

SEPTEMBER 26, 2023



Watertown City Council

Administration Building

149 Main Street

Watertown, MA 02472

Phone: 617-972-6470

CITY COUNCIL MEETING

TUESDAY, SEPTEMBER 26, 2023, 7:00 P.M.

RICHARD E. MASTRANGELO COUNCIL CHAMBER

ADMINISTRATION BUILDING, 149 MAIN STREET

MINUTES

ACCESS INFORMATION:

A. This meeting will be held on September 26, 2023 at 7:00 PM in the Richard E. Mastrangelo Council Chamber

B. The meeting will be televised through WCATV (Watertown Cable Access Television): <http://vodwcatv.org/CablecastPublicSite/?channel=3>

C. The Public may join the virtual meeting online: <https://watertown-ma.zoom.us/j/92991331344>

D. 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

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

F. Please Visit the City Council Website here: <https://www.watertown-ma.gov/350/City-Council>

1. ROLL CALL

Council President Sideris called to order a regular meeting of the City Council at 7:00 p.m. in the Richard E. Mastrangelo Chamber, Administration Building. Those present were Councilors John M. Airasian, Caroline Bays, John G. Gannon, Nicole Gardner, Lisa J. Feltner, Emily Izzo, Anthony Palomba, Vice President Vincent J. Piccirilli, Jr., and Council President Mark S. Sideris. Also present were George Proakis, City Manager, Mark Reich, City Attorney, and Brendan T. McCarthy, Council Clerk.

2. PLEDGE OF ALLEGIANCE

3. PUBLIC FORUM

There were no participants in Public Forum

4. EXAMINATION OF RECORDS OF PREVIOUS MEETING

- A. Minutes from City Council Meeting August 8, 2023
- B. Minutes from the Special City Council Meeting August 22, 2023
- C. Minutes from City Council Meeting September 12, 2023

Councilor Piccirilli moved to accept the three sets of minutes and Councilor Feltner Seconded.

The minutes were accepted unanimously in a Voice Vote.

5. PRESIDENT'S REPORT

- A. Report on the Performance Evaluation of the City Manager for Fiscal Year 2023

President Sideris stated that the Manager's performance is evaluated by the City Council annually. That the evaluation contains general and specific criteria. The general being: relationship with Council, community engagement, staff and personnel relationships, leadership and professional capability, business and finance, and personal qualities. The specific criteria being: annual budget, government operations, long range planning and operations, community health and safety, economic vitality, and major capital investments.

On a scale of 1-5, one being rarely meets expectations to five as almost always exceeds the standards, the overall average of the scores for Manager Proakis was 4.62 – which President Sideris remarked is an extremely high score. President Sideris went on to quote some of the specific remarks including praise for his work in capital improvement, staff reorganization, new city initiatives, and being a present and transparent Manager.

President Sideris added he personally believes Manager Proakis to be a thoughtful and forward thinking Manager, and that he is extremely happy to be working with him as they move the city forward.

Manager Proakis thanked the Council for taking the time to evaluate his performance, and that he was greatly appreciative of the positive feedback. He also noted that he looks forward to improving in all aspects of the job, as the work of a City Manger and the Council is never finished.

President Sideris then made a comment outside of the agenda in regards with an incident at St. Stephen's Church where a note that is considered to be a hate crime was taped to their sign. He stated that it is under police investigation, and made the public aware that

the Council takes this matter very seriously, and will work hard to help ensure this won't happen again in the future.

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

A. Indigenous Peoples Day Proclamation

Councilor Gardner presented the Proclamation.

Councilor Piccirilli moved to accept the Proclamation and Councilor Feltner Seconded
The Proclamation was accepted unanimously in a Voice Vote.

B. Mary Haley 100th Birthday Proclamation

Councilor Piccirilli presented the Proclamation.

Councilor Piccirilli moved to accept the Proclamation and Councilor Feltner seconded.
The Proclamation was accepted unanimously in a Roll Call Vote.

7. PUBLIC HEARINGS

A. Public Hearing and Vote on a Petition Vote on a petition from Eversource for consideration of a Grant of Location in Main Street to install and maintain approximately 154 linear feet of conduit in Main Street from manhole MH10696 to the property line of #166 Main Street. This work is necessary to provide electric service to #166 Main Street. The recommendations and conditions set out by the Department of Public Works shall be required upon approval of this application.

Joanne Callendar – Eversource – Presented the Grant of Location and mentioned that #166 Main Street is going to be a 34 residential unit building with commercial space on the ground floor.

Councilor Piccirilli moved to approve the Grant of Location and Councilor Feltner seconded.

The motion was approved unanimously in a Voice Vote.

B. Public Hearing and Vote to Appoint the Municipal Policy Analyst pursuant to Section 2- 7(a) of the Watertown City Charter, and establishing the Municipal Policy Analyst Salary at \$72,000 pursuant to section 2-7(e) of the Watertown City Charter

President Sideris stated that the position was part of a new initiative, that the discussion of

the salary was already agreed upon in an Executive Session, and that just as the City Manager, City Auditor, and Council Clerk, these salaries need to be voted on as an Ordinance so that it is consistent with the Charter.

Councilor Piccirilli moved to approve the Ordinance and Councilor Feltner Seconded.

The Ordinance was approved unanimously in a Roll Call Vote.

C. Public Hearing and Vote on an Ordinance Establishing the Human Rights Commission

President Sideris remarked that this was a part of the new City Charter and then went to the Committee on Rules and Ordinances. The Ordinance before the Council is the result of efforts from the Committee as well as members of the Public. He went on to state the City Attorney Reich had concerns with Section 5(D) of the Ordinance.

Attorney Reich expressed his concern with the specific provision would serve to insert the commission into public and private complaints, reports, and possibly getting involved with mediation of those disputes. And that there is a potential danger in the Commission becoming involved in private actions, civil rights issues, matters of confidential information, or perhaps even employee rights. He went on to state that there are already resources in place to better serve those roles on the State levels – The public body could be thrown into very sensitive public disputes. He concluded by recommending that this particular provision be removed from the Ordinance.

Councilor Piccirilli read an email from – Tiffany York – Resident – Referred to the Belmont Human Rights Commission. She went on to state that as a Mexican American woman with invisible disabilities, she hopes that this commission will be there for her, which in turn encourages her to fight for all residents of Watertown who are sometimes ignored or looked down upon. She recommended that there should be specific training and education in the qualification of the appointed commissioners, that there should be equity audits performed, and that the commission should be accessible to residents who speak the languages that reflect Watertown including ASL.

Rita Calafella – Voice her strong support for the Commission remarking on the rise of hate crimes across the county including the incident at St. Stephen's Church. She continued to hope that the commission would be able to serve as an educational platform for every individual of every walk of life.

Louise Enoch – 58 Spruce Street – Asked for the City Attorney clarify his concerns on that section as she interpreted as a duty to receive complaints, and that if the commission were not to have a complaint process, that would be detrimental to the Commission.

City Attorney Reich reiterated that the Commission is not an appropriate body to handle a complaint process. The Commission would be a resource to recommend where those complaints should go, but to directly get involved with private complaints, confidentiality, privacy rights, collective bargaining issues etc. exposes the city to liability and makes public sensitive disputes. He concluded that the Commission should not perform as an adjudicative body.

Jacky vanLeeuwen – Resident – Stated that she thinks the Commission should be able to hear complaints, but not necessarily resolve them. She said she is not in favor of not allowing the public to voice complaints to Commission.

Bevin Croft – 11 Wilmot Street – Recommended that instead of removing the provision in question, that it be edited to perhaps triage and connect the public with other resources and options.

Councilor Piccirilli moved to adopt the Ordinance and Councilor Gannon seconded.

Councilor Piccirilli agreed that the Commission is not the body to resolve complaints but should be the body to serve as a resource for complaints. He believed that the introductory language of the provision supported that, but that the following sentences in the provision lent itself for the Commission to possibly act as a resolver. He asked if they were to strike those sentences, would that pacify the concerns.

Attorney Reich continued to express concerns with the verbiage of the Commission being a resource for complaints stating that he doesn't know how you hear a complaint and then not make a decision – the Commission may not know where to make a referral to. He expressed concerns with the Commission being more receptive or apt to refer some complaints, and that the complaints that aren't as aptly dealt with may then in turn complain about the Commission itself.

Councilor Gardner stated that when the Ordinance was drafted, the city did not have an HR director, which it does now. She was curious if there was a way to tweak some of the language with that in mind.

Attorney Reich agreed that there could be an opportunity to rework language with that in mind, with emphasis that the HRC isn't a hearing agency and that complaints should go to HR to not potentially hurt the plaintiff's case.

Councilor Gannon agreed that some of the language does leave the door open for possible Civil Rights issues. He stated that through working this Ordinance, they specifically wanted to avoid the HRC to be an adjudicatory body to avoid such issues. He stated that they could exclude part of 5(D), but still sees value and importance in the provision in order to allow people to come forward and have their complaints heard by the HRC.

Attorney Reich reiterated that the language of "making a report of discrimination for residents and employees". The report of complaint, and possible bias of a report, is where the complaint comes from. He continued to say that the Ordinance has a lot of language that supports and protects the heart of the goal in terms of human rights, but this endeavor is fraught with potential dangers, and putting the HRC in an adjudicatory role would make the HRC susceptible to them.

Councilor Bays stated that she believes 5(D) is the heart of the document, and that if they were to take out this provision it prohibits the goal of the HRC. She stated they need to pass what they have. She disagreed with Attorney Reich's interpretation of the language.

President Sideris stated that they sent the document to KP Law for review, and that this is

the Attorney's recommendation. The City Council can vote any way they want, but it's Attorney Reich job to raise concerns where he sees them.

Councilor Palomba also believed that 5(D) was essential to the document and thought it to be a disservice to omit it. He believed that the HRC should be a place where complaints are heard. He continued to say that if the HRC feels like they are placed in potentially dangerous positions while in practice, then they could be able to address the issue at hand and potentially change procedure duty at that time. He remarked on the large amount of work that has been done on this document, that they should move forward with the HRC, and continue to work to perfect it when it's on its feet.

Councilor Feltner asked if they had sought out legal advice knowing that they have an HR Director coming into the fold.

City Manager Proakis recalled a recent meeting in which he expressed importance on delineating responsibilities of the HR director and HRC, but did not specifically have a conversation with legal. He continued to say that he relies on legal services in his decisions.

Councilor Feltner suggested that they strike "to make a report" from 5(D), to strike the second sentence, and keep the third sentence a bit broader.

President Sideris raised the issue that, while Councilors keep bringing up potential issues with the City's HR department, there is a possibility that a large private business could have one employee raise an issue on a potential human rights violation who then brings the complaint to the HRC. And that it's concerning if HRC is hearing and processing a report or judgment on the complaint. It's an example of how someone can come to the HRC and receive advice as to how to deal with the private entity – which could make the HRC liable. The issue isn't just about the city employees, it's about serving the community.

Councilor Palomba called the question to accept the Ordinance that as is.

The Ordinance was adopted in Roll Call Vote 8-1: Yes: Airasian, Bays, Feltner, Gannon, Gardner, Izzo, Palomba, Piccirilli. No: Sideris

8. MOTIONS, ORDINANCES, ORDER, AND RESOLUTIONS

- A. First Reading on a proposed loan order that the sum of \$315,000 is appropriated to pay costs of design and engineering services for the development of plans and specifications for upgrades to the HVAC system to install air conditioning in portions of Watertown Middle School, including the payment of 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(7) or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

Manager Proakis presented the Loan Order.

- B. Resolution authorizing acceptance and expenditure of gift of funds in the amount of \$8,300 to offset expenses related to the Faire on the Square 2023

Manager Proakis presented the Resolution.

Councilor Piccirilli made moved to accept the Resolution and Councilor Gannon seconded.

The Resolution was accepted unanimously in a Roll Call Vote.

- C. Consideration and action on an Order accepting the provisions of G.L. c.40, §22F allowing City Boards or Officers to fix reasonable fees

Manager Proakis presented the Order stating that is always looking for opportunities to make the municipality more fluid. This would allow boards and officers to opt into setting fees.

Councilor Piccirilli moved to accept the Order and Councilor Feltner Seconded.

Councilor Palomba asked if the language of the order was repetitious.

City Attorney Reich confirmed that it was not, citing that it must be worded that way to meet with the statute, that other communities have positions where the language would apply, and even though Watertown does not, the language must be included nevertheless.

The Order was accepted unanimously in a Roll Call Vote.

- D. Consideration and action on an Order accepting the provisions of G.L. c. 40, §58 allowing for the imposition of a “municipal charges lien” on property located within the City for any local charge or fee that has not been paid by the due date, with the municipal charges lien provided for each type of charge or fee to be undertaken pursuant to a separate vote.

City Manager Poakis presented the Order stating that often times individuals who are

issued a fee or fine with a noise or wetlands violation etc. that there currently is “no teeth” in the follow up. A Municipal Charges Lien is a way to enforce violations. He continued that Watertown is not a city that is out to get it’s residents in terms of fines, but it shouldn’t be feckless with serious and repeat offenders. The catch would be each charges fee would require a vote – in the case 14 items, 14 votes.

Attorney Reich remarked that there was a potential to have 14 different Orders, but instead they thought it best to have one order with 14 items to be voted on, which can be in done is successive voice votes.

Councilor Gannon raised concerns with definition of fees and fines. He cited a case from 2017 where Stoneham attempted to include a fine as a charges lien, but it was held not to be.

Attorney Reich addressed the Councilors concerns with more recent cases from the Attorney General of charges specifically directly resulting in fines. He said the issue Councilor Gannon raised was legitimate at the time but has since been defined more clearly.

Councilor Gannon stated that the chapter 57 allows a city to revoke or decline a license after failure to pay charges, but that is different form chapter 58 which allows a tax lien. And that the Attorney General raised the question if that was correct.

Councilor Piccirilli moved to accept the provision of G.L. c. 40, §58 and Councilor Gannon seconded.

Councilor Palomba asked clarification that fines are included with the Order, and asked if this the Order included an exhaustive list of violations.

City Manager Proakis confirmed that they are enforcement fines, and that it is exhaustive after poling city staff and included all suggestions.

Councilor Gannon stated that he believed this Order should have gone to a Committee first, and that he may invoke is Councilor Privilege if forced to vote on it presently.

