CITY OF WORCESTER
AGENDA OF THE CITY COUNCIL
Tuesday, June 10, 2025
Esther Howland (South) Chamber
Convened: 7:23 P.M.
Recessed: 7:52 P.M.
City Council Set to Reconvene on June 17, 2025 at 5:30 p.m.

MAYOR
Joseph M. Petty

AT-LARGE COUNCILORS
Morris A. Bergman
Donna M. Colorio
Khrystian E. King
Thu Nguyen
Kathleen M. Toomey

DISTRICT COUNCILORS
Jenny Pacillo - District 1
Candy Mero-Carlson - District 2
George J. Russell - District 3
Luis A. Ojeda - District 4
Etel Haxhiaj - District 5

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CITY CLERK
Nikolin Vangjeli

CITY MANAGER
Eric D. Batista

CITY AUDITOR
Robert V. Stearns

City Hall - 455 Main Street Worcester, Massachusetts

Virtual Attendee Call-In Information: City Council Zoom Link: https://worcesterma.zoomgov.com/j/1613631913
City Council Zoom Phone Number: +1 646 828 7666
City Council Zoom Access Code: 161 363 1913

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To request a reasonable accommodation or interpretation or to submit written comments or questions in advance of the meeting, please contact the City Clerk's office by email at clerk@worcesterma.gov. Please note that interpretation requests must be received no later than 48 hours in advance of the meeting.

Para solicitar una interpretación razonable, o enviar comentarios o preguntas por escrito antes de las reuniones municipales, por favor comuníquese con la oficina del Secretario Municipal por correo electrónico a clerk@worcesterma.gov. Por favor note que las solicitudes de interpretación deberán ser enviadas 48 horas antes de la reunión.

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1. PLEDGE OF ALLEGIANCE

2. STAR SPANGLED BANNER

3. ROLL CALL - All present with the Mayor as the Chair, except for Councilor Nguyen.

4. PROCLAMATIONS, ACKNOWLEDGMENTS, MOMENTS OF SILENCE

4a. Mayor Petty read a Proclamation declaring Saturday, June 14, 2025, as Worcester Day in the City of Worcester, marking the 303th Anniversary of Worcester being incorporated into the Massachusetts Bay Colony.

5. APPROVAL OF THE MINUTES

5a. Order - That the City Council of the City of Worcester hereby approves the minutes of the City Council Meeting of May 6, 2025.
Mayor Petty read the item and moved to adopt the item. Order adopted

6. PUBLIC PARTICIPATION

6a. Mayor Petty read the item and recognized the following speakers:
1. Tracy Novick, Worcester resident, spoke in opposition of items #12f CC, #12g CC and #12h CC
2. Grace Ross, Worcester resident, spoke neither in favor or opposed to item #24b CC
3. Fred Nathan, Worcester resident, spoke in favor of item #13l CC, as well as neither in favor or opposed to items #24b CC through #24j CC and #24l CC
4. Mauro DePasquale, Worcester resident, spoke in favor of item #13l CC
5. Cindy Vo, Worcester resident, spoke in favor of item #9h CC
6. Nathalie Darnell, Worcester resident, spoke in favor of item #9h CC
7. Jody Gaucher, Worcester resident, spoke in favor of item #13g CC
8. Mike Gaucher, Worcester resident, spoke in favor of item #13g CC
9. Nathan (no last name given), Worcester resident, spoke in favor of items #24f CC, #24g CC, #13i CC
10. Sarah Moore, Worcester resident, spoke in favor of items #12a CC, 13e CC and#24c CC through #24g CC, as well as in opposition to item #24h CC
11. Ashley Spring, Worcester resident, spoke in favor of items #3i CC, #23a CC, #23g CC and #24e CC through #24j CC and #24l CC
12. Gary Hunter, Worcester resident, spoke in favor of items #24b CC through #24j CC and #24l CC
13. Jillian Keans, no residence given, spoke in favor of item #13i CC

7. HEARINGS AND ORDERS - 6:30 P.M.

7a Hold Hearing and Adopt

7a. Hearing: VERIZON for a conduit location at: 305 BELMONT ST.

Granting permission to VERIZON for a conduit location at: 305 BELMONT ST.

8. SUSPENSION OF RULES TO TAKE UP A COMMITTEE REPORT AND OTHER RELATED ITEMS

8aAdopt on a roll call as Amended on June 17, 2025

8a. ORDER of Mayor Joseph M. Petty - As Chair of the City Council Standing Committee on Finance in accordance with Rule 33 (e) of the Rules of City Council, request City Council suspend its rules at its June 10, 2025 meeting to take up the Report of the Committee on Finance Upon the Communication of the City Manager recommend approval of the Fiscal Year 2026 (FY26) Operating Budget, as presented by the City Manager and referred to the Standing Committee on Finance as #11a CC May 6, 2025 on the City Council agenda for May 6, 2025, along with related budget items pending before the Committee.

9. PETITIONS - a Petitioner may speak up to three (3) minutes the first time their petition appears on an agenda

9a Refer to Planning Board

9a. Daniel S. Ford request Zoning Map be amended by extending the BG-3.0 (Business, General) zoning district and the CCOD-C (Commercial Corridors Overlay District - Canal District Subarea) overlay district to fully encompass the property located at 3 Harding St. (MBL-05-021-0004A).

9b - 9f Refer to Public Works Committee

9b. Councilor Candy Mero-Carlson request the grass strip on the sidewalk of Caprera Rd., in the vicinity of 37 Granby Rd., be widened for the purpose of planting a tree at the location.

9c. Alyssa Jollimore request resurfacing of Ludlow St. between Stafford St. and Main St.

9d. Tiffany Owusu request street resurfacing for Sagamore Rd.

9e. Paul Belton request sidewalk resurfacing in front of 117 South Ludlow St. and 125 South Ludlow St.

9f. Robert Bilotta request installation of ADA curb ramps and raised crosswalk in the vicinity of 16 Laurel St.

9g - 9dd Refer to Traffic and Parking Committee

9g. Councilor Etel Haxhiaj on behalf of Frankie Hernandez request installation of speed humps near the intersections of Monticello Dr. and Laurel Brook Dr. to encourage drivers to slow down when approaching the stop sign at the sharp turn.

9h. Councilor Candy Mero-Carlson request installation of speed humps on Indian Lake Parkway, with a specific focus on placing said speed humps at the downhill location of the road.

9i. Councilor George J. Russell on behalf of Janet Shea request installation of a handicap parking space in front of 20 Strathmore Rd.

9j. Councilor Candy Mero-Carlson on behalf of Jonisha DeLeon request removal of a handicap parking space in front of 29 Shamrock St.

9k. Robert Bilotta request establishment of 20 mph School Zone on North Pkwy in the vicinity of Burncoat High School, located at 179 Burncoat St.

9l. Emily Watzl request installation of traffic mirror across from 30 Hooper St.

9m. William Paul Dirschka request installation of crosswalk on Highland St. between Russell St. and West St.

9n. Paul Fenderson request installation of No Parking From Here To Corner signage at the corner of Lyon St. and Lyon Pl.

9o. Michelle Fleming request Gage St. be made one-way street.

9p. Michelle Fleming request Ford St. be made one-way street.

9q. Isabel Rivera request installation of handicap parking space in front of 2A Stowell Ave.

9r. Krystal Rodriguez and Hecter Gomez request installation of three (3) handicap parking spaces on Theodore Tonna St. and Green St.

9s. Yasmin Rodriguez request installation of resident permit parking on Washington St.

9t. Yasmin Rodriguez request installation of handicap parking space in the vicinity of 171 Washington St.

9u. Joseph Borrelli request installation of speed hump on Nanita St.

9v. Brenda Alexander request installation of handicap parking space in front of 5 1/2 Bluff St.

9w. Councilor Candy Mero-Carlson request installation of speed humps in the vicinity of 57 Ingleside Ave.

9x. Maria Rivera request installation of handicap parking space in front of 18 Strathmore Rd.

9y. Gustavo Duanys request installation of temporary speed humps on Ellsworth St.

9z. Councilor Kathleen M. Toomey request installation of a four-way stop sign where June St. intersects with Hadwen Rd. and Brownell St.

9aa. Councilor Candy Mero-Carlson request the existing resident permit parking on Mount Carmel Way be extended to include parking for residents living on both East Central St. and Mount Carmel Way.

9bb. Brenda Hagen request installation of speed humps on Shaffner St.

9cc. Cathy Hamacher request installation of handicap parking space in front of 120 Front St.

9dd. Mayor Joseph M. Petty request the intersection of Electric St. and Davenport St. be reviewed to improve traffic-calming measures and prevent further property damage due to speeding.

9ee - 9gg Set Hearing for July 15, 2025 at 6:00 p.m.

9ee. NATIONAL GRID for a conduit location at: INSTITUTE RD.

9ff. NATIONAL GRID for a conduit location at: LAUREL ST.

9gg. NATIONAL GRID for a conduit location at: MADISON ST.

9hh Refer to Law Department to Prepare an Answer and Respond

9hh. David Webb filing four (4) Open Meeting Law Complaint Forms.

10. COMMUNICATIONS OF THE CITY MANAGER

10.1 APPOINTMENTS
Non-City Council Confirmation

10.2 APPOINTMENTS
City Council Confirmation

10.3 DEPARTMENT OF HUMAN RESOURCES
William Bagley, Jr., Esq., Chief Human Resources Officer

A. Recommend adoption of an order to grant an exemption to two site coordinators who are also active employees with the City of Worcester Public Schools, serving as a Culture and Climate Paraeducator and as a Cafeteria Manager.

B. Recommend adoption of proposed salary ordinance amendments that will bring the ordinance in compliance with the changes enacted in the Fiscal Year 2026 Budget.

C. Recommend adoption of proposed amendments to the Salary Ordinance to bring the ordinance into compliance with the FY26 Budget recommendation.

