0	50.0	TR								
216	Classroom Shades	15.0	15.0	TR								
217	Roofing Refurbishing	550.0	50.0	TR	500.0	BR						
218	Library Furniture	60.0			60.0	TR						
219	ReKey Doors & Update Locks	0.0										
220	New Exterior Electronic Sign	0.0										
221	HVAC (VRF) Basement	472.0	72.0	BR	400.0	BR						
222	Carpeting Damage (Various Areas)	80.0	40.0	TR					40.0	TR		
223	Replace Auditorium/Gym HVAC Units	600.0					600.0	BR				

FY 2024 Y 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
224	Relocate Nurses Office	110.0			10.0	TR	100.0	BR				
225	Building Envelope Repairs/Masonry Pointing	250.0							250.0	BR		
226	Portable Wall Dividers	25.0							25.0	TR		
227	Soundproofing the Cafeteria	150.0							150.0	BR		
228	Soundproofing the Lower Gym	110.0									110.0	BR
229	Sound proofing the band room	40.0									40.0	TR
230	Total for Middle School	2,957.0	292.0		1,155.0		765.0		530.0		215.0	
231												
232												
233	WATERTOWN HIGH SCHOOL											
234	Replace classroom furniture	125.0	25.0	TR	25.0	TR	25.0	TR	25.0	TR	25.0	TR
235	Total for High School	125.0	25.0		25.0		25.0		25.0		25.0	
236												
237												
238	PHILLIPS SCHOOL											
239	Furniture/Equipment/Furnishings - Phillips	75.0	15.0	TR	15.0	TR	15.0	TR	15.0	TR	15.0	TR
240	Bathroom Fixture Upgrades	240.0	60.0	STBD	60.0	STBD	60.0	STBD	60.0	STBD		
241	Window Damages/Replacements	700.0	100.0	STBD	600.0	STBD						
242	Fire Alarm Upgrades	200.0	200.0	STBD								
243	Replace Boiler #2	200.0	200.0	STBD								
244	Design and Install New Generator	300.0	300.0	STBD								
245	Repave Parking Lots	100.0	100.0	STBD								
246	ReKey Doors	30.0			30.0	STBD						
247	Roof Repairs	150.0					75.0	STBD	75.0	STBD		
248	Total for Phillips School	1,995.0	975.0		705.0		150.0		150.0		15.0	
249												
250												
251	DISTRICT											
252	Update Food Service Equipment	135.0	30.0	TR	30.0	TR	30.0	TR	30.0	TR	15.0	TR
253	Security System Enhancements	475.0	95.0	BR	95.0	BR	95.0	BR	95.0	BR	95.0	BR
254	School Technology	500.0	100.0	SA	100.0	SA	100.0	SA	100.0	SA	100.0	SA
255	Total for District	1,110.0	225.0		225.0		225.0		225.0		210.0	
256												
257	NEW HIGH SCHOOL PROJECT											
258	High School & Related Costs (Town)	75,000.0	75,000.0	BR								
259	High School & Related Costs (MSBA)	25,000.0	25,000.0	MSBA								
260	TOTAL RENOV./RECONSTR.	100,000.0	100,000.0		0.0		0.0		0.0		0.0	

FY 2024 Y 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
261												
262	SCHOOL DEPARTMENT TOTALS											
263	Total School Technology - SA	500.0	100.0	SA	100.0	SA	100.0	SA	100.0	SA	100.0	SA
264	Total Various School Improvements - TR	1,780.0	390.0	TR	385.0	TR	305.0	TR	380.0	TR	320.0	TR
265	Total Various School Improvements- STBD	1,920.0	960.0	STBD	690.0	STBD	135.0	STBD	135.0	STBD	0.0	STBD
266	Total Various School Improvements - MSBA	25,000.0	25,000.0	MSBA	0.0	MSBA	0.0	MSBA	0.0	MSBA	0.0	MSBA
267	Total Various School Improvements - DE	0.0	0.0	DE	0.0	DE	0.0	DE	0.0	DE	0.0	DE
268	Total Various School Improvements - BE	0.0	0.0	BE	0.0	BE	0.0	BE	0.0	BE	0.0	BE
269	Total Various School Improvements - BR	77,777.0	75,167.0	BR	1,115.0	BR	795.0	BR	495.0	BR	205.0	BR
270	SCHOOL DEPARTMENT SUBTOTAL	106,977.0	101,617.0		2,290.0		1,335.0		1,110.0		625.0	
271												
272												
273	PUBLIC BUILDINGS											
274	Purchase New Maintenance EV	70.0	70.0	TR								
275	Sidewalk snowblower/cabs	180.0			60.0	BE	60.0	BE	60.0	BE		
276	Maintenance Division Furniture	15.0					15.0	TR				
277	Pick Up Truck with Plow	60.0			60.0	BE						
278	Equipment Inventory	150.0			150.0	BE						
279	PUBLIC BUILDINGS SUBTOTAL	475.0	70.0		270.0		75.0		60.0		0.0	
280												
281												
282	SENIOR CENTER											
283	Building Renovation (desk,curtains,blinds)	75.0	15.0	TR	15.0	TR	15.0	TR	15.0	TR	15.0	TR
284	Design Canopy & walkway	20.0			20.0	TR						
285	Re-Build Canopy & walkway w/exterior lighting	50.0			50.0	BR						
286	Upgrade Fire Alarm System	240.0			40.0	BR	200.0	BR				
287	Roof Repairs/Replacement	150.0							150.0	BR		
288	Exterior Painting	50.0							50.0	BR		
289	Design Back Porch/walkway	15.0					15.0	TR				
290	Repair/Enhance back porch/walkway	50.0					50.0	BR				
291	Paint Hallway/Offices/Meeting Rooms	60.0			30.0	TR	30.0	TR				
292	Replace HVAC equipment	150.0							150.0	BR		
293	Replace Meeting Room Flooring	80.0							80.0	BR		
294	SENIOR CENTER SUBTOTAL	940.0	15.0		155.0		310.0		445.0		15.0	
295												
296												
297												