President Sideris stated that they may send it to the Committee on Rules and Ordinances.

Councilor Piccirilli withdrew the motion and Councilor Gannon withdrew his second.

Councilor Piccirilli moved to send the matter to the Committee on Rules and Ordinances and Councilor Gannon seconded.

Councilor Feltner appreciated the referral and wanted more information on the matter in general.

The motion passed unanimously in a Voice Vote.

9. REPORTS OF COMMITTEES

- A. Committee of the Budget and Fiscal Oversight regarding a report from its meeting on September 7, 2023 - Piccirilli Chair

ACTION ITEM:

Councilor Gardner made a motion, seconded by Councilor Izzo, that the Committee ask the City Council to approve the detailed ARPA process steps, specifically:

1. Clifton/Larson/Allen review for compliance with the law as the first step, and prior to meetings with proposers; and the BFO Committee will only consider proposals that are legally compliant.
2. The BFO Committee will hold meetings with proposers for presentations and questions, in 15 minute time slots, with the public and Council encouraged to participate. All are encouraged to send questions in to Council Clerk, who will forward them to the proposer prior to the meetings.
3. Independent initial scoring by members prior to deliberation, using 4 point scale.
4. The BFO Committee will collectively score proposals using a 1-4 scale after the meetings.
5. The BFO Committee will then meet to deliberate and develop its preliminary recommendation for the City Council and public feedback.

Councilor Piccirilli presented the report.

Councilor Piccirilli moved to accept the report and Councilor Feltner seconded.

Councilor Gannon asked for clarification on Action Item 1. In terms of what legal guide they are referring to.

Councilor Piccirilli replied - ARPA, which is Federal Law.

The report was accepted unanimously in a Voice Vote.

Councilor Piccirilli moved to accepted Action Item 1 and Councilor Feltner Seconded.

Action Item 1 was accepted unanimously in a Voice Vote.

Councilor Piccirilli moved to accepted Action Item 2 and Councilor Feltner Seconded.

Councilor Feltner asked if they could make an amendment of “approximately” 15 minutes.

Councilor Piccirilli stated that they will be made in 15-minute slots, and that judgment will be used if presentations go over or under relatively.

Councilor Palomba remarked that he believed the time slot seemed tight in terms of requesting funds.

Councilor Piccirilli replied that the committee discussed this at length. He stated that they will keep with the 15-minutes and reserve the right to ask for more time depending on the proposal.

President Sideris remarked that it is an unusual situation to have access to these funds, and that it will take a commitment from the entire Council. He suggested that perhaps they should conduct Committee on the Whole meetings for these hearings.

Councilor Feltner supported the idea thinking it would be more efficient.

Councilor Gannon supported the suggestion as well. He brought to attention the timeline in which they must achieve this goal as well.

Councilor Palomba supported the suggestion as well thinking it would be more efficient and give the public an opportunity to be part of the process.

Councilor Piccirilli moved to amend Action Item 2 to say the Committee of the Whole will hold meetings from the Committee on Budget and Fiscal Oversight and Councilor Feltner seconded.

The amendment passed unanimously in a Voice Vote.

Action Item 2 was accepted unanimously in a Voice Vote.

Councilor Piccirilli moved to accept Action Item 3 and Councilor Feltner seconded.

Action Item 3 was accepted unanimously in a Voice Vote.

Councilor Piccirilli moved to accept Action Item 4 and Councilor Feltner seconded.

Councilor Bays asked if the public could get an opportunity to send feedback or vote on items after the BFO collected their scaled results. She proposed to have an online poll.

President Sideris expressed that he would be uncomfortable opening up a public poll after they had already been present at a public meeting, and the BFO scaled their collected results. He continued to state that it's the Council's job to represent the public. To have a public score as well would create a unorganized and possibly conflicting situation.

Councilor Bays proposed an amendment to the motion to the "BFO will scale the proposals from 1-4 and then post the results online for public feedback" and Councilor Piccirilli seconded.

Councilor Feltner remarked that she would rather get the public's feedback after the BFO makes their suggestion.

Councilor Piccirilli stated the process that each member would rank the proposals, then would come together and deliberate, then have a collective score. After that, the scores would be weighted represented with how much funds each proposal will get, and after that time, it would go back to a public forum. He cautioned that it's hard to get a statistically meaning feedback from one poll on one website – certain factions can be heard much more than perhaps more worthy costs.

Councilor Bays withdrew her motion to amend.

Action Item 4 was accepted unanimously in a Voice Vote.

Councilor Piccirilli moved to accept Action Item 5 and Councilor Feltner seconded.

Action Item 5 was accepted unanimously in a Voice Vote.

B. Committee on Economic Development and Planning a report from its meeting on September 13 & 18, 2023, Feltner, Chair

ACTION ITEM:

Councilor Piccirilli made a motion, seconded by Councilor Gannon, to recommend that the City Council confirm Matthew Hanna for appointment to the Public Arts and Culture Committee for a term to expire November 15, 2025.

ACTION ITEM:

Councilor Piccirilli made a motion, seconded by Councilor Feltner, to recommend that the City Council confirm Swati Biswas for appointment to the Public Arts and Culture Committee for a term to expire November 15, 2025.

Councilor Feltner presented the report.

Councilor Piccirilli moved to accept the report and Councilor Gannon seconded.

The report was accepted unanimously in a Voice Vote.

Councilor Piccirilli moved to accept the appointments and Councilor Feltner seconded.

The reappointments were accepted unanimously in a Voice Vote.

C. Committee on Public Safety regarding a report from its meeting on September 11, 2023 - Airasian, Chair

Councilor Piccirilli moved to accept the report and Councilor Feltner seconded.

The report was accepted unanimously in a Voice Vote.

- D. Committee on Public Safety regarding a report from its meeting on September 7, 2023 - Airasian, Chair

ACTION ITEM:

Councilor Piccirilli made a motion, seconded by Councilor Izzo, to recommend that the City Council confirm Kelly Gallagher for reappointment to the Traffic Commission for a term to expire May 15, 2025.

Councilor Piccirilli moved to accept the appointments and Councilor Feltner seconded.

The report was accepted unanimously in a Voice Vote.

Councilor Piccirilli moved to accept the appointment and Councilor Feltner seconded.

The appointment was accepted unanimously in a Voice Vote.

10. NEW BUSINESS

There was no new business.

12. COMMUNICATION FROM THE CITY MANAGER

- A. Request for Confirmation of Reappointments to the Cable Access Corporation - Board of Directors.

City Manager Proakis made the request to reappoint Jennifer Nicholson, Rober Romano, and Elaine Mello to the Cable Access Corporation Board of Directors. He noted that Jennifer Nicholson's reappointment comes from the school system.

President Sideris stated that the reappointments will go to the Committee on Education and School System Matters.

City Manager Proakis brought to note the question the condition of the North Branch Library in terms of what needs to be done to bring it up to code and what's that financial cost, and consequently how the building will be repaired and how it could be used.

City Manager Proakis announced that City Clerk Janet Murphy will be resigning for her position, and that that department will need to make new hires. He noted the incredible work that Janet Murphy has done in her time as City Clerk including modernizing record keeping.

City Manager Proakis stated that the city has sent out additional information to the properties affected by the Mt. Auburn Easements to clarify certain questions.

City Manager Proakis announced several meeting dates of the upcoming Watertown Square project and that dates can be found on the website. He expressed excitement in

getting the public involved in the process to illustrate the community's diverse opinions.

City Manager Proakis concluded by sharing his appreciation for the work put in to this year's Faire on the Square, which was dedicated this year to the memory of Mike Donham who had been its director for 23 years. He noted the unclear weather challenges that were overcome, and gave special thanks to the new director, Tammy McKenna, as well as: Watertown Savings Bank, Ethos, Residents at Watertown Square Assisted Living, VHB, Roche Brothers, Dunkin', Arsenal Financial, Belmont Printing, Donohue's, Assistant City Manager Steeve Magoon, Marsha Osmond, Brendan McCarthy, Dan Brothers, the Police Department, the Fire Department, DPW, the Parking Enforcement, the Auditor's Office, the Treasurer's Department, the Building Department, the Health Department, the School Department, Food Services, and the Senior Services Team.

13. REQUEST FOR INFORMATION

Councilor Feltner asked for clarity of HRC in terms of where referrals would go.

14. ANNOUNCEMENTS

Councilor Izzo announced a Watertown Rotary club senior cookout as the Sons of Italy.

Councilor Palomba announced the Indigenous Peoples day event at the Hosmer School.

Councilor Piccirilli announced the ribbon cutting event at the Lowell School.

Councilor Feltner announced the upcoming open EDP meeting.

15. PUBLIC FORUM

There were no participants in Public Forum.

16. ADJOURNMENT

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

The motion was adopted unanimously in a Voice Vote.

The meeting adjourned at 9:36 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 4 for, 0 against, 0 present on October 24, 2023.



Mark S. Sideris, Council President
s:/BTM

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

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

John G. Gannon,
Councilor At Large

Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor

City Council Meeting
Tuesday, September 26, 2023 at 7:00 PM
Richard E. Mastrangelo Council Chamber
Administration Building, 149 Main Street

List of Documents

1. Indigenous Peoples Day Proclamation– Item 6A
2. Proclamation Celebrating Mary Haley’s 100th Birthday– Item 6B
3. Grant of Location - MH10696 to #166 Main Street – Item 7A
4. Municipal Policy Analyst Salary – Item 7B
5. Human Rights Commission Ordinance– Item 7C
6. Middle School HVAC First Reading – Item 8A
7. Acceptance and Expenditure of Gift of Funds – Fair on the Square – Item 8B
8. City Boards or Officers to fix reasonable fees – Item 8C
9. Municipal Charges Lien – Item 8D
10. Committee on Budget and Fiscal Oversight Committee Report 9-7-23 – Item 9A
11. Committee on Economic Development and Planning Report 9-13&18-2023 – Item 9B
12. Committee on Public Safety Report 9-11-23 – Item 9C
13. Committee on Public Safety Report 9-7-23 – Item 9D

**ADDENDUM TO THE
MINUTES OF THE
SEPTEMBER 26, 2023 CITY
COUNCIL MEETING**



City Council Meeting
Tuesday, September 26, 2023 at 7:00 PM
Richard E. Mastrangelo Council Chamber
149 Main St
Watertown, MA

Agenda

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 - 3. PUBLIC FORUM
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 - B. Minutes from Special City Council Meeting August 22, 2023
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 - 5. PRESIDENT'S REPORT
 - A. Report on the Performance Evaluation of the City Manager for Fiscal Year 2023
 - 6. PRESENTATION OF PETITIONS, PROCLAMATIONS, AND SIMILAR PAPERS AND MATTERS
 - A. Indigenous Peoples Day Proclamation
 - B. Mary Haley 100th Birthday Proclamation
 - 7. PUBLIC HEARINGS

- A. Public Hearing and Vote On a petition from Eversource for consideration of a Grant of Location in Main Street to install and maintain approximately 154 linear feet of conduit in Main Street from manhole MH10696 to the property line of #166 Main Street. This work is necessary to provide electric service to #166 Main Street. The recommendations and conditions set out by the Department of Public Works shall be required upon approval of this application.
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- C. Public Hearing and Vote on an Ordinance Establishing the Human Rights Commission

8. MOTIONS, ORDINANCES, ORDER, AND RESOLUTIONS

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- B. Resolution authorizing acceptance and expenditure of gift of funds in the amount of \$8,300 to offset expenses related to the Faire on the Square 2023
- C. Consideration and action on an Order accepting the provisions of G.L. c.40, §22F allowing City Boards or Officers to fix reasonable fees
- D. Consideration and action on an Order accepting the provisions of G.L. c. 40, §58 allowing for the imposition of a "municipal charges lien" on property located within the City for any local charge or fee that has not been paid by the due date, with the municipal charges lien provided for each type of charge or fee to be undertaken pursuant to a separate vote

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- B. Committee on Economic Development and Planning a report from its meeting on September 13 & 18, 2023, Feltner, Chair

ACTION ITEM:

Councilor Piccirilli made a motion, seconded by Councilor Gannon, to recommend that the City Council confirm Matthew Hanna for appointment to the Public Arts and Culture Committee for a term to expire November 15, 2025.

ACTION ITEM:

Councilor Piccirilli made a motion, seconded by Councilor Feltner, to recommend that the City Council confirm Swati Biswas for appointment to the Public Arts and Culture Committee for a term to expire November 15, 2025.

- C. Committee on Public Safety regarding a report from its meeting on September 11, 2023 - Airasian, Chair
- D. Committee on Public Safety regarding a report from its meeting on September 7, 2023 - Airasian, Chair

ACTION ITEM:

Councilor Piccirilli made a motion, seconded by Councilor Izzo, to recommend that the City Council confirm Kelly Gallagher for reappointment to the Traffic Commission for a term to expire May 15, 2025.

10. NEW BUSINESS

11. COMMUNICATIONS FROM THE CITY MANAGER

- A. Request for Confirmation of Reappointments to the Cable Access Corporation – Board of Directors

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

13. ANNOUNCEMENTS

14. PUBLIC FORUM

15. RECESS OR ADJOURNMENT

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

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

John G. Gannon,
Councilor At Large

Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor

CITY COUNCIL ATTENDANCE
MEETING DATE: SEPTEMBER 26, 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: September 26, 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 meeting minutes from August 8, 2023.

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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 meeting minutes from the Special Meeting August 22, 2023.

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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 meeting minutes from September 12, 2023.

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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 Indigenous Peoples Day Proclamation.



Watertown City Council

Administration Building

149 Main Street

Watertown, MA 02472

Phone: 617-972-6470

INDIGENOUS PEOPLES DAY PROCLAMATION

WHEREAS: President Biden has proclaimed the second Monday of October as Indigenous Peoples Day in October, 2021; and

WHEREAS: Watertown is located on the lands of the Pequotsette band of the Massachusetts people who were the first inhabitants and caretakers of this land; and

WHEREAS: These Indigenous Peoples have called this place home since time immemorial; and

WHEREAS: The many contributions to our communities through Indigenous Peoples knowledge, labor, technology, science, philosophy, culture, and arts have substantially shaped the character of Watertown; and

WHEREAS: Many who live, study, and work in Watertown are settlers, immigrants, or descendants of those who originally occupied this land or were forcefully brought to this land;

NOW, THEREFORE BE IT RESOLVED that the City of Watertown hereby proclaims October 9, 2023 **INDIGENOUS PEOPLES DAY**, and encourages all community members to join in its observance

IN WITNESS HEREOF,

I have hereunto set our hand and

Caused the Great Seal of the

City of Watertown to be affixed

On this 26th day of September 2023

Mark S. Sideris, City Council President



CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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 a Proclamation Celebrating Mary Haley's 100th Birthday.



Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472

PROCLAMATION CELEBRATING MARY FRANCIS HALEY ON THE OCCASION OF HER 100TH BIRTHDAY

WHEREAS: Mary Francis “Franny” Odiorne was born on September 24, 1923, to Cornelius and Mary (Donahue) Odiorne in Medford Massachusetts, where they lived along with her younger brother Thomas; and

WHEREAS: Mary graduated from Medford High School, Class of 1941, and joined the insurance industry with a position at John Hancock Financial; and

WHEREAS: Mary loved to “travel and go places”, including trips to Florida with friends and a memorable cross-country train trip where she changed trains in Chicago and saw the town, then continued to California to see the Rose Bowl and the big parade; and

WHEREAS: Mary married Walter X. Haley in Cambridge in 1945 after the conclusion of his service as a US Marine in the South Pacific during World War II; and

WHEREAS: Mary and Walter lived in Cambridge, then moved to Watertown in 1966 where Mary became bank teller at Freedom Federal Savings Bank in Watertown Square; and

WHEREAS: Mary has been known for hosting family holidays with wonderful food including her signature Roast Beef with Yorkshire Pudding at Christmas, her knitting of comfy sweaters for beloved niece and nephew Ann and Dan, and her skill as a seamstress making her own stylish clothing; and

WHEREAS: Mary and Walter continued to travel to Hawaii, Bermuda, St. Thomas and Canada until Walter’s death in 1990; and

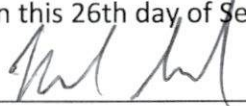
WHEREAS: Mary was a voracious reader, and kept well informed of the world around her with subscriptions to Newsweek and Bloomberg Reports; and

WHEREAS: Above all, Mary is known for her intelligence, good spirits and love of family and friends.

NOW THEREFORE BE IT RESOLVED: That the City Council of the City of Watertown extends its congratulations to: Mary Francis Haley on her 100TH Birthday.

IN WITNESS HEREOF,

I have hereunto set our hand and
Caused the Great Seal of the
City of Watertown to be affixed
On this 26th day of September 2023


Mark Sideris, City Council President



CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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>

Resolution to approve a Grant of Location on Main Street from MH10696 to #166 Main Street.



Watertown City Council

Administration Building

149 Main Street

Watertown, MA 02472

Phone: 617-972-6470

RESOLUTION # 64

2023 – R - 64

BE IT RESOLVED: That the Watertown Department of Public Works has reviewed the attached petition by Eversource for consideration of a Grant of Location in Main Street to install and maintain approximately 154 linear feet of conduit in Main Street from manhole MH10696 to the property line of #166 Main Street. This work is necessary to provide electric service to #166 Main Street. Said Grant of Location shall be subject to the following recommendations and conditions.

Standard Conditions

1. During construction, uninterrupted pedestrian access (or temporary pedestrian facilities) shall be provided at all times or an appropriate alternative path provided.
2. Please be aware that there may be utility infrastructure that is not shown on the plan and may be encountered in the field. If a conflict occurs between the proposed installation and existing City-Owned and/or private utility infrastructure, The City Engineer shall be contacted directly to discuss an appropriate resolution.
3. It is the sole responsibility of the Applicant, and their Contractor, to ensure that and City-Owned and or private utilities, if located within the limits of work should be properly marked and protected during construction activities.

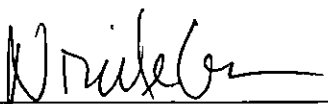
The City of Watertown is not a member of Dig Safe and must be notified separately.

4. The proposed scope of work requires a DPW Street Opening Permit through the Watertown DPW prior to the start of construction.
5. All disturbances to curbing, grass strips, sidewalks, walkways, and roadway surfaces shall be repaired in kind to the satisfaction of the City of Watertown DPW. If any existing sidewalk is proposed to be removed and replaced in full width, the restoration must be completed in accordance with all current ADA, MAAB and City of Watertown standards.
6. All work within the Right of Way shall require the Contractor to schedule and coordinate a police traffic detail. Traffic control and safety measures shall be implemented in adherence to all applicable OSHA requirements, Massachusetts DOT Work Zone Safety Guidelines and Part VI of the Manual of Uniform Traffic Control Devices.
7. All material stockpiled on roadways and/or roadway shoulders shall be protected with erosion control devices such as silt fence or straw wattles. It will be the sole responsibility of the Contractor to remove any sediment that enters the City drainage system as a result of the proposed work.
8. Equipment, staging, and stockpiles shall not be located in a manner so as to interfere with intersection sightlines and shall be kept in a neat and orderly fashion.
9. Public shade trees within and adjacent to the proposed work zone must be protected. The Contractor shall install individual tree protection on any public shade tree that may be impacted and the Contractor shall not stockpile material or equipment within the drip zone of a public shade tree.

10. Contractor shall coordinate with City Health Department on rodent control requirements.
11. An as-built survey shall be performed upon completion of the work and provided to the Department of Public Works.

BE IT FURTHER RESOLVED: That the petitioner shall deposit sufficient cash surety as determined by the Superintendent of Public Works to be held in escrow until the Superintendent of Public Works is satisfied with the condition of repair and restoration of the street.

BE IT FURTHER RESOLVED: That a copy of said petition is forwarded to the City Clerk for processing.

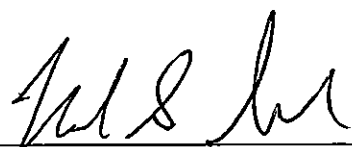


Council Member

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 26, 2023.



Brendan T. McCarthy, Council Clerk



Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

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

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 OF WATERTOWN
DEPARTMENT OF PUBLIC WORKS
124 ORCHARD STREET
WATERTOWN MA 02472

Gregory M. St. Louis, PE
Superintendent of Public Works

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

TYPE: Grant of Location
DATE: September 12, 2023
APPLICANT: Eversource
WORK ORDER: WO# 11120000
LOCATION: Main Street

The City of Watertown Department of Public Works has reviewed the attached petition by Eversource for consideration of a Grant of Location for the following installations:

- **Main Street – Install approximately 154 linear feet of conduit in Main Street from manhole MH10696 to the property line of #166 Main Street.**

This work is necessary to provide electric service to #166 Main Street. Upon completion of our review, we are submitting the following recommendations and conditions for consideration by the City Council should the Grant of Location be approved for this application. A photo of the location of the proposed work is presented attached to this document.

Standard Conditions

1. During construction, uninterrupted pedestrian access (or temporary pedestrian facilities) shall be provided at all times or an appropriate alternative path provided.
2. Please be aware that there may be utility infrastructure that is not shown on the plan and may be encountered in the field. If a conflict occurs between the proposed installation and existing City-Owned and/or private utility infrastructure, The City Engineer shall be contacted directly to discuss an appropriate resolution.
3. It is the sole responsibility of the Applicant, and their Contractor, to ensure that and City-Owned and or private utilities, if located within the limits of work should be properly marked and protected during construction activities. **The City of Watertown is not a member of Dig Safe and must be notified separately.**
4. The proposed scope of work requires a DPW Street Opening Permit through the Watertown DPW prior to the start of construction.
5. All disturbances to curbing, grass strips, sidewalks, walkways, and roadway surfaces shall be repaired in kind to the satisfaction of the City of Watertown DPW. If any existing sidewalk is proposed to be removed and replaced in full width, the restoration must be completed in accordance with all current ADA, MAAB and City of Watertown standards.
6. All work within the Right of Way shall require the Contractor to schedule and coordinate a police traffic detail. Traffic control and safety measures shall be implemented in adherence to all applicable OSHA requirements, Massachusetts DOT Work Zone Safety Guidelines and Part VI of the Manual of Uniform Traffic Control Devices.
7. All material stockpiled on roadways and/or roadway shoulders shall be protected with erosion control devices such as silt fence or straw wattles. It will be the sole responsibility of the Contractor to remove any sediment that enters the City drainage system as a result of the proposed work.
8. Equipment, staging, and stockpiles shall not be located in a manner so as to interfere with intersection sightlines and shall be kept in a neat and orderly fashion.
9. Public shade trees within and adjacent to the proposed work zone must be protected. The Contractor shall install individual tree protection on any public shade tree that may be impacted and the Contractor shall not stockpile material or equipment within the drip zone of a public shade tree.
10. Contractor shall coordinate with City Health Department on rodent control requirements.
11. An as-built survey shall be performed upon completion of the work and provided to the Department of Public Works.



View of MH1096 at intersection of Chestnut Street and Main Street where service will be pulled from.



View of MH1096 and Main Street facing southeast.



View of Main Street facing southeast.



View of Main Street from service location facing northwest.



View of Main Street facing northwest.



180 Calvary Street
Waltham, Ma 02453

August 1, 2023

City Council
City Hall
149 Main Street
Watertown, MA 02472

RE: Main Street
Watertown, MA
W.O.# 11120000

Dear Members of the Council:

The enclosed petition and plan are being presented by the NSTAR Electric Company d/b/a EVERSOURCE ENERGY for the purpose of obtaining a Grant of Location to install approximately 154 feet of conduit in Main Street.

The reason for this work is to provide service to #166 Main Street.

If you have any further questions, please contact Joanne Callender at 781-314-5053. Your prompt attention to this matter would be greatly appreciated.

Very truly yours,

Richard M. Schifone

Richard M. Schifone, Supervisor
Rights and Permits

RMS/HC
Attachments

RECEIVED
WATERTOWN D.P.W.
2023 SEP 11 AM 10:42

**PETITION OF NSTAR ELECTRIC COMPANY d/b/a EVERSOURCE ENERGY FOR
LOCATION FOR CONDUITS
AND MANHOLES**

To the **City Council** of the City of **WATERTOWN** Massachusetts:

Respectfully represents **NSTAR ELECTRIC Company d/b/a Eversource Energy** a company incorporated for the transmission of electricity for lighting, heating or power, that it desires to construct a line for such transmission under the public way or ways hereinafter specified.

WHEREFORE, your petitioner prays that, after due notice and hearing as provided by law, the council may by Order grant to your petitioner permission to construct, and a location for, such a line of conduits and manholes with the necessary wires and cables therein, said conduits and manholes to be located, substantially as shown on the plan made by **T. Thibault, dated April 12, 2023**, and filed herewith, under the following public way or ways of said City:

**NSTAR ELECTRIC COMPANY
d/b/a EVERSOURCE ENERGY**

Main Street -

**Southeasterly from manhole MH10696, at the
intersection of Chestnut Street and Main Street, install
approximately 154 feet of conduit.**

WO# 11120000

BY *Richard M. Schifone*
Richard M. Schifone, Supervisor
Rights & Permits

Dated this 1 day of August 2023

City of **WATERTOWN** Massachusetts

Received and filed _____ 2023

ORDER FOR LOCATION FOR CONDUITS AND MANHOLES
City of WATERTOWN

WHEREAS, **NSTAR ELECTRIC COMPANY d/b/a EVERSOURCE ENERGY** has petitioned for permission to construct a line for the transmission of electricity for lighting, heating or power under the public way or ways of the City thereafter specified, and notice has been given and a hearing held on said petition as provided by law.

It is ORDERED that **NSTAR ELECTRIC COMPANY d/b/a EVERSOURCE ENERGY** be and hereby is granted permission to construct and a location for, such a line of conduits and manholes with the necessary wires and cables therein under the following public way or ways of said City:

Main Street - Southeasterly from manhole MH10696, at the intersection of Chestnut Street and Main Street, install approximately 154 feet of conduit.

WO# 11120000

All construction work under this Order shall be in accordance with the following conditions:

1. Conduits and manholes shall be located as shown on the plan made by **T. Thibault, dated April 12, 2023**, on the file with said petition.
2. Said company shall comply with the requirements of existing by-laws and such as may hereafter be adopted governing the construction and maintenance of conduits and manholes.
3. All work shall be done to the satisfaction of the city council or such officer or officers as it may appoint to supervise the work.

1	_____	
2	_____	City Council
3	_____	the City of
4	_____	WATERTOWN
5	_____	

CERTIFICATE

We hereby certify that the foregoing Order was adopted after due notice and a public hearing as prescribed by Section 22 of Chapter 166 of the General Laws (Ter. Ed.), and any additions thereto or amendments thereof, to wit: after written notice of the time and place of the hearing mailed at least seven days prior to the date of the hearing by the council to all owners of real estate abutting upon that part of the way or ways upon, along or across which the line is to be constructed under said Order, as determined by the last preceding assessment for taxation, and a public hearing held on the _____ day of _____ 2023 at _____ in said City.

1	_____	
2	_____	City Council
3	_____	the City of
4	_____	WATERTOWN
5	_____	

CERTIFICATE

I hereby certify that the foregoing are true copies of the Order of the **City Council** of the City of **WATERTOWN**, Massachusetts, duly adopted on the _____ day of _____, 2023 and recorded with the records of location Orders of said Town, Book _____, Page _____ and of the certificate of notice of hearing thereon required by Section 22 of Chapter 166 of the General Laws (Ter.Ed.) and any additions thereto or amendments thereof, as the same appear of record.