10.4 EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT
Peter Dunn, Chief Development Officer

A. City of Worcester Fiscal Year 2026/Program Year 51 Funding Recommendations for U.S. Housing and Urban Development (HUD) Entitlement Programs – Community Development Block Grant (CDBG), Emergency Solutions Grant (ESG), HOME Investment Partnership Program (HOME), and Housing Opportunities for Persons with AIDS (HOPWA)

B. Recommend adoption of the FY2026 – FY2030 Housing Production Plan.

C. Recommend authorization to accept deed restrictions for a perpetual term on residential properties located at 38 Aetna Street, 210 Perry Ave, 521 Sunderland Road, 523 Sunderland Road and 13 Hawley Street.

D. Recommend Approval of an Order Regarding the Jurisdiction and Disposition of Real Property at 6 Gladstone Street.

E. Recommend Approval of an Order Regarding the Jurisdiction and Disposition of Real Property at 2R Holcombe Street.

F. Recommend Discontinuance of a Portion of the Former Foster Street Layout at Washington Square.

G. Transmitting Informational Communication Relative to Business & Community Development Division Update.

10.5 EXECUTIVE OFFICE OF DIVERSITY, EQUITY & INCLUSION
Kevin Lovaincy, Chief Equity Officer

10.6 EXECUTIVE OFFICE OF DIVERSITY, EQUITY & INCLUSION
Division of Human Rights and Accessibility
Patricia M. LaFore, Director

10.7 DEPARTMENT OF PUBLIC WORKS AND PARKS
Administration Division
John K. Westerling, Commissioner

A. Requesting adoption of an order authorizing the acceptance of a deed located at 120 Washington St.

B. Requesting adoption of an order authorizing the conveyance of temporary and permanent easements related to 120 Washington St.

10.8 DEPARTMENT OF PUBLIC WORKS AND PARKS
Engineering and Architectural Services Division
John K. Westerling, Commissioner

10.9 DEPARTMENT OF PUBLIC WORKS AND PARKS
Operations Division
John K. Westerling, Commissioner

10.10 DEPARTMENT OF PUBLIC WORKS AND PARKS
Parks Division
John K. Westerling, Commissioner

A. Transmitting informational communication relative to the 2025 Aquatic Update.

B. Transmitting informational communication relative to the Tree Planting Update 2025.

C. Transmitting informational communication relative to the Elm Park Playground Renovations.

10.11 DEPARTMENT OF TRANSPORTATION & MOBILITY
Stephen S. Rolle, P.E., Commissioner

A. Transmitting informational communication concerning traffic safety at the intersection of Park Ave and Lovell St.

B. Recommend adoption of Amendment to the General Revised Ordinances to provide on-street parking on a portion of Grove Street near Morgan Landing Park.

C. Requesting adoption of Amendment to the General Revised Ordinances to expand on-street parking options near City Hall and implement changes effective immediately on a trial basis.

10.12 FIRE DEPARTMENT
Martin Dyer, Fire Chief

10.13 POLICE DEPARTMENT
Paul B. Saucier, Police Chief

10.14 DEPARTMENT OF EMERGENCY COMMUNICATIONS
Charles R. Goodwin, Commissioner

10.15 LAW DEPARTMENT
Alexandra H. Kalkounis, Esq., City Solicitor

10.16 DEPARTMENT OF INSPECTIONAL SERVICES
Administration
David Horne, Interim Commissioner

10.17 DEPARTMENT OF INSPECTIONAL SERVICES
Building and Zoning Division
David Horne, Deputy Building Commissioner

10.18 DEPARTMENT OF INSPECTIONAL SERVICES
Housing and Health Inspections Division
Lee R. Hall, Director

10.19 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Administration
Dr. Matilde "Mattie" Castiel, M.D., Commissioner

10.20 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Elder Affairs
Amy Vogel Waters, Director

10.21 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Veterans Services
Dr. Joe Robinson, Veterans' Services Officer/Director

10.22 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Youth Services
Raquel Castro-Corazzini, Director

10.23 WORCESTER PUBLIC LIBRARY
Jason L. Homer, Executive Director

10.24 EXECUTIVE OFFICE OF THE CITY MANAGER
Election Commission Division
Nikolin Vangjeli, City Clerk

10.25 PUBLIC SCHOOL DEPARTMENT
Rachel Monárrez, Superintendent

10.26 DEPARTMENT OF ADMINISTRATION AND FINANCE
Administration
Timothy McGourthy, Chief Financial Officer

A. Transmitting informational communication relative to the status of CSX funding.

B. Transmitting informational communication relative to the Fiscal Year 2025 financial update, as of March 31, 2025.

C. Transmitting informational communication relative to the Fiscal Year 2025 financial update, as of April 30, 2025.

10.27 DEPARTMENT OF ADMINISTRATION AND FINANCE
Assessing Division
Samuel E. Konieczny, City Assessor

10.28 DEPARTMENT OF ADMINISTRATION AND FINANCE
Budget Office Division
Erin E. Taylor, Director

10.29 DEPARTMENT OF ADMINISTRATION AND FINANCE
Purchasing Division
Christopher Gagliastro, Director

10.30 DEPARTMENT OF ADMINISTRATION AND FINANCE
Treasury and Collections Division
Francisco Hernandez, Treasurer and Collector of Taxes

10.31 DEPARTMENT OF PUBLIC FACILITIES
James Bedard, Chief of Public Facilities

10.32 DEPARTMENT OF SUSTAINABILITY AND RESILIENCE
John W. Odell, Chief Sustainability Officer

A. Transmitting informational communication relative a Electric Vehicle Charging Stations Crowdsource Map.

B. Transmitting informational communication relative to the Green Worcester Plan 2024 Annual Report.

10.33 DEPARTMENT OF INNOVATION AND TECHNOLOGY
Michael P. Hamel, Chief Information Officer

A. Recommend adoption of an order to authorize the City of Worcester to enter into a contract for the lease of datacenter co-location services for a term of up to ten years to ensure continuity of core infrastructure services.

10.34 FINANCE ITEMS
Capital Transfers

10.35 FINANCE ITEMS
Grants and Donations

A. Recommend adoption of a resolution to apply for, accept, and expend a grant in the amount of Two Hundred Ninety One Thousand Three Hundred Seventy Dollars and No Cents ($291,370.00) from the FY26 Connecting Activities program through the Massachusetts Department of Elementary and Secondary Education (DESE).

B. Recommend adoption of a resolution to file, accept, and expend a grant in the amount of Four Hundred Twenty Three Thousand One Hundred Eighty Five Dollars and No Cents ($423,185.00) from the Workforce Competitiveness Trust Fund program.

C. Recommend adoption of a resolution to file, accept, and expend a grant in the amount of Thirty Seven Thousand One Hundred Eleven Dollars And No Cents ($37,111.00) from the Massachusetts Department of Agricultural Resources under the Food Security Infrastructure program, to purchase and install new kitchen equipment at the Worcester Senior Center.

D. Recommend adoption of a resolution to accept with gratitude a donation in the amount of Forty Thousand Dollars And No Cents ($40,000.00) from the College of the Holy Cross to support Fiscal Year 2026 Recreation Worcester programming.

E. Recommend adoption of a resolution to file, accept and expend a grant in the amount of Four Hundred Twenty Five Thousand Dollars And No Cents ($425,000.00) from the Commonwealth of Massachusetts, Executive Office of Energy and Environmental Affairs, Division of Conservation Services, under the Parkland Acquisitions and Renovations for the Communities Grant Program.

F. Recommend adoption of resolutions to apply for, accept, and expend eighteen (18) grants from the Commonwealth of Massachusetts Executive Office of Labor and Workforce Development (EOLWD) and the MassHire Department of Career Services (MDCS), with a total award amount of Four Million Three Hundred Seventy Thousand Nine Hundred Eleven Dollars and No Cents ($4,370,911.00).

10.36 FINANCE ITEMS
Operational Transfers

A. Recommend City Council's authorization of the use of Revolving Fund Accounts in Fiscal Year 2026, at the limits in each account per M.G.L. Chapter 44 Section 53 1/2.

B. Recommend City Council's approval of Fiscal Year 2025 year-end transfers to make adjustments to City accounts to balance the Fiscal Year 2025 Budget.

C. Recommend that Sixteen Thousand One Hundred Eighty Four Dollars and Sixty One Cents ($16,184.61) be transferred from Fund #FD313, Damage Settlements, and be appropriated to Cost Center #CC1040-610100, Police Ordinary Maintenance, to fund repairs to vehicles damaged in no fault motor vehicle accidents.

D. Recommend that Sixteen Thousand Dollars and No Cents ($16,000.00) be transferred from Fund #FD313, Damage Settlements, and be appropriated to Cost Center #CC1007-610100, Public Facilities Ordinary Maintenance, to fund repairs caused by an accident at the Worcester Senior Center.

E. Recommend authorization to increase Fund FD#311, RRA-Cable Fund, in the amount of Nine Thousand Four Hundred Fifteen Dollars And No Cents ($9,415.00) to provide sufficient funding for the Cable PEG program for Fiscal Year 2026.

F. Recommend that Twenty Four Thousand Six Hundred Ninety Eight Dollars And No Cents ($24,698.00) be transferred Cost Center #CC1038-699399, Police Capital Outlay, and be appropriated to Cost Center #CC1040-610100, Police Ordinary Maintenance, to pay invoices through June 30, 2025.

G. Request that Forty Thousand Three Hundred Seventy Dollars And No Cents ($40,370.00) be transferred from Cost Center #CC1049-600100, Youth Opportunities Salaries, and be appropriated to Cost Center #CC1023-610100, Health and Human Services Ordinary Maintenance, for the payment of Children & Youth CHIP consulting services.