FY 2024 Y 2028
CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
298	SKATING ARENA											
299	Building Renovations	150.0	30.0	TR	30.0	TR	30.0	TR	30.0	TR	30.0	TR
300	Rebuild of Compressors	20.0			20.0	BR						
301	Electric Ice Resurfacing Machine	150.0	150.0	BE								
302	Electrical Panel Upgrades	21.0	21.0	BR								
303	Upgrade of Internal Lighting to LED	30.0			30.0	BR						
304	Energy Management System	42.0			42.0	BE						
305	Enclosure of outside walls	30.0			30.0	BR						
306	Replace Boilers	50.0			50.0	BR						
307	SKATING ARENA SUBTOTAL	493.0	201.0		202.0		30.0		30.0		30.0	
308												
309	STREETS & SIDEWALKS											
310	Mt. Auburn St. Corridor (Irving St-Coolidge Sq.- Cambridge line)	30,000.0	7,500.0	TIP	7,500.0	TIP	7,500.0	TIP	7,500.0	TIP		
311	Land Acq. Storage Space	2,000.0	2,000.0	BR								
312	Mt. Auburn St. Non participatory funds	1,500.0			1,500.0	BR						
313	Ornamental Street Lighting	1,200.0			300.0	BR	300.0	BR	300.0	BR	300.0	BR
314	Bike Path - Waverley Ave to Main Street	500.0	500.0	TBD								
315	Highway reconstruction (Chap 90)	1,875.0	375.0	C9	375.0	C9	375.0	C9	375.0	C9	375.0	C9
316	Highway reconstruction (Tax Revenue)	3,565.3	645.2	TR	677.5	TR	711.4	TR	746.9	TR	784.3	TR
317	Highway reconstruction (Bonds)	11,500.0	2,100.0	STB	2,200.0	STB	2,300.0	STB	2,400.0	STB	2,500.0	STB
318	Highway reconstr.- Connector Roads/Longer Streets	11,500.0	2,100.0	STB	2,200.0	STB	2,300.0	STB	2,400.0	STB	2,500.0	STB
319	Sidewalk reconstruction (Chap 90)	1,875.0	375.0	C9	375.0	C9	375.0	C9	375.0	C9	375.0	C9
320	Sidewalk reconstruction (Tax Revenue)	3,565.3	645.2	TR	677.5	TR	711.4	TR	746.9	TR	784.3	TR
321	Underground Duct for Utilities	900.0	300.0	BR			300.0	BR			300.0	BR
322	Sidewalk reconstruction (Bonds)	2,875.0	525.0	SWB	550.0	SWB	575.0	SWB	600.0	SWB	625.0	SWB
323	STREETS & SIDEWALKS SUBTOTAL	72,855.6	17,065.4		16,355.0		15,447.8		15,443.8		8,543.6	
324												
325	GENERAL FUND CIP	245,741.1	132,925.2		33,683.0		27,223.4		37,815.3		14,094.2	
326												
327												
328												
329												
330												
331												
332												
333												

CIP General Fund

	C	D	E	F	G	H	I	J	K	L	M	N
1		TOTALS	FY '24		FY '25		FY '26		FY '27		FY '28	
334												
335	COSTS BY SOURCE OF FUNDS											
336	GENERAL OBLIGATION BONDS											
337	(EQUIPMENT)	16,636.0	2,567.0		4,600.0		2,475.0		4,789.0		2,205.0	
338	(REMODELING)	118,883.3	84,536.3		9,175.0		7,712.0		15,565.0		1,895.0	
339	(STREET)	23,000.0	4,200.0		4,400.0		4,600.0		4,800.0		5,000.0	
340	(SIDEWALK)	2,875.0	525.0		550.0		575.0		600.0		625.0	
341	SUBTOTAL GENERAL OBLIGATION BONDS	161,394.3	91,828.3		18,725.0		15,362.0		25,754.0		9,725.0	
342												
343	CHAPTER 90 FUNDS	3,750.0	750.0		750.0		750.0		750.0		750.0	
344	SCHOOL BUILDING ASSISTANCE	25,000.0	25,000.0		0.0		0.0		0.0		0.0	
345	SCHOOL RENO/NEW - DEBT EXCLUSION	0.0	0.0		0.0		0.0		0.0		0.0	
346	SCHOOL TO BE DETERMINED	1,920.0	960.0		690.0		135.0		135.0		0.0	
347	TAX REVENUE	17,426.8	3,536.9		3,418.0		3,376.4		3,576.3		3,519.2	
348	SCHOOL APPROPRIATION	500.0	100.0		100.0		100.0		100.0		100.0	
349	TRANSPORTATION IMPROVEMENT PROG.	30,000.0	7,500.0		7,500.0		7,500.0		7,500.0		0.0	
350	TO BE DETERMINED	5,750.0	3,250.0		2,500.0		0.0		0.0		0.0	
351	SUBTOTAL OTHER	84,346.8	41,096.9		14,958.0		11,861.4		12,061.3		4,369.2	
352	GRAND TOTAL	245,741.1	132,925.2		33,683.0		27,223.4		37,815.3		14,094.2	