Attest: _____
Clerk of the City of **WATERTOWN**, Massachusetts

321 1 B
MAIN STREET
N/F
WATERTOWN, TOWN OF
SALTONSTALL PARK

INSTALL 2 - 4" PVC PIPES
TYPE EB IN CONCRETE
SECTION 2 FIG. 1

321 1 B
MAIN STREET
N/F
WATERTOWN, TOWN OF
SALTONSTALL PARK

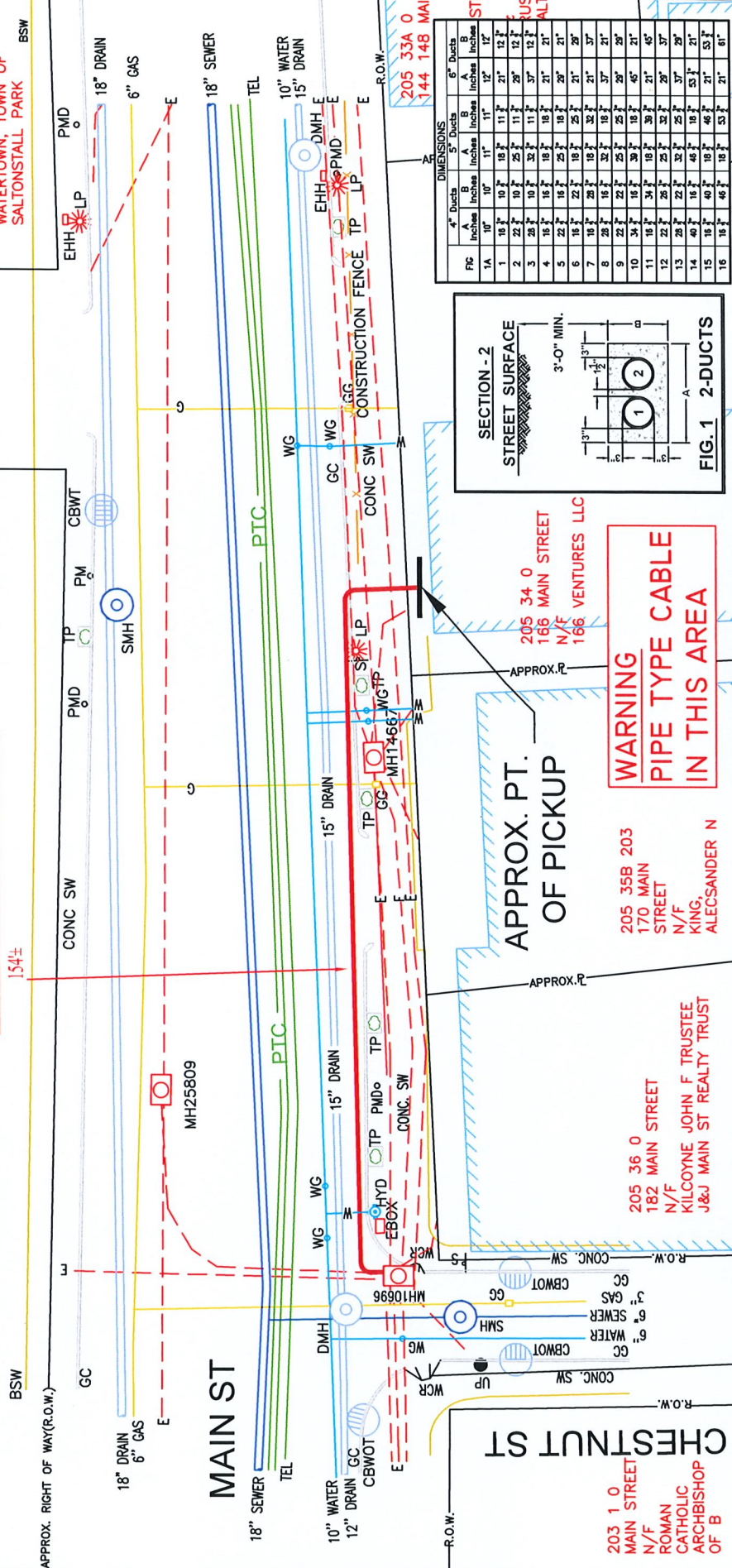
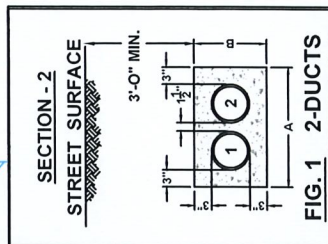


FIG. 1 2-DUCTS

FIG	4" Ducts		5" Ducts		6" Ducts	
	A	B	A	B	A	B
1A	10"	10"	10"	10"	10"	10"
2	18"	10"	18"	10"	18"	10"
3	22"	10"	22"	10"	22"	10"
4	28"	10"	28"	10"	28"	10"
5	32"	10"	32"	10"	32"	10"
6	38"	10"	38"	10"	38"	10"
7	42"	10"	42"	10"	42"	10"
8	48"	10"	48"	10"	48"	10"
9	52"	10"	52"	10"	52"	10"
10	58"	10"	58"	10"	58"	10"
11	62"	10"	62"	10"	62"	10"
12	68"	10"	68"	10"	68"	10"
13	72"	10"	72"	10"	72"	10"
14	78"	10"	78"	10"	78"	10"
15	82"	10"	82"	10"	82"	10"
16	88"	10"	88"	10"	88"	10"



WARNING
PIPE TYPE CABLE
IN THIS AREA

APPROX. PT.
OF PICKUP

205 35B 203
170 MAIN STREET
N/F
KING,
ALECSANDER N

205 36 0
182 MAIN STREET
N/F
KILCOYNE JOHN F TRUSTEE
J&J MAIN ST REALTY TRUST

BY YOUR USE OF THE INFORMATION CONTAINED IN THIS MAP YOU AGREE THAT NO WARRANTY OF ANY KIND IS EXPRESSED OR IMPLIED BY THE INFORMATION CONTAINED HEREIN. THE INFORMATION IS PROVIDED FOR YOUR INFORMATION ONLY AND IS NOT TO BE USED FOR ANY OTHER PURPOSE. THE INFORMATION IS NOT TO BE USED FOR ANY OTHER PURPOSE. THE INFORMATION IS NOT TO BE USED FOR ANY OTHER PURPOSE.

MASS. LAW
REQUIRES 72 HOURS ADVANCE NOTICE TO UTILITY COMPANIES
BEFORE DIGGING BY ANYONE. CALL DIG-SAFE 1-888-344-7233



INSTAR EVERSOURCE
ELECTRIC
d/b/a

1165 MASSACHUSETTS AVE. DORCHESTER, MASS. 02125

C# 86-23

Ward #

Work Order # 11120000

Surveyed by: LM/JC/VT

Research by: GR

Plotted by: SJ

Proposed Structures: SJ

Approved: T THIBAUT

P#

Plan of MAIN STREET

WATERTOWN

Showing PROPOSED CONDUIT LOCATION

Date APRIL 12, 2023

Scale 1"=30'

SHEET 1 of 1

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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>

Ordinance establishing the Municipal Policy Analyst Salary.



Watertown City Council

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

ORDINANCE # 65

O-2023- 65

AN ORDINANCE ESTABLISHING MUNICIPAL POLICY ANALYST SALARY

WHEREAS, Section 2-7(e) of the City of Watertown Home Rule Charter provides that the City Council may, by ordinance, establish salaries for appointees of the City Council appointed pursuant to Section 2-7 of the City Charter; and

WHEREAS, the City Council appoints the City Auditor pursuant to Section 2-7(a) of the City Charter.

NOW THEREFORE BE IT ORDAINED by the City Council of the City of Watertown that the City Council hereby establishes the Municipal Policy Analyst Salary as \$72,000 per annum.

Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above Order was adopted by a vote of 9 for, 0 against and 0 present on September 26, 2023.

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

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

John G. Gannon,
Councilor At Large

Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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> </u>	<u> X </u>	<u> </u>

Ordinance establishing the Human Rights Commission.



Watertown City Council

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

ORDINANCE # 66

O-2023- 66

AN ORDINANCE ESTABLISHING THE WATERTOWN HUMAN RIGHTS COMMISSION

WHEREAS, Section 2-11 of the Home Rule Charter for the City of Watertown, as adopted by the voters on November 2, 2021, indicates that the City of Watertown shall establish a Human Rights Commission by ordinance; and,

WHEREAS, the City Council desires to establish the Human Rights Commission to affirm the City of Watertown is an inclusive community where all individuals can enjoy the free and equal exercise of their human and civil rights and privileges.

NOW THEREFORE BE IT ORDAINED by the City Council of the City of Watertown that the Watertown Code of Ordinances is hereby amended by adding a new Chapter entitled Watertown Human Rights Commission, as attached hereto.

AND FURTHER, that this Ordinance shall take effect upon passage.

Council Member

I hereby certify that at a regular meeting of the City Council for which a quorum was present, the above Order was adopted by a vote of 9 for, 1 against and 2 present on September 26, 2023.

Brendan T. McCarthy, Council Clerk

Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

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

John G. Gannon,
Councilor At Large

Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor

CHAPTER __. WATERTOWN HUMAN RIGHTS COMMISSION

§ __.01 Establishment.

In accordance with SECTION 2-11 of the Watertown Home Rule Charter, there shall be in the city a commission known as Watertown Human Rights Commission (“commission”).

§ __.02 Purpose.

The purpose of creating the commission is to affirm that the city of Watertown is an inclusive community that has as one of its core values, freedom from discrimination, disrespect, bigotry, hatred and oppression; and to reaffirm the city’s commitment to uphold and defend the rights of all individuals to enjoy the free and equal exercise of their human and civil rights and privileges.

To that end, the commission shall strive to ensure that all persons enjoy equal opportunity to participate in local affairs, including but not limited to housing, employment, education, public accommodation, access to city services, insurance, credit, banking and health care, regardless of race, color, ancestry, national origin, sex, sexual orientation, gender identity or expression, citizenship, age, religion, disability, health status, marital or familial status, military or veteran status, socioeconomic status, ex-offender status, genetic and/or “protected class” status. Human rights are universal and inalienable; indivisible; interdependent and interrelated. Whether civil, political, economic, social or cultural in nature, all such rights are inherent to the dignity of every person. Consequently, these rights all have equal status.

§ __.03 Appointment of Commissioners and Term.

(A) Appointment and Tenure of Members, Vacancies. There shall be nine commissioners appointed by the city manager, subject to confirmation by the city council.

- (i) The commissioners shall be residents of Watertown.
- (ii) The city manager shall appoint commissioners to serve three-year terms, subject to confirmation by the city council.
- (iii) The commissioners first appointed shall have staggered terms, with three (3) of the appointed commissioners initially serving a one-year term; three (3) of the appointed commissioners initially serving a two-year term; and the remaining three (3) commissioners serving a three-year

- term. Thereafter, all appointments and reappointments, shall be for a period of three (3) years. Commissioners may be reappointed for additional terms.
- (iv) Any vacancy in membership shall be filled for the remainder of the unexpired term in the same manner as the original appointment.
 - (v) There shall be liaisons from the Watertown Police Department, the Watertown School Department and the student body. While not commissioners, such liaisons shall participate in the work of the commission by attending monthly sessions to bring issues of concern and ideas to the commission and to help formulate constructive resolutions. Ideally, the chief of police and the superintendent of schools shall be the liaisons, but when not possible they could designate a department member to attend in their place. Student liaisons shall be chosen by the superintendent with recommendations of student services and shall serve for a term of at least one school year.
 - (vi) The commission shall always strive to reflect the socioeconomic, age, gender, racial and cultural diversity of the city, and efforts should be directed to recruiting commissioners of historically underrepresented and marginalized groups, including people of color, youth and young adults, immigrants, people with disabilities, and LGBTQ+ individuals.

(C) Qualifications. Commissioners appointed by the city manager shall, when possible, have relevant experience in one or more of the following areas: human rights, social justice, law, education, diversity, equity and inclusion, community engagement, municipal government, or advocacy for individuals who are targets of mistreatment or discrimination.

(D) Any commissioner who ceases to be a city resident shall promptly provide written notification of their change in residence to the commission chair and to the city clerk. The commissioner may serve until a successor is appointed.

§__-.04 Meetings and Officers of the Commission.

(A) Meetings. The commission shall meet monthly at a time and place as the chair shall determine. Notice of all meetings shall comply with the provisions of the Open Meeting Law, G.L. c. 30A, §§ 18-25. A quorum at any meeting shall be a majority of the total number of commissioners then serving. The commission shall keep a written record of its proceedings.

(B) Officers. At the first meeting of the commission, and annually thereafter, the commissioners shall elect three members to serve respectively as chair, vice-chair

and clerk, and may elect such other officers, adopt procedural rules and regulations, and establish such subcommittees as they deem appropriate. In the chair's absence, the vice-chair shall preside over meetings.

§__-.05 Duties of the Commission.

The commission shall promote human rights in Watertown through outreach, dialogue, and educational forums. The commission shall also have the following charges and responsibilities:

- (A) Promote positive, respectful, and collaborative relationships among all groups and individuals in Watertown.
- (B) Create an Action Plan, to be reviewed and updated as the commission deems necessary, detailing goals and associated activities aligned with the purpose of the commission.
- (C) Advocate for, support, facilitate, and disseminate information about independent equity assessments, and identify calls to action in response to equity audits throughout the city.
- (D) Serve as a resource for residents, employees, those doing business with or in the city, or visitors to make a report about concerns, complaints, or questions of discrimination or unequal treatment of individuals within the city of Watertown, to provide support and information to victims and witnesses, and to city officials who may investigate such reports, concerns, complaints or questions. The commission shall develop procedures for accepting and managing complaints, and for protecting the reputation of all parties involved as appropriate and legally required. The commission may provide resources, referrals and support to any person with a complaint of discrimination. Where all parties agree, the commission may arrange for mediation of the incidents.
- (E) Recommend resolutions, policies, or guidelines for adoption by the city manager, city council, or other departments, boards, and committees within the city.
- (F) Recommend programs, initiatives, and training to promote diversity, inclusion, awareness, and anti-discrimination in the city.
- (G) Promote understanding of the diverse cultures within the city and surrounding areas through education, organization of community events,

conferences, public speaking programs, educational panels, celebrations and other community actions.

(H) Serve as a resource to the city manager and city council with respect to issues that challenge any individual's or group's enjoyment of their basic human rights in the city.

(I) Collaborate with representatives from historically disadvantaged groups to better understand barriers to inclusion, diversity, and equity in the community; develop strategies for ending inequities and eliminating these barriers; and promote mutual understanding and respect for differences.

(J) Annually, and more often if requested or needed, provide a written report to the city manager and city council on the commission's activities and hold a public forum to review and discuss the annual report. The commission may also prepare written or oral reports on racial, religious, ethnic, gender, disability, age, or any marginalized group, and civic initiatives or relationships to cultivate and encourage an atmosphere of mutual understanding and harmonious intergroup relationships in the city, at its own initiative or upon request by city entities, businesses, or residents.

(K) Collaborate with human rights entities in other municipalities to share resources, conduct joint meetings, share best practices, and make joint statements and recommendations as appropriate on issues concerning the communities in the region.