H. Recommend that Seventy Two Thousand Four Hundred Fifty Eight Dollars and Fifty Six Cents ($72,458.56) be transferred from Cost Center #CC1004-610100, Economic Development Ordinary Maintenance, and be appropriated to Cost Center #CC1004-699399, Economic Development Capital Outlay, to fund workstation reconfiguration.

I. Recommend City Council's approval of Fiscal Year 2025 year-end operating transfers to make adjustments to City accounts to balance the Fiscal Year 2025 Budget.

10.37 FINANCE ITEMS
Prior Year

A. Recommend that Four Thousand Four Hundred Seventy Five Dollars and Forty Two Cents ($4,475.42) be authorized from Fiscal Year 2025 from Cost Center #CC1046, Public Health Ordinary Maintenance, for the payment of prior year invoices.

10.38 FINANCE
Loan Orders

10.39 MISCELLANEOUS AGENDA TRANSMITTALS

A. Transmitting informational communication relative to a request for information regarding the funding of Discover Central Massachusetts.

11. CHAIRMAN'S ORDERS - Part I

11a - 11gg Adopt

11a. FROM THE COMMITTEE ON FINANCE - Request City Manager request Commissioner of Public Works and Parks consider changing the current end date relative to the "Perfect Attendance Bonus" requirements for the city's snowplow contractors from April 1st to April 15th. (Bergman)

11b. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report detailing the agreement between the city and the American Heritage Foundation for the Worcester Auditorium, including information concerning ownership of the building and the amount of funds allocated for the work being done by the foundation. (King)

11c. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report detailing the maintenance schedule and requirements associated with the Worcester Auditorium. (King)

11d. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report concerning outreach done by the Green Hill Golf Course staff to invite and encourage Worcester Public Schools students to learn and play golf at the course. (Ojeda)

11e. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with an analysis concerning the feasibility of installing water bubblers in the city's parks that prioritizes Recreation Worcester locations. (Haxhiaj)

11f. FROM THE COMMITTEE ON FINANCE - Request City Manager consider expanding dog parks to "pocket parks," or parks embedded within the city's interior neighborhoods. (King)

11g. FROM THE COMMITTEE ON FINANCE - Request City Manager request Assistant Commissioner of Parks and Recreation provide City Council with a report detailing park safety complaints over the last five (5) years and if reported complaints have increased or not. (Colorio)

11h. FROM THE COMMITTEE ON FINANCE - Request City Manager request Commissioner of Inspectional Services provide City Council with a report concerning the number of rental properties and/or units in the city that should be registered as part of the Rental Registry Program. Further, request said report include information relative to the mechanism that will be used to ensure all potential properties and/or units are registered. (Mero-Carlson)

11i. FROM THE COMMITTEE ON FINANCE - Request City Manager request Commissioner of Inspectional Services provide City Council with a report concerning the procedure followed when the department is made aware of more than three (3) unrelated people living in one (1) dwelling unit. Further, request City Manager request City Solicitor provide City Council with a legal opinion concerning how the tenants' leases may impact such a circumstance. (Colorio)

11j. FROM THE COMMITTEE ON FINANCE - Request City Manager request City Solicitor provide City Council with a report relative to any limitations the city may have relative to referring landlords and tenants to an external authority for mediation/resolution for complaints received by the Department of Diversity, Equity and Inclusion. (Haxhiaj)

11k. FROM THE COMMITTEE ON FINANCE - Request City Manager request Chief Equity Officer provide City Council with a report six (6) months after the launching of the external Civil Rights form that details the types of complaints received, the outreach being done by the city to ensure vulnerable populations are using the form, and how other communities have increased the usage of the services provided by the city. (Haxhiaj)

11l. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report outlining the number of times the Human Rights Commission has exercised its subpoena powers. Said report should include what each subpoena was about and the result of the subpoena. (King)

11m. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report detailing the areas in the city that are most affected by evictions. Said report should include zip codes, as well as the racial and ethnic makeup those being impacted by said evictions. (Haxhiaj)

11n. FROM THE COMMITTEE ON FINANCE - Request City Manager consider advocating to the Medical Examiner's Office to determine a way to track data as to how a person's unhoused status affected their death. Further, request advocacy also be considered to pass legislation at the State level to add a person's unhoused status as a cause of death on a person's death certificates. (Haxhiaj)

11o. FROM THE COMMITTEE ON FINANCE - Request City Clerk provide City Council with any previous reports detailing the redesign of Chandler St. (Russell)

11p. FROM THE COMMITTEE ON FINANCE - Request City Manager review the road conditions on Lake Ave. and Sunderland Rd. for the purposes of repairing said road conditions. (Russell)

11q. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report detailing the cost associated with hiring fulltime legal counsel for the City Council. (Haxhiaj)

11r. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report detailing the feasibility of expanding the City Auditor's Office. (King)

11s. FROM THE COMMITTEE ON FINANCE - Request City Manager request City Auditor provide City Council with a report detailing the feasibility of providing City Council with an annual or bi-annual report related to grants processed by the city. (King)

11t. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report detailing the amount of funds the Worcester Retirement Board invests in Global Infrastructure Partners IV (GIP IV) and its subsidiary, Signature Aviation. Said report should include the types of function and agencies they serve. (Haxhiaj)

11u. FROM THE COMMITTEE ON FINANCE - Request City Manager request Commissioner of Emergency Communications and Management provide City Council with a report detailing the emergency warming and cooling centers usage for the last two (2) years. (Haxhiaj)

11v. FROM THE COMMITTEE ON FINANCE - Request City Manager request Chief Development Officer provide City Council with a report detailing the timeline associated with initiating the Webster Square redevelopment project. (Haxhiaj)

11w. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report, before the city's Fiscal Year 2026 budget is approved, detailing any surrounding communities who have contributed funds towards Discover Central MA marketing that have benefitted from the expenditure. (Russell)

11x. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report detailing Discover Central MA's plans to encourage the NCAA to bring its March Madness Basketball Tournament to the city. Further, request said report include the handling fee amount associated with such a task. (Russell)

11y. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report concerning the new PFAS-free gears acquired by the Fire Department. (Toomey)

11z. FROM THE COMMITTEE ON FINANCE - Request City Manager request Fire Chief provide City Council with a report concerning the Worcester Fire Department (WFD) strategic plan, as relates to the Emergency Services Consulting International (ESCI) report. (King)

11aa. FROM THE COMMITTEE ON FINANCE - Request City Manager request Fire Chief explore the benefits relative to implementing a Diversity Committee and Diversity Officer position within the Worcester Fire Department (WFD). (King)

11bb. FROM THE COMMITTEE ON FINANCE - Request City Manager request Fire Chief provide City Council with a report detailing the demographics pertaining to the recruits entering the upcoming WFD Fire Academy. (King)

11cc. FROM THE COMMITTEE ON FINANCE - Request City Manager request Police Chief work with the Chief Diversity Officer to review the Worcester Police Department's social media policy. (Haxhiaj)

11dd. FROM THE COMMITTEE ON FINANCE - Request City Manager request Police Chief provide City Council with a report detailing the receptivity related to the Senior Stress Coordinator position. Further, request City Manager request Police Chief explore wellness software to implement. (King)

11ee. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report itemizing the Department of Diversity, Equity, and Inclusion's language services budget by each department's requests and usages. (King)

11ff. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with a report concerning the budget allocation for the Bureau of Professional Standards (BOPS), including information relative to the workload, nature and number of concerns brought forward by said department. (King)

11gg. FROM THE COMMITTEE ON FINANCE - Request City Manager provide City Council with report concerning performance evaluation of ShotSpotter Connect program. (King)

12. CHAIRMAN'S ORDERS - Part II

12a Adopt on a roll call

12a. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - That the City Council of the City of Worcester does hereby approve the following framework to be used to conduct the Annual Performance Evaluation of the City Manager, beginning in June of 2025 (see attached).

12b - 12u Adopt

12b. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Manager request City Solicitor provide City Council with a report clarifying whether a majority two-thirds vote entails present members or the council body as a whole.

12c. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Manager request City Solicitor provide City Council with a report detailing if the City Charter requires public participation to be open to non-Worcester residents.

12d. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk provide City Council with a report detailing how other municipalities handle signage being displayed within their council chambers.

12e. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Manager request Chief Financial Officer provide City Council with a report detailing the percentage or number of City of Worcester and Worcester Public Schools employees who are Worcester residents.

12f. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk work with the City Solicitor to ensure the Rules of the City Council are strictly reviewed when making determinations relative to the placement of items on the City Council agenda.

12g. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk work with the City Solicitor to provide City Council with a report concerning the roles of residents and the City Council when placing items on the City Council agenda.

12h. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk provide City Council with a report concerning best practices used in other communities regarding the process used for residents to petition their elected officials.

12i. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk work with the City Solicitor to review the history of Rule 30 regarding the reconsideration of items previously considered and relevance pertaining to items placed on file.

12j. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk provide City Council with a report concerning emails sent to the City Council and City Council Staff relative to administrative rules and policy changes associated with said City Council Staff.

12k. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk provide City Council with a report detailing Administration of City Council Office successes and possible improvements.

12l. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Clerk provide City Council with an annual survey relative to Administration of City Council Office staffing.

12m. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Manager provide City Council with a report detailing how safety concerns are brought forth to all city employees, including City Council and School Committee members, if a threat is made against them.

12n. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Auditor provide City Council with a report detailing an itemized list of special revenue funds. Said report should include account titles and balances.

12o. FROM THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS - Request City Manager request Chief Financial Officer provide City Council with a report detailing the city's debt liability compared to similarly situated cities, per the Department of Revenue (DOR), after June 30th.

12p. FROM THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES - Request City Manager provide City Council with a report concerning whether any rental registry programs implemented in other communities have an option for landlords to report rental costs of the tenants, as well as whether that information is mandatory or voluntary.