(L) Work with the city's community engagement officer and Administration to encourage attendance at panels, meetings, conferences, celebrations or other educational or community events held by municipal or regional human rights committees, private or public corporations, organizations, schools and universities.

§__-.06 Staffing and Funding.

The Human Rights Commission will recommend staff support and financial resources as needed in its annual report and/or Action Plan in order to support the commission's administrative and programmatic activities.

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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>

Resolution authorizing acceptance and expenditure of gift of funds – Faire on the Square.



Watertown City Council

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

RESOLUTION # 67

2023 – R – 67

BE IT RESOLVED: That the City Council of Watertown hereby approves the acceptance and expenditure of gift of funds in the amount of \$8,300 to offset expenses related to the Faire on the Square 2023.

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


Council Member

I hereby certify that at a Meeting of the City Council for which a quorum was present, the above Resolution was adopted by a vote of 9 for, 0 against, and 0 present on September 26, 2023.


Brendan T. McCarthy, Council Clerk


Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

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

John G. Gannon,
Councilor At Large

Lisa J. Feltner,
District B Councilor

John M. Airasian,
Councilor At Large

Anthony Palomba,
Councilor At Large

Emily Izzo,
District D Councilor



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: September 20, 2023

RE: Agenda Item – Approval of Gift and Expenditures

Enclosed please find an email from Tammy McKenna, Director of Events, Commander's Mansion regarding donations that have been received to date by the Faire on the Square Committee to offset expenditures related to the Faire.

Pursuant to Massachusetts General Laws Chapter 44, Section 53A, any expenditure of gifts of funds needs the approval of the City Manager and City Council.

I respectfully request the attached Resolution approving this gift expenditure be placed on the September 26, 2023 City Council Agenda for your consideration.

Thank you for your consideration and action on this matter.

Cc: Watertown Faire on the Square Committee
Tammy McKenna, Director of Events, Commander's Mansion
Melissa A. Morrissey, City Treasurer/Collector
Megan Langan, City Auditor

Resolution #

R – 2023 -

Resolution approving the Acceptance and Expenditure of Gifts of Funds

WHEREAS: from time to time, this community is the beneficiary of a gift donated towards improving the quality and spirit of its inhabitants lives; and

WHEREAS: the Faire on the Square 2023 Committee has received donations that were given to offset expenditures related to the Faire on the Square celebration; and,

NOW THEREFORE BE IT RESOLVED: that the City Council of the City known as the City of Watertown, hereby accepts and appropriates, pursuant to Massachusetts General Laws Chapter 44, Section 53A, monetary gift in the amount of \$8,300 received by the Faire on the Square 2023 Committee.

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 ____ for, ____ against and ____ present on September 26, 2023.

Brendan McCarthy, Council Clerk

Mark S. Sideris, Council President

Hand, JoAnna

From: Fernandez-McKenna, Tammy
Sent: Monday, September 18, 2023 3:35 PM
To: Proakis, George; Magoon, Steve; Emily Monea
Cc: Osmond, Marsha; Hand, JoAnna
Subject: Faire sponsorships

Afternoon Mr. Proakis -

We are happy to have received the following sponsorship donations for the Faire this year! They will be promoted on the Faire's website with their logo and link, as well as promoted on the Faire map and tagged in the follow-up social media post.

These funds help offset the costs of the free guest experiences throughout the Faire, from live entertainment to pony rides!

Watertown Savings Bank \$5000 - returning sponsor.

Ethos Dispensary \$1500 - new sponsor.

The Residence at Watertown Square \$1000 - new sponsor.

VHB \$800 - new sponsor.

Please let me know if you need anything more from my end. Thank you!

All the best,

Tammy McKenna, Director of Events



Commander's Mansion
440 Talcott Ave | Watertown | Massachusetts | 02472
p. 617.926.7755 | f. 617.972.6599
www.commandersmansion.com
info@commandersmansion.com

Follow us on [Instagram](#) & [Facebook](#)

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: September 26, 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>

Order accepting the Provision of G.L. c.40, Section 22F allowing City Boards or Officers to fix reasonable fees.



Watertown City Council

Administration Building

149 Main Street

Watertown, MA 02472

Phone: 617-972-6470

ORDER # 68

O-2023- 68

AN ORDER ACCEPTING THE PROVISIONS OF G.L. c.40, §22F ALLOWING CITY BOARDS OR OFFICERS TO FIX REASONABLE FEES

WHEREAS, the City regularly issues licenses, permits, and certificates pursuant to the General Laws and the City Code; and

WHEREAS, the City assesses fees for such actions; and

WHEREAS, such fees must be reasonable and proportional; and

WHEREAS, the City wishes to establish a mechanism for the proper establishment of fees and charges; and

WHEREAS, the provisions of G.L. c.40, §22F allow "[a]ny municipal board or officer empowered to issue a license, permit, certificate, or to render a service or perform work" to set fees for such actions; and

WHEREAS, the provisions of G.L. c.40, §22F require that any such fees set by a board or officer appointed by an elected board must be reviewed and approved by such elected board; and

WHEREAS, the provisions of G.L. c.40, §22F provide that the City's current fees "will be utilized until a new fee or charge is fixed" as provided thereunder; and

WHEREAS, the provisions of G.L. c.40, §22F are subject to local acceptance by vote of the City Council.

NOW THEREFORE BE IT ORDERED: That the provisions of G.L. c.40, §22F are hereby accepted, providing for a process for City boards and officers to set fees as provided therein.

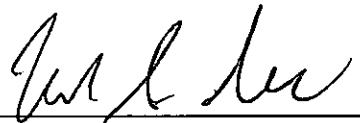


Council Member

I hereby certify that at a regular meeting of the nine member City Council for which a quorum was present, the above Order was adopted by a vote of 9 for and 0 against on September 26, 2023.



Brendan T. McCarthy, Council Clerk



Mark S. Sideris, Council President

ELECTED OFFICIALS

Mark S. Sideris,
Council President

Caroline Bays,
Councilor At Large

Nicole Gardner,
District A Councilor

Vincent J. Piccirilli, Jr.,
Vice President &
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John G. Gannon,
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Councilor At Large

Anthony Palomba,
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Emily Izzo,
District D Councilor



George J. Proakis
City Manager

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Office of the City Manager

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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: September 21, 2023

RE: Agenda Item – Order Accepting the Provisions of G.L. C.40, §22F Allowing City Boards or Officers to Fix Reasonable Fees

I respectfully recommend and request your favorable consideration on the attached “Order Accepting the Provisions of G.L. C.40, §22F Allowing City Boards or Officers to Fix Reasonable Fees.”

Thank you for your consideration in this matter.

cc: Steven Magoon, Assistant City Manager for Community Development & Planning
Mark R. Reich, Esquire, KP Law

**AN ORDER ACCEPTING THE PROVISIONS OF G.L. c.40, §22F ALLOWING CITY
BOARDS OR OFFICERS TO FIX REASONABLE FEES**

WHEREAS, the City regularly issues licenses, permits, and certificates pursuant to the General Laws and the City Code; and

WHEREAS, the City assesses fees for such actions; and

WHEREAS, such fees must be reasonable and proportional; and

WHEREAS, the City wishes to establish a mechanism for the proper establishment of fees and charges; and

WHEREAS, the provisions of G.L. c.40, §22F allow “[a]ny municipal board or officer empowered to issue a license, permit, certificate, or to render a service or perform work” to set fees for such actions; and

WHEREAS, the provisions of G.L. c.40, §22F require that any such fees set by a board or officer appointed by an elected board must be reviewed and approved by such elected board; and

WHEREAS, the provisions of G.L. c.40, §22F provide that the City’s current fees “will be utilized until a new fee or charge is fixed” as provided thereunder; and

WHEREAS, the provisions of G.L. c.40, §22F are subject to local acceptance by vote of the City Council.

NOW THEREFORE BE IT ORDERED: That the provisions of G.L. c.40, §22F are hereby accepted, providing for a process for City boards and officers to set fees as provided therein.

Council Member

I hereby certify that at a regular meeting of the nine member City Council for which a quorum was present, the above Order was adopted by a vote of ___ for and ___ against on _____, 2023.

Brendan McCarthy, Council Clerk

Mark S. Sideris, Council President



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: September 20, 2023

RE: Agenda Item – Proposed Loan Order

As you are aware, Conceptual Recommendation #8 in the City Council's Conceptual Recommendations for Fiscal Year 2024-2028 Capital Improvement Program (CIP) confirms the prior recommendation to proceed with the Fiscal Year 2022 proposed loan order or transfer of funds for various school improvements in the Middle School for \$3,080,000 consisting of various items including \$820,000 in funding for the Middle School air conditioning.

Additionally, the Fiscal Year 2024-2028 CIP for the Middle School includes \$72,000 in Fiscal Year 2024 funding for the HVAC (VRF) Basement – Line 221 of the Fiscal Year 2024-2028 CIP (BR).

The Middle School's HVAC system has been incrementally updated by floor to add air conditioning. All floors have been completed except for the portions of the basement and first floor. The Public Buildings Department is respectfully requesting the necessary actions to obtain authorization from the Honorable City Council for \$315,000 in requested funding.

If approved, we intend to move forward with the design of the basement and first floor HVAC upgrade to install AC with the intention of having the design work completed by spring Fiscal Year 2024.

Once design is completed, we will be returning to City Council for a request for funding for the construction of the upgrades of the basement and first floor.

Therefore, given all of the above, I respectfully recommend and request your favorable consideration on this matter at the September 26, 2023 City Council Meeting.

Thank you for your consideration in this matter.

cc: Megan Langan, City Auditor
Melissa A. Morrissey, City Treasurer/Collector
Denise Moroney, Director of Public Building



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

Kris A. Moussette
(617) 378-4194
kmoussette@hinckleyallen.com

September 22, 2023

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

RE: Draft Loan Order – Middle School HVAC Bonds

Dear George:

As requested, I suggest the following form of loan order to approve the borrowing of funds to pay costs of design services for the development of plans and specifications for upgrades to the HVAC system at Watertown Middle School:

ORDERED: That the sum of \$315,000 is appropriated to pay costs of design and engineering services for the development of plans and specifications for upgrades to the HVAC system to install air conditioning in portions of Watertown Middle School, including the payment of 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(7) 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,

Kris A. Moussette



BostonGlobeMedia

Order Confirmation

Town of Watertown
149 Main Street
Watertown, MA 02472

Thank you for placing your advertisement in The Boston Globe.

Your order information and a preview of your advertisement are displayed below for your review. If there are any changes or questions, please contact the Classified Department at 617-929-1500 or email classified@globe.com.

Any and all proposed edits, revisions, and/or other changes to the advertisement must be communicated to us in writing prior to the deadline specified in the Advertising Specs + Deadlines page located at <https://www.bostonglobemedia.com/specs-deadlines>.

Thank you,
Boston Globe Classified Sales

617-929-1500
Monday – Friday 9:30 am - 4:30 pm
classified@globe.com

Order Number	722562	Order Price	\$562.55
Sales Rep.	Lindy Rodriguez	PO No.	
Account	2105782	Payment Type	
Publication	Boston Globe	Number of dates	1
First Run Date	10/05/2023	Last Run Date	10/05/2023
Payment Type			

AD PREVIEW:

LEGAL NOTICE

The City Council of Watertown hereby gives notice of a public hearing and vote on Tuesday, October 10, 2023, at 7:00 PM, in the Richard E. Mastrangelo Chamber, Administration Building, 149 Main Street, Watertown, MA and on a proposed Loan Order as follows:

ORDERED: That the sum of \$315,000 is appropriated to pay costs of design and engineering services for the development of plans and specifications for upgrades to the HVAC system to install air conditioning in portions of Watertown Middle School, including the payment of 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(7) or pursuant to any other enabling authority, and to issue bonds or notes of the City therefor.

A copy of the proposed Loan Order is available for inspection at the Administration Building, 149 Main Street, Watertown, MA 02472 in the City Council Office, Monday through Friday, 10:00 am to 2:00 pm, and at the City Clerk's Office, Monday through Thursday 8:30 am through 5 pm, on Tuesday evening up to 7 pm, and Friday, 8:30am through 2pm; and on the City's website page: www.watertown-ma.gov

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: SEPTEMBER 26, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	___X___	_____	_____
CAROLINE BAYS	___X___	_____	_____
LISA J. FELTNER	___X___	_____	_____
JOHN G. GANNON	___X___	_____	_____
NICOLE GARDNER	___X___	_____	_____
EMILY IZZO	___X___	_____	_____
ANTHONY PALOMBA	___X___	_____	_____
VINCENT J. PICCIRILLI JR.	___X___	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X___	_____	_____

Motion to accept the Committee Report and its Action Items.



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 September 7, 2023

The Committee convened on Thursday, September 7, 2023 at 6:00 pm in the Richard E. Mastrangelo Council Chamber. It was a hybrid meeting, with remote participation by Zoom. Present were Vincent Piccirilli, Chair; Emily Izzo, Vice Chair and Nicole Gardner, Secretary. Also present in person were City Auditor Megan Langan, Assistant City Manager Steven Magoon, Council President Mark Sideris, Councilor Lisa Feltner, and resident Will Twombly. Attended by zoom were Councilors John Airasian, Caroline Bays, and Anthony Palomba, Library Trustee Leanne Hammonds, Senior Planner Lawrence Field, Housing Authority Executive Director Michael Lara, and residents Deb Peterson, Ernesta Krackiewicz, Elodia Thomas, and Jacky van Leeuwen.

The purpose of the meeting was a discussion on process for the Committee to evaluate American Rescue Plan Act (ARPA) Proposals. This is Step 3 of the process the Committee is using to make preliminary recommendations to the City Council on the allocation of ARPA funds, which is to "Synthesize the [ARPA proposal] input and assess it against the proposed criteria".

The meeting was called to order at 6:06 pm. Councilor Piccirilli welcomed all present, and explained the purpose of the meeting, noting that 32 proposals were made for ARPA funding, totaling \$24 million, more than twice the \$10.5 million in funds available. He explained that there would be no discussion of specific proposals at this meeting, and reminded the attendees that all proposals as well as other materials on ARPA can be found on the City's website. <https://watertown-ma.gov/794/American-Rescue-Plan-Act-ARPA>

Councilor Piccirilli next requested Auditor Langan to ask Clifton/Larson/Allan, the accounting firm retained by the City for ARPA, to review the proposals and provide their advice as to which, if any, were not allowable by law. The Committee will only consider those proposals which are allowable.