12q. FROM THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES - Request City Manager work with local partners to determine the feasibility of providing City Council with biannual report relative to evictions occurring in the city.

12r. FROM THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES - Request City Manager reach out to the Executive Office of Housing and Livable Communities (EOHLC) to provide City Council with eviction data.

12s. FROM THE COMMITTEE ON PUBLIC SAFETY - Request City Manager request Police Chief provide City Council with a report detailing the number of hate crimes reported in 2024 in similarly sized cities.

12t. FROM THE COMMITTEE ON PUBLIC WORKS - Request City Manager request Commissioner of Public Works and Parks provide City Council with a report detailing any plans to utilize the water and sewer reserve funds to pay for future projects.

12u. FROM THE COMMITTEE ON PUBLIC WORKS - Request City Manager request Commissioner of Public Works and Parks work with Assistant Commissioner of Parks and Recreation to provide City Council with a report listing the various responsibilities maintained by the Department of Public Works and Department of Parks and Recreation.

13. ORDERS

13a. Request City Manager establish a tracking mechanism that allows for an annual report concerning the CSX Neighborhood Improvement Fund. (King)

13b. Request City Manager request Fire Chief provide City Council with a report concerning whether firehouses have equipment to repair CSX trains. (King)

13c. Request City Manager provide City Council with a report concerning the city's approach regarding appropriations for CSX Neighborhood Improvement Funds. (King)

13d. Request City Manager provide City Council with a copy of the minutes of the CSX Neighborhood Improvement Fund Advisory Committee. (King)

13e. Request Standing Committee on Public Health and Human Services hold a meeting to consider devising a comprehensive plan to address the substance use crisis in the city. (Ojeda)

13f. Request City Manager ensure the city provides the maximum allowable elderly exemption and abatement relative to property taxes, as defined by the Elderly Abatement sections of Mass. General Law. (Mero-Carlson)

13g. Request City Manager request Commissioner of Public Works and Parks provide City Council with an in-depth report concerning the city's short-term and long-term plans to address flooding on Heywood St. (Russell)

13h. Request City Manager request Commissioner of Public Works and Parks and Commissioner of Inspectional Services organize a meeting with the Mill St. Neighborhood Association for the purpose of discussing and addressing issues and concerns related to Polar Park Views development. (Haxhiaj)

13i. Request City Manager work to identify funding that ensures the city's women's shelter at the Seven Hills property continues to operate without interruption in servicing a critical resource to women aged 19 through 69. (King)

13j. Request City Manager work with MassDOT to explore the feasibility of expediting a safety audit of the Chester St. and Grove St. intersection, due to high rates of crashes. (King)

13k. Request City Manager create a timeline relative to implementing a remediation plan for repairing the potholes and resurfacing Moreland St. (King, Haxhiaj)

13l. Request Standing Committee on Public Service and Transportation hold a meeting to discuss the status of the cable franchise negotiations with Charter/Spectrum and its impact on WCCA TV. (Mero-Carlson, Colorio, Pacillo)

13m. Request City Manager consider organizing an appropriate recognition of Douglas J. Hannam, Jr.'s lifetime commitment to Little League in Worcester to honor his passing. Such a recognition could include the naming of an athletic field, a street naming, etc. (Bergman, Ojeda)

13n. Request City Manager request Commissioner of Transportation and Mobility review the intersection of Herman St. and Southbridge St. to improve the "One Way Only" signage at the entrance to Herman St. (Bergman)

13o. Request City Manager consider providing City Council with a report concerning the expansion of the Shannon CSI funding parameters. Said report should include information that identifies how the changes in funding parameters may impact Youth Crisis Responsiveness, as well as an update concerning the related selection committee member planning and selection process. (King)

13p. Request City Manager provide City Council with a report detailing city contributions/projected contributions to the Worcester Public Schools (WPS) relative to facility acquisition, maintenance, and any related maintenance/deferred maintenance schedules. Said report should include strategic planning for said contributions over the past (10) ten years, as well as projections for upcoming fiscal years. (King)

14. COMMUNICATIONS OF THE CITY CLERK

14a and 14b Place on file

14a. Transmitting an informational communication relative to the process of filling the Chief of Staff to the City Council position.

14b. Transmitting an informational communication relative to the City Clerk's Office offering translated closed captioning for all City Council and Standing Committee Zoom accounts.

14c and 14d Refer to Municipal and Legislative Operations Committee

14c. Transmitting an informational communication relative to the legality and decision to utilize Section 30A of Chapter 20 of the Acts of 2021, to allow for a fully remote City Council meeting on Tuesday, May 13, 2025, out of an abundance of caution and in the interest of public safety.

14d. Transmitting a communication relative to the usage of a new agenda management software solution by Granicus for all City Council and other public meetings, beginning on July 1, 2025, including the proposed language to amend Rule 10 of the Rules of City Council.

15. REPORT OF THE PLANNING BOARD

15a Refer to Economic Development Committee

15a. REPORT OF THE PLANNING BOARD Upon the Petition of Joshua Lee Smith on behalf of Wolfe Farms LLC request to amend the Zoning Map of the City of Worcester, as referenced in Article III, Section 2 of the City of Worcester Zoning Ordinance, by changing the zoning designation of the Properties identified below from the current zoning designation of Residence, Single Family (RS-7) to Residence, Limited (RL-7), as shown on the map attached hereto. The Properties include the properties known and numbered as 3, 6, 8, 10, 12, 14, 18, 40, 42, and 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17 and 18 Reynolds Street, and 885, 915, 919, 921 and 923 West Boylston Street.

16. REPORTS OF THE COMMITTEE ON ECONOMIC DEVELOPMENT

16a Advertise proposed Ordinance

16a. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Report of the Planning Board Upon the Petition of Joshua Lee Smith, on behalf of Sahil Properties LLC, request Zoning Map be amended by changing the zoning designation of the property located at 66 Southgate St. and 91 Canterbury St. from RG-5 to BL-1.0: recommend passage of the accompanying proposed Ordinance.

16b Accept and Adopt on a roll call

16b. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Communication of the City Manager requesting adoption of the Housing Development Certified Project Application/Tax Increment Exemption Agreement for 17 Pearl St.: recommend adoption of the accompanying Resolution.

16c Accept

16c. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Communication of the City Manager transmitting informational communication on Discover Central MA and the agency's impact as it relates to the tourism industry: recommend Communication be placed on file.

17. REPORTS OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS

17a - 17t Accept

17a. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Auditor transmitting an informational communication of a notification from the Worcester Retirement System (WRS) to the City Council to provide a Cost-of-Living Adjustment (COLA) to its retirees of 3% of the COLA base effective July 1, 2025.: recommend Communication be placed on file.

17b. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Auditor transmitting an informational communication listing all city vehicles acquired since 2022, for the period of July 1, 2021, through November 30, 2024.: recommend Communication be placed on file.

17c. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Clerk transmitting an information communication relative to Rule 14 of the City Council, concerning information that any ruling of the chair shall be subject to an appeal by a motion of any city councilor.: recommend Communication be placed on file.

17d. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Clerk transmitting an informational communication concerning the November 7, 2023 Municipal Election, along with information concerning strategies implored to increase voter turnout.: recommend Communication be placed on file.

17e. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Clerk transmitting an informational communication concerning the process and costs associated with the hand recount of all the Republican ballots cast at the Presidential Primary Election held on March 5, 2024 for the office of Republican, State Committee Woman, First Worcester District.: recommend Communication be placed on file.

17f. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to the 2024 gross payroll for City of Worcester and Worcester School Department employees.: recommend Communication be placed on file.

17g. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Dec. 31, 2024.: recommend Communication be placed on file.

17h. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to a presentation on the preliminary Fiscal Year 2026 Budget.: recommend Communication be placed on file.

17i. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to new borrowing for the DCU Special Tax District in accordance with MGL Chapter 422 of the Acts of 2006.: recommend Communication be placed on file.

17j. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Oct. 31, 2024.: recommend Communication be placed on file.

17k. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to a report concerning costs incurred by the city through court judgements and settlements made by the city, broken down by the department associated with the settlement.: recommend Communication be placed on file.

17l. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Order of Councilor Thu Nguyen – Request City Manager work with the Governor and Attorney General to ensure an extension of the allowance of remote participation options such as Zoom at public meetings.: recommend Order be placed on file.

17m. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Order of Mayor Joseph M. Petty - Request Standing Committee on Municipal and Legislative Operations hold a public hearing relative to public officials using remote participation at City Council and Standing Committee meetings that includes a review of any potential limitations and/or options associated with participating in meetings in such a manner.: recommend Order be placed on file.

17n. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Auditor transmitting the single audit report for the year ended June 30, 2024, required by the U.S. Office of Management and Budget (OMB) and conducted by the certified public accounting firm of CliftonLarsonAllen, LLP (CLA) in accordance with the OMB's Uniform Guidance: recommend Communication be placed on file.

17o. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Auditor transmitting the City's Annual Comprehensive Financial Report (ACFR) for the year ended June 30, 2024, prepared by the Auditing department and audited by the Certified Public Account firm of CliftonLarsonAllen, LLP: recommend Communication be placed on file.

17p. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Feb. 28, 2025: recommend Communication be placed on file.

17q. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Jan. 31, 2025: recommend Communication be placed on file.

17r. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Nov. 30, 2024: recommend Communication be placed on file.

17s. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Sept. 30, 2024: recommend Communication be placed on file.

17t. REPORT OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS Upon the Order of Councilor Morris A. Bergman - Request Standing Committee on Municipal and Legislative Operations hold a meeting to review the previously approved City Manager Evaluation Form, for the purpose of updating said form prior to the City Manager Evaluation in 2025: recommend Order be placed on file.