Councilor Piccirilli noted that one email had been received regarding the process, from resident Marcy Murningham, suggesting a 0 to 2 scale be used in assessment, and showing how that would work for evaluating a proposal's alignment with the Charter Preamble and the new Comprehensive Plan, which are included in the criteria (see attachment).

Councilor Gardner proposed using a 4 point scale, because it forces the evaluator to form an opinion, one way or the other. After discussion, the Committee agreed to use a 4 point scale with 4 being the highest score. It was also agreed that when the time came for assessment, the following process would be used:

1. Each Committee member would score the proposals independently across each criteria.
2. Each Committee member would enter their scores on a spreadsheet sent to the Council Clerk.
3. The Council Clerk would consolidate the scores into a single spreadsheet, which would be used by the Committee in their deliberations at the next meeting.

Councilor Bays expressed a concern over the amount of public input in the assessment process.

Councilor Piccirilli explained that the deliberations would be in public meeting, and the Committee would invite input from the public and Councilors.

President Sideris recommended that the Committee bring the process they will use to the City Council for approval.

Councilor Feltner expressed a concern that the public and the Committee would not have an opportunity to hear from those who submitted proposals, and ask questions. Councilor Piccirilli explained that each proposer will be invited to present their project to the Committee, and answer questions.

Council Gardner suggested that these meetings happen before the Committee members do their scoring, so that members have full information, and this was agreed.

Councilor Palomba noted that some proposals were detailed and spoke to the criteria directly, and others were more conceptual, making it hard to evaluate them.

It was agreed that the Chair would write to all who submitted proposals that are allowable by law to invite them to meet with the Committee to present their project; the note would include:

- Dates being offered for BFO Committee meetings to review proposals
- 15 minutes time slot per project
- Criteria for evaluation
- The types of questions they might expect
- That questions would be asked by both the public and the Committee
- Any other pertinent information

It was also agreed that the Chair would write to people who submitted proposals that are not allowable by law (if any) to let them know that that the City would not be able to move forward with their proposal, and encouraging them to seek alternative sources of funding.

Councilor Palomba said that ultimately he expects the Committee deliberations would come out with proposals landing in one of three categories: Fund Fully, Fund Partially, and Not Able to be Funded.

Jacky van Leeuwen said that she hoped the criteria reflect the urgency of various needs within Watertown.

Deb Peterson said that she believed the criteria don't give the guidance needed, because they do not touch on what are the highest priorities within Watertown. She suggested that high level guidance such as what percent of the funds should go to city priorities 1, 2, 3, is needed.

Councilor Gardner noted that the process and criteria being used were developed in public meetings with input from the public, the Councilors, and the City staff, much earlier this year. She also noted that if the Committee had agreed to the approach being suggested, the Council -- not the Committee -- would have been needed to develop and approve the percentages by priority. She did not support changing the process at this point, especially since the proposals were developed based on the approved

and published criteria. Finally, she noted that time is pressing for the City to allocate funds, given the restrictions in the law.

Councilor Piccirilli added that ultimately, each member of the Committee and of the Council will need to use their personal judgment, weighing the pros and cons carefully, in voting on ARPA allocations. He noted that the proposals were very different in scope, scale, focus, detail provided and so on, and the Committee has to work with the proposals submitted. It will be challenging to rank and assess, but that is what is required as our next step.

➔ **Action Item:** Councilor Gardner made a motion, seconded by Councilor Izzo, that the Committee ask the City Council to approve the detailed ARPA process steps, specifically:

1. Clifton/Larson/Allen review for compliance with the law as the first step, and prior to meetings with proposers; and the BFO Committee will only consider proposals that are legally compliant.
2. The BFO Committee will hold meetings with proposers for presentations and questions, in 15 minute time slots, with the public and Council encouraged to participate. All are encouraged to send questions in to Council Clerk, who will forward them to the proposer prior to the meetings.
3. Independent initial scoring by members prior to deliberation, using 4 point scale
4. The BFO Committee will collectively score proposals using a 1-4 scale after the meetings.
5. The BFO Committee will then meet to deliberate and develop its preliminary recommendation for the City Council and public feedback.

The motion was voted unanimously.

The meeting adjourned at 7:12 pm on a unanimous vote.

Report prepared by Nicole Gardner

Attachment: Marcy Murningham email

ARPA Criteria Meeting Tonight

Marcy Murningham <marcy.murningham@gmail.com>

Thu 9/7/2023 2:33 PM

To: Nicole Gardner <ngardner@watertown-ma.gov>

Cc: Piccirilli, Vincent J <vpiccirilli@watertown-ma.gov>; Izzo, Emily <eizzo@watertown-ma.gov>; McClure, Christopher <cmclure@watertown-ma.gov>; Equity Culture / Civic Fiduciary Action Labs <equityculture.civicfiduciary@gmail.com>; Moral Money Boston <moralmoney.boston@gmail.com>

Dear all,

I wanted to submit my comments, as I'll not be able to attend tonight's Budget + Fiscal Oversight Committee meeting on the process for reviewing ARPA funding submissions

The 32 (as of this moment) submissions display a rich and varied set of ideas for improving life in Watertown. That they come from both the community and government reinforces the shared purpose and values held by citywide members. *Bravo!* and *Brava!* to all who took the time and care to prepare them!

As you review the submissions, I hope you include whether or not they specify how they align with the Comprehensive Plan (the latest version yet to be ratified) and the Charter *Preamble*, set forth in the Strategic Criteria approved on February 28, 2023.

In my cursory review* of those submissions, I've seen some do and some don't.

Given the absence of more refined "key performance indicators" (KPIs) — which can be developed down the road, much like has occurred with other models of "[sustainability reporting standards](#)," "[values-based accounting standards](#)," and "[sustainable development goals](#)," with which I am quite familiar — you might consider scoring them on a 0 to 2 scale, with zero denoting "**no reference**" to either the Comprehensive Plan or *Preamble*, "1" denoting "**mention**", and "2" denoting "**more specific elaboration**".

You could refer to this as the "Value-Added Score," (VAS), or "Value-Added Premium" (VAP, not to be confused with VAPE 😊). The higher the score, the more aligned the proposal claims to be.

However you proceed, rest assured you're continuing to forge a pathway for articulating, measuring, and managing values in public life that's both pragmatic and prophetic. As we near the Republic's 250th birthday in 2026 — not to mention Watertown's 400th birthday in 2030 — this is a wonderful way of resetting the paradigm for democracy in America for the 21st century.

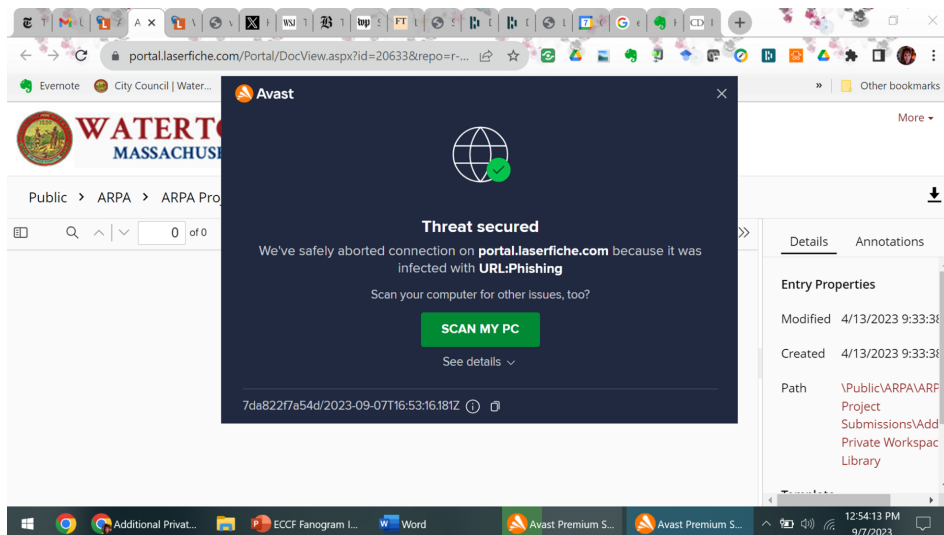
Good luck on your deliberations!

Wishing you well,

Marcy.

* I've discovered that access to the [ARPA portal and specific documents](#), from both my desktop and mobile phone, generates alarm bells regarding phishing attempts (see below for desktop screenshot). My work-around was to download the docs on my Android to read them before deleting them.

Am copying Chris McClure here, to alert him to this problem.



Marcy Murningham

Principal Architect, Equity Culture / Civic Fiduciary Action Labs

Select writings on "[Wealth, Power, and the Public Interest:](#)

[Building Equity Culture and Civic Stewardship](#)," *New England Journal of Public Policy*, Vol. 30, no. 1 (2018)

View LinkedIn profile [here](#)

Landline: 617.926.0633 | Mobile: 617.501.9421

134 Fayette Street

Watertown, MA 02472



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CITY COUNCIL ROLL CALL VOTE
MEETING DATE: SEPTEMBER 26, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	___X___	_____	_____
CAROLINE BAYS	___X___	_____	_____
LISA J. FELTNER	___X___	_____	_____
JOHN G. GANNON	___X___	_____	_____
NICOLE GARDNER	___X___	_____	_____
EMILY IZZO	___X___	_____	_____
ANTHONY PALOMBA	___X___	_____	_____
VINCENT J. PICCIRILLI JR.	___X___	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X___	_____	_____

Motion to accept the Committee Report and its Action Items.



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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

Report of the Committee on Economic Development and Planning Meeting Dates: September 13 and 18, 2023

The Committee convened on Wednesday September 13, 2023 at 5:30 pm in the City Council Office. Present were Lisa Feltner, chair; John Gannon, vice chair; and Vincent Piccirilli, secretary. The purpose of the meetings was to conduct Public Arts & Culture Committee interviews.

Matthew Hanna is a professional musician and former podcast host. He is interested in outreach to the public and communications with artists. He wants to see more regular happenings in Watertown, such as local performances, open mic events, discussion series, and meet-ups.

➔ **Action Item:** Councilor Piccirilli made a motion, seconded by Councilor Gannon, to recommend that the City Council confirm Matthew Hanna for appointment to the Public Arts and Culture Committee for a term to expire November 15, 2025. Voted 3-0.

(Note: This appointment fills the unexpired term of Carole Katz who resigned from the PACC.)

The meeting adjourned at 6:06 pm.

The Committee re-convened on Monday September 18, 2023 at 6:05 pm in the City Council Office to continue the interviews. Councilors Feltner and Piccirilli were present. Councilor Gannon was absent.

Swati Biswas is a medical writer for a pharmaceutical company, and trained as a dancer and choreographer in India where she grew up. She performs creative Indian dance with her team, working closely with visual artists and weavers in designing sets and costumes. She hopes to bring a unique perspective to the PACC, and wants to take part in creating a more vibrant cultural scene in Watertown.

➔ **Action Item:** Councilor Piccirilli made a motion, seconded by Councilor Feltner, to recommend that the City Council confirm Swati Biswas for appointment to the Public Arts and Culture Committee for a term to expire November 15, 2025. Voted 2-0.

(Note: This appointment fills one of the new positions added to the PACC on May 23, 2023.)

The meeting adjourned at 6:40 pm.

Report prepared by Vincent Piccirilli

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: SEPTEMBER 26, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	___X___	_____	_____
CAROLINE BAYS	___X___	_____	_____
LISA J. FELTNER	___X___	_____	_____
JOHN G. GANNON	___X___	_____	_____
NICOLE GARDNER	___X___	_____	_____
EMILY IZZO	___X___	_____	_____
ANTHONY PALOMBA	___X___	_____	_____
VINCENT J. PICCIRILLI JR.	___X___	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X___	_____	_____

Motion to accept the Committee Report.



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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 on Public Safety Report of the Meeting September 11, 2023

The Committee convened on Monday September 11, 2023 at 6:00 pm in the Richard E. Mastrangelo Council Chamber, as a hybrid meeting with remote participation by zoom. Present were John Airasian, Chair; Emily Izzo, Vice Chair and Vincent Piccirilli, Secretary. Also present were City Manager George Proakis, John Parow and Ken Lavalley of Parow Consulting & Associates, Council President Mark Sideris, and Councilor Caroline Bays. See attachment A for a list of other attendees. The purpose of the meeting was to discuss the desired qualities for next Police Chief.

Mr. Proakis began with comments about the Public Forum he had on July 24th to get input directly from the public about hiring the next Police Chief, then spoke about the about the Civil Service hiring process, and finally introduced Mr. Parow, the Public Safety Consultant hired to run the Assessment Center for hiring the new Police Chief. Mr. Parow gave a presentation on the Assessment Center process (see attachment B).

Next, the Chair opened up public comments.

- Tiffany York asked about the diversity of the assessors. Mr. Parrow said there will be four, with one female and one person of color. She then read a statement signed by a number of individuals (see attachment C).
- Merle Kummer read a statement (see attachment D).
- Will Twombly read a statement (see attachment E).
- Connie Henry read a statement (see attachment F).
- Joan Gumbleton read a statement (see attachment G).
- Dennis Holland spoke about the need to address crime in Watertown, and does not believe we need a citizen advisory board..
- Bruce Coltin read a statement (see attachment H).
- Former Councilor Angie Kounelis read a statement (see attachment I).

Councilor Piccirilli read an email from John LoDico who wanted to know why the Manager is not seeking an outside candidate (see attachment J).

Mr. Proakis explained that with Civil Service, the assessment center delivers three names to interview, and when external candidates can apply, someone who is a chief in another community will have a much better chance of being one of the three finalists than an internal candidate of lower rank. He said he has listened to the concerns of the public about the work environment in the WPD. He believes that there are many great people in the WPD, and the department is moving in a positive direction. However, while there are still a number of challenges to be addressed, he noted that there have been many retirements and new hires recently, with many positive changes. He believes that the internal pool of applicants is capable of moving the department forward in a positive direction.

The Committee then discussed the desired qualities for next Police Chief.

Councilor Izzo offered the following:

1. Internal candidate would be ideal who understands our community.
2. Transparency, holding regular community forums.
3. A monthly email with police department statistics.
4. Would like the female officers in the department to weigh in on the hiring of the new Chief.