18. REPORTS OF THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES

18a - 18d Accept

18a. REPORT OF THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES Upon the Communication of the City Manager transmitting informational communication relative to educational efforts tobacco stores provide to customers: recommend Communication be placed on file.

18b. REPORT OF THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES Upon the Communication of the City Manager transmitting informational communication relative to an update on homelessness: recommend Communication be placed on file.

18c. REPORT OF THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES Upon the Communication of the City Manager transmitting informational communication on five year homeless strategic plan: recommend Communication be placed on file.

18d. REPORT OF THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES Upon the Chairman's Order from the Committee on Public Health and Human Services - Request Standing Committee on Public Health and Human Services hold a discussion with representatives from the city's zoning taskforce and community stakeholders relative to preventative strategies around evictions as it relates to homelessness in the city: recommend Chairman's Order be placed on file.

19. REPORTS OF THE COMMITTEE ON PUBLIC SAFETY

19a - 19c Accept

19a. REPORT OF THE COMMITTEE ON PUBLIC SAFETY Upon the Communication of the City Manager transmitting informational communication relative to a report on 2024 hate crimes: recommend Communication be placed on file.

19b. REPORT OF THE COMMITTEE ON PUBLIC SAFETY Upon the Communication of the City Manager transmitting informational communication relative to a report detailing a United States Department of Justice Investigation of the Worcester Police Department and the City of Worcester: recommend Communication be placed on file.

19c. REPORT OF THE COMMITTEE ON PUBLIC SAFETY Upon the Communication of the City Manager transmitting informational communication relative to an update on the U.S. Department of Justice's pattern-or-practice report on the municipality and Worcester Police Department: recommend Communication be placed on file.

20. REPORTS OF THE COMMITTEE ON PUBLIC WORKS

20a Advertise proposed Ordinances

20a. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Communication of the City Manager transmitting informational communication relative to Water and Sewer rate recommendation: recommend passage of the accompanying two (2) proposed ordinances.

20b - 20d Accept and Adopt on a roll call

20b. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Report of the Planning Board Upon the Petition of Mark A. Borenstein request the discontinuance of certain portions of Garland St. and Veterans Ave. as depicted on the attached plans and as follows: 1) Discontinuance of the southerly portion of Veterans Ave.; 2) Discontinuance of the westerly and southerly portion of Garland St. and; 3) The abandonment of the City's property rights in the discontinued portions of Veterans Ave. and Garland St.: recommend adoption of the accompanying Order.

20c. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Petition of Rebecca Hemenway request installation of new public improvements and utilities including sewer line, water line, storm drain, street lighting and electrical conduit, within public ways of Great Brook Valley Ave., Brookview Dr., Service Rd., Tacoma St. and Joseph P. Carlson Way as part of the Phase 2 Curtis Apartments Redevelopment Project.: recommend adoption of the accompanying Order.

20d. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Communication of the City Manager recommend adoption of an order to transfer City-owned 51 and 61 Sever St. from the Department of Public Facilities to the Office of the City Manager for disposition purposes and authorizing the conveyance of properties.: recommend adoption of the accompanying Order.

20e and 20f Accept and Adopt

20e. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Petition of Aaron Blum request existing street light pole be relocated from the vicinity of 16 and 30 Winfield St. to allow for the installation of a new driveway at the property: recommend adoption of the accompanying Order.

20f. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Petition of Andre Rosendo request partial removal of the guardrails in front of 12 Sears Island Dr.: recommend adoption of the accompanying Order.

20g and 20h Accept

20g. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Communication of the City Manager transmitting informational communication relative to a proposed disposition of 51 and 61 Sever Street.: recommend Communication be placed on file.

20h. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Communication of the City Manager transmitting informational communication relative to the history and reasons for the merger between the Parks Department and the Department of Public Works.: recommend Communication be placed on file.

21. TO BE ORDAINED

21a Ordain on a roll call

21a. Amending the Worcester Zoning Ordinance Adopted April 2, 1991, Relative To The Floodplain Overlay District.

22. HELD UNDER PRIVILEGE

22a. ORDER of Councilor Khrystian E. King - Request City Manager provide City Council with a report that details an accounting of the CSX Neighborhood Improvement Fund. Said report should include information concerning: 1) How much is currently in the CSX Neighborhood Improvement Fund?; 2) What is the total amount of funds that have come into said fund?; 3) How were said funds disbursed in previous years?; 4) What/who have the funds been disbursed to?; 5) Who decides where said funds go?; 6) Are there any committees or community members who help decide where said funds go?; and 7) How much revenue is generated from the annual container fee donation and is there tracking mechanism in place to know where these funds go? (Held Under Privilege - Mero-Carlson May 6, 2025 and May 13, 2025)

22b. RESOLUTION of Councilor Candy Mero-Carlson – That the City Council of the City of Worcester does hereby commend and honor Justin Hyland, Dickie Collins, Paul Snape and Elijah Johnson of the Department of Public Works and Parks and Department of Transportation and Mobility for their roles in saving the life of a toddler who was found on Chilmark Street. (Held Under Privilege - Mero-Carlson May 6, 2025 and May 13, 2025)

23. TABLED ITEMS

23a. ORDER of Councilor Konstantina B. Lukes - Request City Manager request City Solicitor provide City Council with a legal opinion regarding the process of instituting a residential rent control program and the resulting impact of implementing such a program. (Held Under Privilege - Lukes September 17, 2019 and September 24, 2019 and Tabled - Lukes October 15, 2019)

23b. RESOLUTION of Councilor Khrystian E. King - That the City Council of the City of Worcester does hereby support Representative Rebecca Rauch and Senator Sonia Chang-Diaz's SD 699 HD 1283, An Act effectuating equity in COVID-19 Vaccination Bill. (Held Under Privilege - Bergman February 9, 2021 and Tabled - Bergman February 23, 2021)

23c. ORDER of Councilor Sarai Rivera - Request City Manager consider prioritizing American Rescue Plan Act (ARPA) funding for REC Worcester's capital project involving the development of the new REC Worcester headquarters and Center for Food Justice and Urban Agriculture (for Worcester and Central Massachusetts), in an effort to support community food security, as well as youth development and employment. (Held Under Privilege - Mero-Carlson October 26, 2021 and Held Under Privilege - Petty November 9, 2021 and Tabled - Rivera November 16, 2021)

23d. REPORT OF THE COMMITTEE ON PUBLIC SERVICE AND TRANSPORTATION Upon the Order of Councilor Morris A. Bergman and Councilor Candy Mero-Carlson - Request Standing Committee on Public Service and Transportation Committee hold a public discussion with the WRTA Administrator relative to the removal of a bus route that passes the EcoTarium, 222 Harrington Way: recommend Communication be placed on file. (Held Under Privilege - Bergman January 17, 2023 and Held Under Privilege - Mero-Carlson January 24, 2023 and Tabled - Mero-Carlson January 31, 2023)

23e. REPORT OF THE COMMITTEE ON PUBLIC SERVICE AND TRANSPORTATION Upon the Order of Councilor Sarai Rivera and Councilor Khrystian E. King - Request Standing Committee on Public Service and Transportation meet with the WRTA Administrator to provide City Council with a report concerning the WRTA's winter weather plan, especially including information as to how snow will be removed at each of the bus stops: recommend Order be placed on file. (Held Under Privilege - Bergman January 17, 2023 and Held Under Privilege - Mero-Carlson January 24, 2023 and Tabled - Mero-Carlson January 31, 2023)

23f. ORDER of Councilor Etel Haxhiaj and Councilor Thu Nguyen - Request City Manager work with appropriate departments and stakeholders to establish an Office of Housing Stability in an effort to prevent the involuntary displacement of city residents who are in the process of being evicted or at the risk of losing their housing, as well as to enact policies to combat displacement, homelessness and enhance tenants' rights. (Held Under Privilege - Haxhiaj July 18, 2023 and Tabled - Haxhiaj August 22, 2023)

23g. PETITION of Gordon Davis request City Council request Standing Committee on Public Safety investigate the issue of systemic racism and public safety with public hearings included. (Tabled - Toomey May 14, 2024)

23h. ORDER of Councilor George J. Russell and Councilor Morris A. Bergman - Request City Manager install metal detector safety equipment at City Hall whenever open, similar to the equipment used at Polar Park, the Worcester District Court and other public places, on or before December 31, 2024. (Held Under Privilege - Russell September 24, 2024 and October 1, 2024 and Tabled - Russell October 8, 2024)

23i. ORDER of Councilor Khrystian E. King - Request City Manager conduct an equity audit of all city departments every five (5) years. (Held Under Privilege - Mero-Carlson December 10, 2024 and Held Under Privilege - Toomey December 17, 2024 and Tabled - Nguyen January 7, 2025)

23j. COMMUNICATION of the City Manager transmitting informational communication relative to how the U.S. Department of Justice's report on the Worcester Police Department differs from the account of the municipality. (Held Under Privilege - King April 29, 2025 and May 6, 2025 and Tabled - King May 13, 2025)

24. BUSINESS UNDER SUSPENSION OF RULES - Items brought forth under suspension at the May 13, 2025 City Council meeting.

24a. ORDER of Councilor George J. Russell – That the City Council does hereby suspend its rule to allow for the public participation section of the agenda on May 13, 2025, to occur thirty (30) minutes beyond the typically allotted thirty (30) minutes. – Item #12a CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24b. ORDER of Mayor Joseph M. Petty – Request City Manager provide City Council with a report concerning requirements around U.S. Immigration and Customs Enforcement (ICE) agents presenting warrants when detaining/arresting individuals. – Item #12b CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24c. ORDER of Mayor Joseph M. Petty – Request City Manager provide City Council with a report detailing the incident on Eureka St. on Thursday, May 8, 2025, that resulted in a woman being arrested by U.S. Immigration and Customs Enforcement (ICE). – Item #12c CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24d. ORDER of Mayor Joseph M. Petty – Request City Manager create a written policy, with community input, concerning how the city interacts with U.S. Immigration and Customs Enforcement (ICE). – Item #12d CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24e. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report outlining the scope, scale, and measure of the city's response to the incident on Eureka St. on Thursday, May 8, 2025, that resulted in a woman being arrested by U.S. Immigration and Customs Enforcement (ICE). Said report should be relative to the current operating procedures of the Worcester Police Department (WPD). – Item #12e CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24f. ORDER of Councilor Khrystian E. King – Request City Manager request Police Chief release all body-worn camera (BWC) footage related to the incident on Eureka St. on Thursday, May 8, 2025, that resulted in a woman being arrested by U.S. Immigration and Customs Enforcement (ICE). – Item #12f CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24g. ORDER of Councilor Khrystian E. King – Request City Manager implement the co-deployment of a social worker clinical response to any matter pertaining U.S. Immigration and Customs Enforcement (ICE) operations and/or pertaining to children, families, and traumatic events. – Item #12g CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24h. ORDER of Councilor Khrystian E. King – Request City Manager request Police Chief attempt to determine the identity of the alleged U.S. Immigration and Customs Enforcement (ICE) agents involved in the incident on Eureka St. on Thursday, May 8, 2025, as well as if the warrant associated with the incident listed the same person who was taken away. – Item #12h CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24i. RESOLUTION of Councilor Khrystian E. King – That the City Council does hereby call upon its congressional partners to work towards initiating legislation that dictates when U.S. Immigration and Customs Enforcement (ICE) agents are and are not able to wear masks. – Item #12i CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24j. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report concerning any exposure the city has relative to liability based on the response to the incident on Eureka St. on Thursday, May 8, 2025, that resulted in a woman being arrested by U.S. Immigration and Customs Enforcement (ICE), as well as any exposure that officers have incurred in other places relative to responses or intersections with ICE. – Item #12j CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24k. ORDER of Mayor Joseph M. Petty – That the City Council of the City of Worcester does hereby suspend its rules to allow for an additional ten (10) minutes of speaking for Item #9a CC on the May 13, 2025, City Council agenda. – Item #12k CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24l. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report concerning whether the individuals who presented themselves as U.S. Immigration and Customs Enforcement (ICE) agents at an incident on Eureka St. on Thursday, May 8, 2025, were truly from that department or if they were from a different governmental agency. – Item #12l CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24m. ORDER of Councilor George J. Russell – Request City Manager request Commissioner of Public Works and Parks ensure representation from Upper Blackstone Clean Water is present when the Standing Committee on Public Works meets to discuss the water and sewer rates. – Item #12m CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24n. ORDER of Councilor Morris A. Bergman – Request City Manager request Commissioner of Public Works and Parks consider the feasibility of utilizing the water and sewer enterprise accounts to offset the financial need to increase water and sewer rates. – Item #12n CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24o. ORDER of Councilor Khrystian E. King – Request City Manager and City Clerk provide City Council with a report concerning the legal basis behind the decision to ban the public from City Hall, including references and citations as to why said decision does not violate the Open Meeting Law. – Item #12o CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

24p. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with report concerning any communication provided to the public regarding public safety concerns for the public to congregate at City Hall for the May 13, 2025, City Council meeting. – Item #12p CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

Contact Info:
Worcester City Clerk
City Hall Room 206
455 Main Street Worcester, MA 01608
Phone: 508-799-1124
clerk@worcesterma.gov

PROCLAMATION

WHEREAS: **Worcester was permanently settled by Jonas Rice in 1713, and the Town of Worcester was incorporated into the Massachusetts Bay Colony on June 14th, 1722; and**

WHEREAS: **The Town of Worcester played a vital role in the American Revolution, being the site of the Worcester Revolution of 1774, and where Isaiah Thomas performed the first public reading of the Declaration of Independence in Massachusetts; and**

WHEREAS: **The Town of Worcester grew into a center of manufacturing, culminating its incorporation as the City of Worcester within the Commonwealth of Massachusetts on February 29th, 1848; and**

WHEREAS: **The City of Worcester's population swelled to over 203,000 in 1950, then declined to roughly 162,000 by 1980; and**

WHEREAS: **The City of Worcester's population has since rebounded, with over 210,000 people calling Worcester home; and**

WHEREAS: **Saturday, June 14th, 2025 marks the 303rd anniversary of Worcester's incorporation.**

NOW, THEREFORE, I, Joseph M. Petty, Mayor of the City of Worcester, hereby proclaim June 14th, 2025 as

WORCESTER DAY

In the City of Worcester and encourage all citizens to observe this day, which honors the heritage of our great city.

Issued at Worcester on this 10th day of June 2025

Joseph M. Petty
Mayor

CITY OF WORCESTER
JOURNAL OF THE CITY COUNCIL
Tuesday, May 6, 2025
Esther Howland (South) Chamber
Convened: 6:35 P.M.
Adjourned: 7:43 P.M.

MAYOR
Joseph M. Petty

AT-LARGE COUNCILORS
Morris A. Bergman
Donna M. Colorio
Khrystian E. King
Thu Nguyen
Kathleen M. Toomey

DISTRICT COUNCILORS
Jenny Pacillo - District 1
Candy Mero-Carlson - District 2
George J. Russell - District 3
Luis A. Ojeda - District 4
Etel Haxhiaj - District 5

www.worcesterma.gov

CITY CLERK
Nikolin Vangjeli

CITY MANAGER
Eric D. Batista

CITY AUDITOR
Robert V. Stearns

City Hall - 455 Main Street Worcester, Massachusetts

1. PLEDGE OF ALLEGIANCE

2. STAR SPANGLED BANNER

3. ROLL CALL - All present with the Mayor as the Chair, except for Councilor Nguyen.

4. PROCLAMATIONS, ACKNOWLEDGMENTS, MOMENTS OF SILENCE

4a. Mayor Petty provided a CERTIFICATE OF ACHIEVEMENT to multiple members of the Working for Worcester (W4W) Group for their contributions to the city through infrastructure builds to improve spaces throughout the community.

5. APPROVAL OF THE MINUTES

5a. Order - That the City Council of the City of Worcester hereby approves the minutes of the City Council Meeting of April 15, 2025.
Mayor Petty read the item and moved to adopt the item. Order adopted

6. PUBLIC PARTICIPATION

6a. Mayor Petty read the item and recognized the following speakers:

1. Fred Nathan, Worcester resident, spoke in opposition to items #11c CC and #14b CC and spoke neither in favor of nor opposed to item #12b CC
2. Gary Hunter, Worcester resident, spoke in favor of items #12b CC and #15h CC and spoke neither in favor of nor opposed to item #14b CC
3. John Edward Keough, Worcester resident, spoke in favor of item #12b CC
4. Tracy Novick, Worcester resident, spoke in opposition to item #11a CC
5. Robert Bilotta, Worcester resident, spoke in favor of item #10c CC
6. Nayari Veras, Worcester resident, spoke in favor of items #16n CC and #16o CC
7. Nathalie Gibson, Worcester resident, spoke in opposition to item #12b CC and spoke in favor of item #16n CC and #16o CC
8. Sarah Moore, Worcester resident, spoke in favor of item #10b CC
9. Tom Marino, Worcester resident, spoke in opposition to item #14b CC
10. David Webb, Worcester resident, spoke in opposition to items #9a CC, #11a CC through #11c CC, and #14b CC and spoke in favor of items #8i CC, #10b CC, #10c CC, and #12b CC
11. Yenni Desroches, Worcester resident, spoke in favor of items #10b CC, #10c CC, and #12b CC and spoke concerning an item not listed on the agenda
12. Kendra Bruce, Worcester resident, spoke in opposition to item #12b CC
13. Feanna Jattan-Singh, Worcester resident, spoke in favor of items #12b CC and #15d CC
14. Joseph Mangiameli, Worcester resident, spoke in favor of item #12b CC

7. HEARINGS AND ORDERS

7a. Hearing: NATIONAL GRID for a conduit location at: OXFORD ST.

Granting permission to NATIONAL GRID for a conduit location at: OXFORD ST.

Mayor Petty read the item and moved to open hearings for items #7a CC and #7b CC. Mayor Petty's motion was approved on a voice vote.

Mayor Petty asked if any abutters wished to be heard on the items. Hearing no speakers, Mayor Petty moved to close the hearings. Mayor Petty's motion was approved on a voice vote.

Mayor Petty moved to adopt the items. Hearing held and Order adopted

7b. Hearing: NATIONAL GRID and VERIZON NEW ENGLAND, INC. for a pole location at: SUNDERLAND RD.

Granting permission to NATIONAL GRID and VERIZON NEW ENGLAND, INC. for a pole location at: SUNDERLAND RD.

Hearing held and Order adopted (See Item #7a CC)

8. PETITIONS

8a. Kevin Shea request the entire length of Willard Ave. be resurfaced.

Mayor Petty read the item and moved to refer items #8a CC through #8c CC to Public Works Committee. Referred to Public Works Committee

8b. Kevin Shea request sidewalk resurfacing on Willard Ave.
Referred to Public Works Committee (See Item #8a CC)

8c. Stephen Petro request installation of streetlight at the midway point of Brookman St. between Orlando Ave. and Florida Ave.
Referred to Public Works Committee (See Item #8a CC)

8d. Councilor Luis A. Ojeda request installation of resident permit parking on the entire length of Lodi St., on both sides, at all times.
Mayor Petty read the item and recognized Councilor Ojeda, who moved to amend the item to reflect the odd side.