Mr. Proakis said he did a survey of all WPD members, but the surveys were not separated by gender.

Councilor Piccirilli offered a list with three major categories:

1. A commitment to providing exceptional service to all Watertown residents, employees, and visitors by having the WPD fully embrace best policing practices, as embodied by the following:
 - a) The 2020 Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth (the Police Reform Act)
 - b) Recommendations of the President's 2014 Task Force on 21st Century Policing
 - c) Standards of the Massachusetts Police Accreditation Commission
2. A commitment to best management practices within the WPD:
 - Leadership skills to create a culture in the department that fully supports the best policing practices, as noted above.
 - Commitment to a safe, inclusive, diverse, and productive workplace, especially in light of the recent lawsuit.
 - Thoughtful yet firm management of staff in a collective bargaining environment.
 - Addressing employee mental and physical wellbeing, tailored specifically to the hazards faced by members of the police department.
 - Public outreach and feedback on community concerns, including working with the new Human Rights Commission.
 - Budget setting and tracking.
 - Department training, with an emphasis on preventing on-the-job injuries, emerging threats, and de-escalation techniques.
3. A commitment to keep Watertown a safe and welcoming community for all:
 - Using data collection and analysis to set departmental goals and create metrics for progress.
 - Using data, identify key causes of threats to public safety in Watertown, and develop strategies to address them.
 - Continue community policing polices in order to strengthen trust in the community, and integrate feedback from the public on how to make a well-run Watertown Police Department even better and more responsive to its residents.
 - Continue to develop innovative strategies for non-criminal calls, such as mental health and substance use disorder crises, using social workers, jail diversion, and other techniques.

Councilor Airasian offered the following:

1. Looking out for the well-being of officers.
2. Recruit and retain officers and provide an atmosphere where they can thrive.
3. Use data to identify areas of crime threats in Watertown.
4. Build strong relationships in the community.
5. Stay ahead of the police reform law.
6. Continue to maintain the Watertown Police Department's accreditation.

7. Personal qualities of integrity, honesty, strong communication skills, and be an active listener.
8. Best management practices, and have the courage to correct any issues that may arise in the Department, and the ability to be honest with the public on such issues.

The Committee adjourned at 7:14 pm.

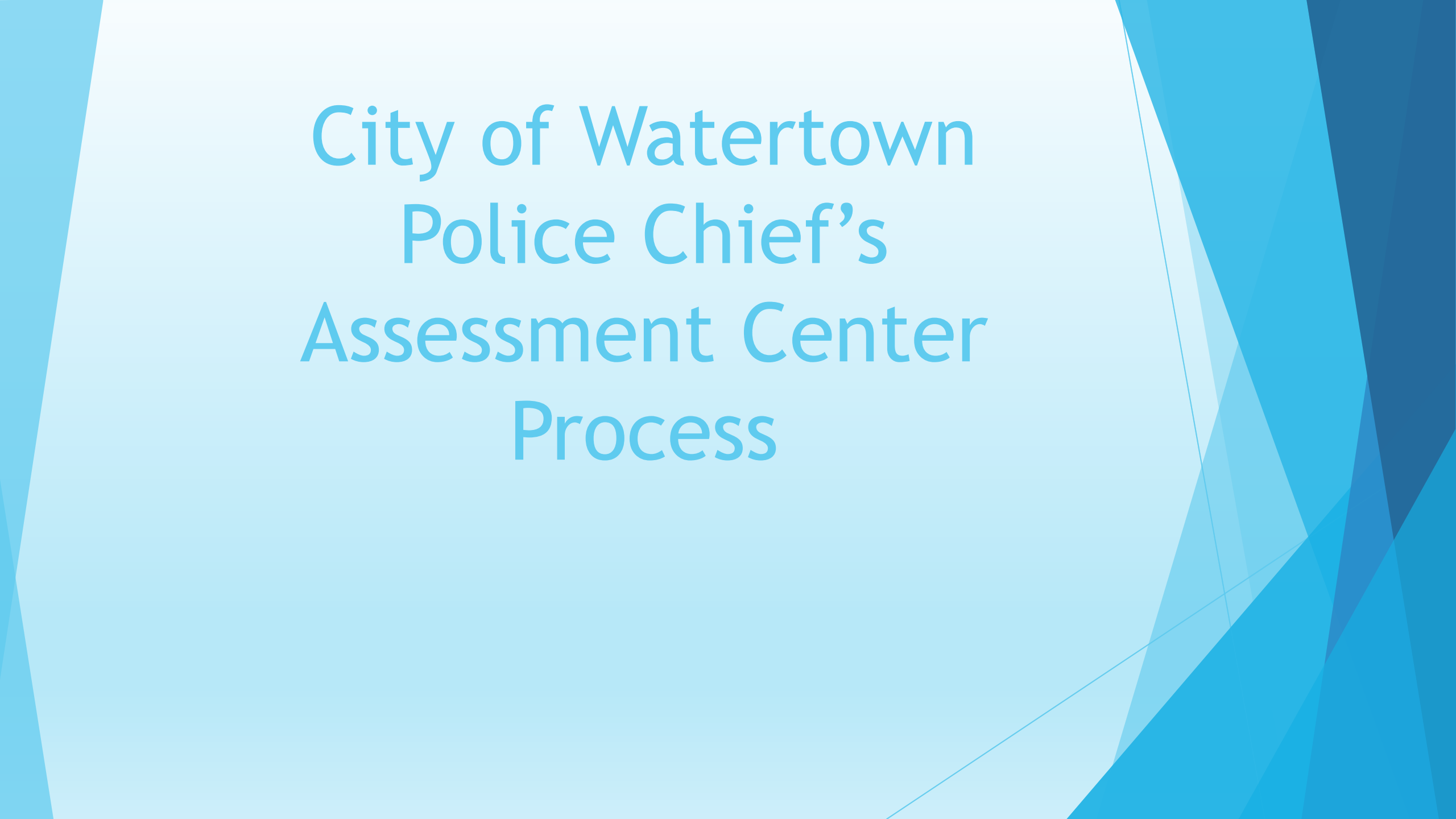
Report prepared by Vincent Piccirilli

Attachments:

- A. List of attendees
- B. Parow Consulting presentation
- C. Tiffany York statement
- D. Merle Kummer statement
- E. Will Twombly statement
- F. Connie Henry statement
- G. Joan Gumbleton statement
- H. Bruce Colton statement
- I. Angie Kounelis statement
- J. John DiLoco email

Attachment A – List of other attendees (*attended by zoom)

Elodia Thomas
Bruce Coltin
Dennis Holland
Will Twombly
*Ted Hammett
Robert Miller
Cecilia Miller
*Louise Enoch
Merle Kummer
Joan Gumbleton
*Linda Scott
*Angie Kounelis
*Dean Martino
Sheila Krishnan
Tiffany York
Connie Henry
*Sara Keary
*Rachel Kay
*Jill Reurs
*Mike Albano
*Dan Unsworth
*Bob Leibowitz
*Lisa Capoccia
*Roma Jerome

The background of the slide is composed of several overlapping, semi-transparent blue geometric shapes, primarily triangles and polygons, in various shades of blue, creating a modern, abstract design.

City of Watertown Police Chief's Assessment Center Process

Assessment Centers are Based on:

- ▶ A specific and systematic analysis of the tasks associated with the targeted position;
- ▶ Needed knowledge, skills, abilities;
- ▶ Any other characteristics, as dictated, to perform the tasks of the target job

The Assessment Center will consist of:

- ▶ Multiple, job-related exercises
- ▶ Typically, four of the following exercises are specially developed and administered
 - In-Basket – Out-Basket exercise
 - Role playing
 - Problem Employee
 - Community Meeting
 - Media Exercise
 - Etc.
 - Group exercise
 - Written/Administrative problem-solving exercise
 - Oral presentation
 - Emergency Incident Simulation
 - Incident Response
 - Rapid fire questioning
 - Interview

Exercises and Development

Although the exercise titles are the same, the content is unique to the community and department

- ▶ We gather information from the City, HR, City Council and others as City Administration sees fit
 - ▶ (In addition, we surveyed all members of the Police Department)
- ▶ We then develop a working profile for the position
- ▶ Look at current and future issues/needs facing the department
- ▶ Work with the City to decide on the best exercises to fit these needs
- ▶ Then develop the appropriate content for each exercise

Assessment Center Itself

- ▶ The Assessment Center will take place over a one-day period and held at a location within City
- ▶ Candidate will be only known to the Assessors by a Candidate number
- ▶ Candidates will be scored by multiple Assessors on each exercise and against the same criteria
- ▶ Consensus scoring will be used in each exercise by the Assessors
- ▶ The Assessors all have significant municipal government experience and considered top in their field, at or above the position being tested for. All are well seasoned Assessors

After the Assessment Center

- ▶ All scores will be submitted directly to Civil Service, within 24 hours of the Assessment Center

The background features a light blue gradient with abstract, overlapping geometric shapes in various shades of blue, primarily concentrated on the right side.

Questions?

Statement for Public Safety Meeting on Watertown Police Chief Search
September 11, 2023

To: City Manager George Proakis; John Airasian, Vincent Piccirilli, Emily Izzo (members of the Public Safety Committee of the Watertown City Council)

We believe that improvement, even in a good police department like Watertown's, should always be an important goal. In 2020-2021, several groups of Watertown residents considered various aspects of police reform. In October 2021, some of these residents wrote to the then members of the Council's Public Safety Committee, then Town Manager, and then police chief to provide some recommendations for improving the policies and performance of the Watertown Police Department (WPD).

We believe that the new police chief, the official search for whom begins with tonight's meeting, should commit to implementing policies and programs that will improve the operations and performance of the department. Accordingly, we request that the Assessment Center and others who may interview candidates for police chief consider the following recommendations, all fully within the mainstream of police reform, during their interviews and evaluation of candidates. These represent an updated version of our October 2021 recommendations:

- Improve the data collected by WPD on arrests, traffic and pedestrian stops, citations, and other encounters to enable clear and accurate comparisons of subjects by race, ethnicity, and gender. A public-facing data dashboard would make these data and other statistics on police services easily and routinely accessible.
- Ensure that the abuses documented in the recent *Donahue* lawsuit and judgment are corrected so that a culture of equity, fairness, and justice will prevail in both the internal and external relations of the WPD.
- Make the WPD complaint process and resources more visible and user-friendly on the website.
- Implement and adhere to Massachusetts' police reform legislation. Of particular interest are reporting requirements for police misconduct and appropriate use in hiring decisions of the database of officers with prior records of misconduct.
- Consider examples of "reimagined policing" in other cities such as Cambridge, MA, Portland, OR, and Ithaca, NY, and the suitability of such models for Watertown. Of particular interest are models of increasing use of crisis intervention teams and mental health professionals to respond to calls for service not requiring armed police officers.
- Consider improvements in WPD accountability and transparency, such as establishment of a Community Advisory Board and active cooperation with the soon-to-be-established Human Rights Commission. Successful efforts in this direction have been undertaken in [Newton](#) and [Arlington](#).

We would like to thank you for considering these recommendations and we stand ready at any time to discuss them with the City Manager, Assessment Center, Public Safety Committee, and other Watertown community stakeholders.

Tiffany and Eric York
Lisa Capoccia
Mara Acel-Green
Louise Enoch
Chuck Dickenson
Alice Kidder
Arun Sannuti
Teo Evans
Felicia Sullivan
Watertown Community for Black Lives

Sheila Krishnan
Merle Kummer
Ted and Nancy Hammett
Sue Ellen Hershman-Tcherepnin
Eric and Tyler Kemp-Benedict
Karen Wood
Pat Rathbone
Teresa M. Kohlenberg
Jacky VanLeeuwen
Diane Barlow

Merle Kummer
375 Arlington Street
Watertown, MA 02472
mkummer@kummerconsulting.com

September 11, 2023

Watertown needs a Police Chief with a deep commitment to public accountability, especially around controversial issues. I recommend that the Committee ask candidates the following questions:

Example 1: Gender discrimination

As the new Police Chief, you are in a public forum. A citizen describes the recent court finding of “overwhelming evidence” of a discriminatory work environment over decades, and notes that even when individuals leave an organization, the culture persists. The citizen asks, “What are your plans for addressing the issue of gender discrimination?”

Example 2: Disproportionate arrests of Black residents

In that same meeting, a community group shows that according to WPD's own data, Black Watertown residents are 5 times more likely to be arrested than White Watertown residents. They ask, “What is your response to this data?”

We don't need a Chief who

- Believes that these are individual performance problems, or
- Who wants the Police Department to deal with such issues internally.

We need a Chief who

- Who recognizes that fear prevents many residents from reporting problems with policing, and who will ask community groups to collaborate on creating safe settings to analyze the issues.
- Who acknowledges that he himself may have blind spots, and
- Who is genuinely curious, who asks real questions and listens to the answers.

Above all, Watertown deserves a Chief who understands that the Police Chief works for the City Manager, and therefore that the Police Department works for the residents of Watertown – not the other way around.

City Council Committee on Public Safety
Meeting on Police Chief Qualifications
9-11-23

Good evening. My name is Will Twombly. I live at 75 Marion Rd. Thank you so much for creating this opportunity for public input into what will be a very important decision for years to come.

I fully realize that being a police officer, and especially being Chief, is an incredibly challenging, taxing, stressful occupation, which requires a very special kind of person. The demands of the job are huge, and sometimes the rewards may be few. So, I am extremely grateful to the women and men of the Watertown PD for the commitment they have made to serve our city, given the personal sacrifices that their jobs require.

I'm sure our new Chief will bring a wealth of varied and complex attributes to the job, but I would like to mention just a few of these that I feel are especially important to this community.

First, our Chief should bring unquestioned personal integrity. Because in many instances the Chief is the face of the department, the public may judge the entire department by the values and conduct of the Chief. The Chief's adherence to the highest standards of ethical behavior should be beyond reproach. He or she must be entirely trustworthy, both in the eyes of the public and in the eyes of fellow officers. The example set by the Chief will establish an invaluable tone for the entire department – leading by example is powerful. The Chief should be someone for whom both the community and fellow officers have great respect.