Referred to Traffic and Parking Committee as amended

8e. Lynn A Westerlind request installation of a handicap parking space in front of 26A Marjorie St.
Mayor Petty read the item and moved to refer items #8e CC through #8h CC to Traffic and Parking Committee. Referred to Traffic and Parking Committee

8f. Barry Stephen Sullivan request installation of speed humps on Fiske St.
Referred to Traffic and Parking Committee (See Item #8e CC)

8g. Ashley Caldwell request installation of handicap parking space in front of 16 Elizabeth St.
Referred to Traffic and Parking Committee (See Item #8e CC)

8h. Edna Tibo request installation of handicap parking space in front of 75 Norfolk St.
Referred to Traffic and Parking Committee (See Item #8e CC)

8i. David Webb filing an Open Meeting Law Complaint Form.
Mayor Petty read the item and moved to refer the item to Law Department to prepare an answer and respond. Referred to the Law Department to Prepare an Answer and Respond

9. CHAIRMAN'S ORDER

9a. FROM THE COMMITTEE ON VETERANS' MEMORIALS, PARKS AND RECREATION - Request City Manager work with the Superintendent of Public Schools to provide City Council with a report concerning the feasibility of using Forest Grove Middle School, Sullivan Middle School and South High School for pickleball activities, including construction costs and maintenance.
Mayor Petty read the item and moved to adopt the item. Order adopted

10. ORDERS

10a. Request City Manager provide City Council with an updating concerning the closing of the Frances Perkins Library that includes the timeline for reopening the library. (Pacillo)

Mayor Petty read the item and recognized Councilor Pacillo, who spoke concerning the item.

Mayor Petty recognized the City Manager, who responded to questions raised by Councilor Pacillo.

Mayor Petty moved to adopt the item. Order adopted

10b. Request Standing Committee on Municipal and Legislative Operations hold a meeting to review the previously approved City Manager Evaluation Form, for the purpose of updating said form prior to the City Manager Evaluation in 2025. (Bergman)

Mayor Petty read the item and moved to refer the item to Municipal and Legislative Operations Committee. Referred to Municipal and Legislative Operations Committee

10c. Request City Manager provide City Council with a report that details an accounting of the CSX Neighborhood Improvement Fund. Said report should include information concerning: 1) How much is currently in the CSX Neighborhood Improvement Fund?; 2) What is the total amount of funds that have come into said fund?; 3) How were said funds disbursed in previous years?; 4) What/who have the funds been disbursed to?; 5) Who decides where said funds go?; 6) Are there any committees or community members who help decide where said funds go?; and 7) How much revenue is generated from the annual container fee donation and is there tracking mechanism in place to know where these funds go? (King)

Mayor Petty read the item and recognized Councilor Mero-Carlson, who moved to hold the item under privilege.

Held Under Privilege - Mero-Carlson

11. COMMUNICATIONS

11a. Eric D. Batista, City Manager, recommend approval of the Fiscal Year 2026 (FY26) Operating Budget.

Mayor Petty read the item moved to take items #11a CC through #11c CC collectively.

Mayor Petty recognized the City Manager, who provided City Council with a presentation concerning the city's Fiscal Year 2025 Budget Proposal.

Mayor Petty recognized Councilor King, who spoke concerning the item.

Mayor Petty recognized the Chief Financial Officer, who responded to questions raised by Councilor King.

Mayor Petty moved to refer the items to Finance Committee. Referred to Finance Committee

11b. Eric Batista, City Manager, recommend approval of the Fiscal Year 2026 (FY26) Capital Budget.

Referred to Finance Committee (See Item #11a CC)

11c. Eric Batista, City Manager, recommend the adoption of a Loan Order in the amount of One Hundred Fifty Eight Million Nine Hundred Thirty Eight Thousand Four Hundred Twelve Dollars And No Cents ($158,938,412.00) to pay for costs associated with projects and equipment, as approved in the Fiscal Year 2026 Capital Budget.

Referred to Finance Committee (See Item #11a CC)

12. REPORTS OF THE PLANNING BOARD

12a. REPORT OF THE PLANNING BOARD Upon the Communication of the City Manager Requesting adoption of amendment to Zoning Ordinance relative to the Floodplain Overlay District.

Voted to advertise proposed Ordinance on a roll call vote of 10 Yeas and 0 Nays (Nguyen absent) (See Item #13a CC)

12b. REPORT OF THE PLANNING BOARD Upon the Petition of Joseph Mangiameli request residents be allowed to raise chickens for the sole purpose of laying eggs.

Mayor Petty read the item and recognized Councilor Colorio, who spoke concerning the item.

Mayor Petty recognized the City Clerk, who responded to questions raised by Councilor Colorio.

Mayor Petty recognized Councilor Bergman, who spoke concerning the item.

Mayor Petty recognized the City Clerk, who spoke concerning the item.

Mayor Petty recognized Councilor King, who spoke concerning the item.

Mayor Petty recognized the City Solicitor, who responded to questions raised by Councilor King.

Mayor Petty moved to refer the item to Economic Development Committee. Referred to Economic Development Committee

12c. REPORT OF THE PLANNING BOARD Upon the Petition of Alex Corrales, Chief Executive Officer of the Worcester Housing Authority, request the discontinuance of certain portions of Joseph P. Carlson Way, Service Rd. and Great Brook Valley Ave. and order the alteration and layout of a new portion of Great Brook Valley Ave., the alteration of a portion of Great Brook Valley Ave., portions of Service Rd. and portions of James P. Carlson Way, all as depicted on the attached plans (see attached).

Mayor Petty read the item and recognized Councilor Mero-Carlson, who moved to recuse herself from the item and left the room.

Mayor Petty moved to refer the item to Public Works Committee. Referred to Public Works Committee

12d. REPORT OF THE PLANNING BOARD Upon the Petition of Timothy Bateman request Wildwood Ave. from Apricot St. to 301 Wildwood Ave. be made public.

Mayor Petty read the item and moved to refer the item to Public Works Committee. Referred to Public Works Committee

13. REPORTS OF THE COMMITTEE ON ECONOMIC DEVELOPMENT

13a. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Communication of the City Manager requesting adoption of amendment to Zoning Ordinance relative to the Floodplain Overlay District: recommend passage of the accompanying proposed Ordinance.

Mayor Petty read the item and moved to take the item collectively with item #12a CC.

Mayor Petty moved for a roll call vote to advertise the proposed Ordinance. Voted to advertise proposed Ordinance on a roll call vote of 10 Yeas and 0 Nays (Nguyen absent)

13b. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Order of Councilor Candy Mero-Carlson - Request City Manager provide City Council with a report concerning the process the Community Preservation Committee is using to select recipients for grants in the first round of funding in the categorical areas of Historical Preservation, Parks, Open Space & Housing. Included in said report should be whether the CPC is using any third-party groups as part of the grant funding distribution process: recommend Order be placed on file.

Mayor Petty read the item and moved to accept items #13b CC through #13e CC. Accepted

13c. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Communication of the City Manager transmitting informational communication relative to an update on the Community Preservation Program: recommend Communication be placed on file.

Accepted (See Item #13a CC)

13d. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Communication of the City Manager transmitting informational communication relative to the municipality's Housing Production Plan: recommend Communication be placed on file.

Accepted (See Item #13a CC)

13e. REPORT OF THE COMMITTEE ON ECONOMIC DEVELOPMENT Upon the Communication of the City Manager transmitting informational communication relative to an update on the Ballpark District Improvement Financing Plan (DIF): recommend Communication be placed on file.

Accepted (See Item #13a CC)

14. HELD UNDER PRIVILEGE

14a. ORDER of Councilor Khrystian E. King - Request Standing Committee on Education hold a discussion relative to whether 51 and 61 Sever St. may be appropriate to use for school purposes. (Held Under Privilege - Petty April 29, 2025)

Mayor Petty read the item and recognized Councilor Russell, who moved to place the item on file.

Mayor Petty recognized Councilor King and Councilor Bergman, who spoke concerning the item.

Mayor Petty recognized Councilor Ojeda, who spoke concerning the item.

Mayor Petty recognized the City Solicitor, who responded to questions raised by Councilor Ojeda.

Councilor Ojeda then moved to recuse himself from the item and left the room.

Mayor Petty moved for a roll call vote to place the item on file. Placed on file on a roll call vote of 7 Yeas and 2 Nays (Yeas – Bergman, Colorio, Mero-Carlson, Pacillo, Russell, Toomey, Petty) (Nays – Haxhiaj, King) (Nguyen absent) (Ojeda recused)

Mayor Petty recognized Councilor King, who moved to reconsider the item. Reconsideration denied on a roll call vote of 0 Yeas and 9 Nays (Nguyen absent) (Ojeda recused)

14b. COMMUNICATION of the City Manager transmitting informational communication relative to how the U.S. Department of Justice's report on the Worcester Police Department differs from the account of the municipality. (Held Under Privilege - King April 29, 2025)

Mayor Petty read the item and recognized Councilor King, who moved to hold the item under privilege for a second time. Held Under Privilege on a roll call vote of 10 Yeas and 0 Nays (Nguyen absent).

Held Under Privilege - King

15. TABLED ITEMS

15a. ORDER of Councilor Konstantina B. Lukes - Request City Manager request City Solicitor provide City Council with a legal opinion regarding the process of instituting a residential rent control program and the resulting impact of implementing such a program. (Held Under Privilege - Lukes September 17, 2019 and September 24, 2019 and Tabled - Lukes October 15, 2019)

No action taken

15b. RESOLUTION of Councilor Khrystian E. King - That the City Council of the City of Worcester does hereby support Representative Rebecca Rauch and Senator Sonia Chang-Diaz's SD 699 HD 1283, An Act effectuating equity in COVID-19 Vaccination Bill. (Held Under Privilege - Bergman February 9, 2021 and Tabled - Bergman February 23, 2021)

No action taken

15c. ORDER of Councilor Sarai Rivera - Request City Manager consider prioritizing American Rescue Plan Act (ARPA) funding for REC Worcester's capital project involving the development of the new REC Worcester headquarters and Center for Food Justice and Urban Agriculture (for Worcester and Central Massachusetts), in an effort to support community food security, as well as youth development and employment. (Held Under Privilege - Mero-Carlson October 26, 2021 and Held Under Privilege - Petty November 9, 2021 and Tabled - Rivera November 16, 2021)

No action taken

15d. CHAIRMAN'S ORDER FROM THE COMMITTEE ON EDUCATION - Request City Council work to ensure City Council and School Committee districts are parallel, so as to ensure public clarity. (Held Under Privilege - Mero-Carlson May 24, 2022 and June 7, 2022 and Tabled - Petty June 14, 2022)

Mayor Petty read the item and recognized Councilor Russell, who moved to take the item off the Table. Taken off the Table on a roll call vote of 10 Yeas and 0 Nays (Nguyen absent).