As I mentioned, I believe we have a truly excellent police department today, with a combination of dedicated veteran officers and younger, well-educated officers who are enthusiastic about their profession. However, we live in a time when traditional methods of policing are being challenged all around us, and departments everywhere are being asked, and in some cases required, to do major re-evaluations of their relationships with the communities they serve. I believe it's essential for our new Chief to bring a deep and well documented

history of community outreach – a history of working successfully with the people of Watertown to understand what is important to them, and joining together with them to address community problems, such as race relations, opioid abuse, and challenges for our youth.

Our new Chief should be totally committed to strengthening positive ties with all segments of the population, including especially immigrants, people of color, and those who have traditionally been fearful and distrusting of police because of previous bad experiences they may have had in other places. He or she must be committed to having difficult conversations about the nature of policing in Watertown with an open heart and mind, even if they involve criticism of the department. I would like to see our new Chief establish a very representative Community Advisory Group to work much like a school site council, and serve as a conduit for communication to and from diverse segments of the community.

I believe our Chief must view police as guardians rather than warriors, and work hard to develop and implement innovative, out-of-the-box training programs to give officers the skills they need to build bridges of understanding and cooperation, as well as keep safe, in a climate in which hostility to police in general is often expressed.

So in summary, I believe that a Chief who brings unquestioned personal integrity, deep experience in community outreach and a new vision for what this might look like in the future, and a proven commitment to innovative officer training will help the Watertown PD become the best department in the state.

Thank you.

Dear Members of the Watertown Public Safety Committee,

As a resident of Watertown for many years, I appreciate that there is a careful consideration to discussing and defining the qualities for our next Police Chief. We have grown as a city, especially with a new charter and upcoming Comprehensive Plan that clearly support Watertown as a vibrant, safe, and inclusive community.

Clearly the role of the Chief would include a commitment to public safety in all forms and that person's primary responsibility would be to enforce the law and keep Watertown safe from criminal activities. I strongly believe another central goal for the next Police Chief will be to create and sustain a culture of respect that protects and serves all who live, work, and visit here.

The essential qualities that I would define as most desired and central for this critical role include:

Integrity with strongly defined and upheld guiding principles, including someone who deeply values community engagement and partnership and proactively works to make a community partnership visible.

A strong communicator. This includes being an active listener, honest, forthright, and being transparent of one's intention and action.

Experience with successful community policing and partnership and demonstrated ability to be responsive, thorough, and successful.

An ability to be clear, timely and articulate in their decision-making, receiving input as needed as well as an ability to delegate and empower others. With this skill set is also supported by a reflective practice about difficult decisions and their outcomes.

This is an important opportunity for the Watertown Police Department and our community as a whole to reflect our challenges and strengthen our community partnerships as we continue to grow as a diverse community.

Thank you again.

Connie Henry
33 Buick Street
Watertown
857-869-2686

Fw: New Police Chief Attributes

Joan Gumbleton <gumbletonj@aol.com>

Tue 9/12/2023 10:21 AM

To: Piccirilli, Vincent J <vpiccirilli@watertown-ma.gov>

Cc: John Airasian <jairasian@watertown-ma.gov>; Izzo, Emily <eizzo@watertown-ma.gov>

----- Forwarded Message -----

From: Joan Gumbleton <gumbletonj@aol.com>

To: Joan Gumbleton <gumbletonj@aol.com>

Sent: Monday, September 11, 2023 at 04:47:23 PM EDT

Subject: New Police Chief Attributes

Dear Councilor Piccirilli,

Here are the comments I made at last night's meeting for the meeting file.

My intent was to make sure that the problems that other cities are having don't come to Watertown if criminals feel that they won't be tolerated here and that the new Police Chief has high standards in that regard.

Regards,

Joan Gumbleton

There are a lot of crimes happening in Watertown, from drug dealings to robberies, shoplifting, drunk driving and more. If we read Watertown News we can see some of them.

Fentanyl is a huge problem and one that is not covered well on mainstream media. If a death happens, they don't emphasize that many of these drugs are being manufactured in Communist China, are shipped to countries south of the border, and then smuggled into our country through open borders with coyotes and poor people trying to pay off the coyotes to get their families into our country illegally.

We need a new police chief who is willing to prosecute these killers to the fullest extent of the law, including deportation after serving their sentences. We will never know how many people, especially young people, who died from taking these drugs. This person needs to work diligently with District Attorneys to be sure prosecutions occur.

No matter what race or nationality these killers are, they should suffer the consequences of their actions and the police shouldn't be criticized for doing their job.

In many cities across the country people do not want to sign up to serve their communities on the police force for fear of being negatively labeled vs. honored for putting their lives on the line each day.

Our new chief needs to be strong, transparent and willing to approach his/her job with fairness, integrity, deal with any legitimate officer issues openly, and be willing to stand up for those reporting to him/her despite any pressures from those who are quick to judge after never having been in a life or death situation.

There are some bad cops, but there are a heck of a lot of good ones that need to be shown appreciation. Otherwise we won't have the officers needed here.

With regard to repetitive drunk drivers, shoplifters and robbers, let's set a high standard so we don't follow the broken-window theory where criminals don't fear the repercussions of their actions if they are merely slapped on the hand

and released to once again
put citizens at risk.

Bruce Coltin

Comment before the Committee on Public Safety, 9/11/2023

We live in a fool's paradise. We know that there are neighborhoods in Boston where we shouldn't walk the streets, especially at night. Not everyone knows that there are neighborhoods in Cambridge and Somerville where the same thing applies because gangs own the streets. Why don't we have a similar situation in Watertown?

Can we agree that nobody in this room or on the Zoom call, with very few exceptions, knows the slightest thing about being a cop? So, when it comes to providing input on the qualities desired in the next police chief, all of our opinions, with few exceptions, should be taken with a grain of salt. Even highly educated people with advanced degrees, unless the degrees are in criminology, are as ignorant on matters of policing as those of us who are less educated.

Beginning in March of 2021 this committee which included only one of the current members was occupied with presentations, requests, and demands concerning alleged racist behavior on the part of the Watertown P.D. To characterize those meetings as emotionally charged and contentious would be an understatement.

The April 22nd meeting which was the second of the four meetings that took place, stood out from the others.

For one thing, the community showed up. There were 188 people in that Zoom meeting, a turnout very rarely seen. Also, three members of the WPD made comments. This was highly unusual. But these officers felt strongly that they had to defend their department against accusations being made. Their comments were very different but all were passionate, respectful, and compelling.

One of those comments especially resonated with me.

My reading of this speech will not do it justice but here goes.

“Hi, my name is Kerilyn Amedio, a resident of Watertown and proudly a member of the Watertown Police Department. I’ve been on the Police Department for seven years, and I’m currently assigned to the detective division. I hold a bachelor’s degree in criminal justice and sociology from the University of Massachusetts and am a graduate of the Massachusetts State Police Academy.

I have extensive training given to me by the Watertown Police Department notably to include crisis intervention, assisting individuals in crisis, group crisis intervention, and critical incident stress management.

I can only speak for myself and my own experiences but many if not all of my fellow brother and sister officers would agree with my following statement. In seven years, I’ve stopped cars, made arrests when necessary, responded to calls for domestic violence, larcenies, shoplifters, sexual assaults, neighborhood complaints, barking dogs, alarm calls, medical calls, overdoses and that is just to name a few.

I’ve been punched in the face, spit on, kicked, bitten, had my hair pulled, had a knife pulled on me, had cars almost strike me, feared for my safety, and been called every name in the book. I’ve held strangers, hugged children who are not mine, saved lives through the distribution of Narcan and the performance of CPR.

I’ve promised someone that I care and would continue to care and would help them. I’ve told families that their loved ones were not coming home.

I’ve seen unimaginable despair, empathized and sympathized with people from all walks of life. And with all that, I would not change one day of this career. You are all speaking of accountability and transparency and we want that too. Not only just for the Watertown Police Department but for all facets of Watertown and we want it from these groups as well. We are willing to

have an open honest dialogue. We want you to be heard, but we won't allow it to be at the expense of our character or what you or the media believe this job is.

I welcome you to come share a day or multiple days at the Watertown Police Department. Come see it from my perspective or from the perspective of another officer. Come volunteer with us. Come do a ride-along. Come participate in all of our community policing efforts. Experience Watertown Police for what it is. Not for what you think it is or what you've heard it is.

We are more than arrests and statistics. The people we deal with are more than arrests, numbers, and statistics. We want the conversation to continue, but we refuse to be called uneducated, white supremacists, or say that we come from bad families.

I love this job and I love this town. I will continue to show up, be held accountable and I will continue to do what is right, just, and fair because that is what Chief Lawn and the Watertown Police Department have trained me to do. And that is what the community of Watertown has trusted me to do. Thank you for your time and please reach out to me to continue these conversations."

I was so bowled over by the eloquence of this speech that I spent hours listening to it over and over again so that I could transcribe it and publish it, first in an article in Watertown News and later in a blog that I write.

I don't know Detective Amedio. I've never met her. BUT I WANT the chief that she wants. Because there's a war going on out there that all of us have the luxury of not seeing. And it's a war that she and her fellow officers know all too well.

Comm. Public Safety 09/11/23**Angeline Kounelis <akounelis12@gmail.com>**

Mon 9/11/2023 7:42 PM

To: Piccirilli, Vincent J <vpiccirilli@watertown-ma.gov>

Cc: John Airasian <jairasian@watertown-ma.gov>; Izzo, Emily <eizzo@watertown-ma.gov>

 1 attachments (756 KB)

Policeman by Paul Harvey.pdf;

Greetings:

Attached is the essay as written by Paul Harvey. Excerpts from his piece, "*Policeman*" were read into the record of the 09/11/2023 Committee on Public Safety Meeting.

"His name was Paul Harvey, and his gentle storytelling radio program was heard every day on radio stations all over the world. His career in radio spanned more than 70 years, and his shows 'News & Comment' and 'Rest of the Story' made him a familiar voice in Americans' homes across the country. He was a delightful history teacher — with a velvety voice that turned the news into narrative and entertainment each week. His piece 'Policeman' has been called 'one of his best.' And it couldn't be more timely."

Best,

Angie

Angeline Maria B. Kounelis
Retired District A, East End, City Councilor
Landline: 617-926-2352
Mobile: 617-538-9252

Sent from my Smartphone - Apologies for brevity and/or typos

Paul Harvey's Piece 'Policeman' Has Been Called 'One of His Best.' And It Couldn't Be More Timely

A policeman is a composite of what all men are, mingling of a saint and sinner, dust and deity.

What that really means is that they are exceptional, they are unusual, they are not commonplace. Buried under the froth is the fact: and the fact is, less than one-half of one percent of policemen misfit the uniform. And that is a better average than you would find among clergymen!

What is a policeman? He, of all men, is at once the most needed and the most wanted. A strangely nameless creature who is "sir" to his face and "pig" or worse to his back.

He must be such a diplomat that he can settle differences between individuals so that each will think he won.

But...If the policeman is neat, he is conceited; If he's careless, he's a bum. If he's pleasant, he's a flirt; If he's not, he's a grouch.

He must make instant decisions which would require months for a lawyer.

But...if he hurries, he's careless; If he's deliberate, he's lazy. He must be first to an accident, infallible with a diagnosis. He must be able to start breathing, stop bleeding, tie splints and above all, be sure the victim goes home without a limp.

The police officer must know every gun, draw on the run, and hit where it doesn't hurt. He must be able to whip two men twice his size and half his age without damaging his uniform and without being "brutal." If you hit him...he's a coward. If he hits you...he's a bully.

The policeman, from a single human hair, must be able to describe the crime, the weapon, the criminal and tell you where the criminal is hiding. But...if he catches the criminal, he's lucky; if he doesn't, he is a dunce.

He runs files and writes reports until his eyes ache, to build a case against some felon who will get "dealed out" by a shameless shamus.

The policeman must be a minister, a social worker, a diplomat, a tough guy and a gentleman.

And of course, he'll have to be a genius...for he will have to feed a family on a policeman's salary.

New Police Chief

John LoDico <john.lodico@gmail.com>

Tue 9/5/2023 3:17 PM

To: Piccirilli, Vincent J <vpiccirilli@watertown-ma.gov>

Councilor Piccirilli:

Following the city's payment of \$5.7 million to resolve a case that found that the Watertown police department fostered a sexist work environment stretching back over two decades, and pending the results of a court case involving suspended Watertown Police Officer Kevin Rooney on sexual assault charges, I feel it is in the best interest of the city to look outside of the current department for the next police chief.

City Manager Prokis said at a July forum on the new chief, "The intent is to stay with internal candidates but if you think opening it up is a good idea tell me tonight." It's unfortunate that the pre-selection "intent" is to stay with an internal candidate.

Thanks.

John LoDico
211 Palfrey Street

CITY COUNCIL ROLL CALL VOTE
MEETING DATE: SEPTEMBER 26, 2023

	YES	NO	PRESENT
JOHN M. AIRASIAN	___X___	_____	_____
CAROLINE BAYS	___X___	_____	_____
LISA J. FELTNER	___X___	_____	_____
JOHN G. GANNON	___X___	_____	_____
NICOLE GARDNER	___X___	_____	_____
EMILY IZZO	___X___	_____	_____
ANTHONY PALOMBA	___X___	_____	_____
VINCENT J. PICCIRILLI JR.	___X___	_____	_____
MARK S. SIDERIS, COUNCIL PRESIDENT	___X___	_____	_____

Motion to accept the Committee Report and its Action Items.



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

Report of the Committee on Public Safety Meeting Date: September 7, 2023

The Committee convened on Thursday September 7, 2023 at 5:30 pm in the City Council Office. Present were John Airasian, chair; Emily Izzo, vice chair; and Vincent Piccirilli, secretary. The purpose of the meeting was to conduct an interview for the Traffic Commission.

Kelly Gallagher is seeking reappointment to the Traffic Commission, where she has served since 2013. She is a lawyer who lives and works in Watertown. She believes the Traffic Commission has been doing a thorough job of addressing issues before them, listening to citizens concerns, and coming up with alternatives even if they cannot approve the original request. She thinks the Commission is working well, with the transition to a new Fire Chief and a new Police Chief going smoothly.

➔ **Action Item:** Councilor Piccirilli made a motion, seconded by Councilor Izzo, to recommend that the City Council confirm Kelly Gallagher for reappointment to the Traffic Commission for a term to expire May 15, 2025. Voted 3-0.

The meeting adjourned at 5:53 pm.

Report prepared by Vincent Piccirilli