Councilor Russell then moved to place the item on file.

Mayor Petty recognized Councilor Pacillo, who spoke concerning the item.

Mayor Petty recognized the City Clerk, who responded to questions raised by Councilor Pacillo.

Mayor Petty moved for a roll call vote on Councilor Russell's motion to place the item file. Placed on file on a roll call vote of 9 Yeas and 1 Nay (Nay – King) (Nguyen absent)

15e. REPORT OF THE COMMITTEE ON PUBLIC SERVICE AND TRANSPORTATION Upon the Order of Councilor Morris A. Bergman and Councilor Candy Mero-Carlson - Request Standing Committee on Public Service and Transportation Committee hold a public discussion with the WRTA Administrator relative to the removal of a bus route that passes the EcoTarium, 222 Harrington Way: recommend Communication be placed on file. (Held Under Privilege - Bergman January 17, 2023 and Held Under Privilege - Mero-Carlson January 24, 2023 and Tabled - Mero-Carlson January 31, 2023)

No action taken

15f. REPORT OF THE COMMITTEE ON PUBLIC SERVICE AND TRANSPORTATION Upon the Order of Councilor Sarai Rivera and Councilor Khrystian E. King - Request Standing Committee on Public Service and Transportation meet with the WRTA Administrator to provide City Council with a report concerning the WRTA's winter weather plan, especially including information as to how snow will be removed at each of the bus stops: recommend Order be placed on file. (Held Under Privilege - Bergman January 17, 2023 and Held Under Privilege - Mero-Carlson January 24, 2023 and Tabled - Mero-Carlson January 31, 2023)

No action taken

15g. ORDER of Councilor Etel Haxhiaj and Councilor Thu Nguyen - Request City Manager work with appropriate departments and stakeholders to establish an Office of Housing Stability in an effort to prevent the involuntary displacement of city residents who are in the process of being evicted or at the risk of losing their housing, as well as to enact policies to combat displacement, homelessness and enhance tenants' rights. (Held Under Privilege - Haxhiaj July 18, 2023 and Tabled - Haxhiaj August 22, 2023)

No action taken

15h. PETITION of Gordon Davis request City Council request Standing Committee on Public Safety investigate the issue of systemic racism and public safety with public hearings included. (Tabled - Toomey May 14, 2024)

No action taken

15i. ORDER of Councilor George J. Russell and Councilor Morris A. Bergman - Request City Manager install metal detector safety equipment at City Hall whenever open, similar to the equipment used at Polar Park, the Worcester District Court and other public places, on or before December 31, 2024. (Held Under Privilege - Russell September 24, 2024 and October 1, 2024 and Tabled - Russell October 8, 2024)

No action taken

15j. ORDER of Councilor Khrystian E. King - Request City Manager conduct an equity audit of all city departments every five (5) years. (Held Under Privilege - Mero-Carlson December 10, 2024 and Held Under Privilege - Toomey December 17, 2024 and Tabled - Nguyen January 7, 2025)

No action taken

16. BUSINESS UNDER SUSPENSION OF RULES - Items brought forth under suspension at the April 29, 2025 City Council meeting.

16a. REPORT OF THE COMMITTEE ON PUBLIC WORKS Upon the Petition of Donald J. O'Neil on behalf of Anthony Bianco request the public sanitary sewer main located in Elton St. be extended easterly approximately 80 feet from its current terminus to provide public sanitary sewer service to the property situated at 9 and 13 Elton St. (MBL 17-38-23+24+25+26): recommend adoption of the accompanying Order. – Item #19a CC Accepted and adopted on a roll call vote of 10 Yeas and 0 Nays

16b. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report concerning the differential between the amount of money allocated to the city's employment opportunities for Summer 2025 and previous years. Further, request City Manager make efforts to fill any gaps in funding. – Item #19b CC Order adopted

16c. ORDER of Councilor Etel Haxhiaj – Request City Manager release to the City Council all the settled cases, investigative reports, depositions, and statements made under oath, by city employees relative to the Department of Justice (DOJ) Report concerning the Worcester Police Department (WPD). Further, request the inclusion of any related policy changes, operational amendments and training resulting from said documentation. – Item #19c CC Order adopted as amended on a roll call vote of 10 Yeas and 0 Nays

16d. ORDER of Mayor Joseph M. Petty – That the City Council of the City of Worcester does hereby suspend its rules to allow for an additional ten (10) minutes of speaking for Item #9.13A CM on the April 29, 2025, City Council agenda. – Item #19d CC Order adopted on a roll call vote of 8 Yeas and 2 Nays

16e. ORDER of Councilor Etel Haxhiaj – Request City Manager request Police Chief consider implementing a policy to mandate annual crisis intervention and de-escalation training with a focus on environmental factors (e.g. medical conditions, disabilities, minor status, trauma, etc.) in the Police Department. – Item #19e CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

16f. ORDER of Councilor Etel Haxhiaj – Request City Manager provide City Council with a report detailing the area of expertise held by the individuals who wrote the Department of Justice (DOJ) Report concerning the Worcester Police Department (WPD). – Item #19f CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

16g. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report that details the changes that have been made in the Worcester Police Department (WPD) since the Police Department Equity Audit and the Department of Justice (DOJ) Report. Said report should provide timelines around any changes made and cross-reference recommendations made in both documents. – Item #19g CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

16h. ORDER of Councilor Khrystian E. King – Request City Manager request Police Chief provide City Council with a report concerning whether there are any communities who do not complete background checks with respect to complaints that are brought forward. – Item #19h CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

16i. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report detailing the Worcester Police Department (WPD) Co-response Model Pilot Program for alternative deployment options, where social workers from Community Healthlink (CHL) co-responded to high, acute, crisis related matters with WPD. – Item #19i CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

16j. ORDER of Mayor Joseph M. Petty – Request City Manager request Police Chief provide City Council with a report concerning the Worcester Police Department (WPD)'s application to begin the Massachusetts Police Accreditation Program. – Item #19j CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

16k. ORDER of Mayor Joseph M. Petty – Request City Manager request Police Chief provide City Council with a report concerning the status of the nineteen (19) recommendations laid out in the Department of Justice (DOJ) Report concerning the Worcester Police Department. – Item #19k CC Order adopted on a roll call vote of 10 Yeas and 0 Nays

16l. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report detailing how the deployment of thirty (30) public dual-stream waste bans will be piloted, including information concerning the plans for advertising on those bins after a successful pilot program. – Item #19l CC Order adopted

16m. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report concerning repairs to the basketball courts at Crompton Park and Cousy Court. – Item #19m CC Order adopted

16n. ORDER of Councilor Khrystian E. King – Request City Manager request Assistant Commissioner of Public Works and Parks look to the National Recreational and Parks Association, for referential purposes, to consider devising a comprehensive response to the substance use crisis. – Item #19n CC Order adopted

16o. ORDER of Mayor Joseph M. Petty – Request City Manager provide City Council with a report concerning ordinances and policies other communities have regarding needles stemming from substance use in their public parks. – Item #19o CC Order adopted

16p. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with a report concerning strategies used by Worcester Public Schools to ensure their facilities are properly maintained and assessed due to potential legality issues that could fall on the city. – Item #19p CC Order adopted

16q. ORDER of Councilor Khrystian E. King – Request City Manager provide City Council with an update relative to the school zone signage audit. – Item #19q CC Order adopted

17. NEW BUSINESS UNDER SUSPENSION OF RULES - Items brought forth under suspension at the May 6, 2025 City Council meeting.

17a. Motion Mero-Carlson – Suspension of Rules – That the City Council of the City of Worcester does hereby commend and honor Justin Hyland, Dickie Collins, Paul Snape and Eli Johnson of the Department of Public Works and Parks and Department of Transportation and Mobility for their roles in saving the life of a toddler who was found on Chilmark Street.

Mayor Petty recognized Councilor Mero-Carlson, who introduced the item.

Councilor Mero-Carlson then moved to hold the item under privilege.

Held Under Privilege – Mero-Carlson

verizon

5/7/2025

City of Worcester
Petition for Verizon
Communications of Worcester
For Communication conduit

Re: 305 Belmont St. Worcester, MA

To the City Council of Worcester Massachusetts:

Respectfully Verizon of Boston, Massachusetts desires to construct a line of underground fiber optic conduit, including the necessary sustaining and protecting fixtures, under and across the public way or ways hereinafter named.

Wherefore that after due notice and hearing as provided by law, Verizon to be granted permission to excavate the public roadway and to run and maintain our underground conduit. The conduit to be located substantially in accordance with the plan filed herein marked-Hospital Drive. The following is the street referred to in the plans.

305 Belmont St -trenching from our existing vault near Belmont St. we will be trenching North along the East side of Hospital Drive.Verizon will be installing (3)three assit handholes along the route and one more overcasting the conduits in front on the Hooper Turret Bldg

Sincerely,

William P. Joyce

William P Joyce
Principle Consultant- PS Systems Integrator
110 Causeway Street, Boston MA. 02110
M 508.386.8392
william.p.joyce@one.verizon.com

Verizon Business - High Density Networking

verizon

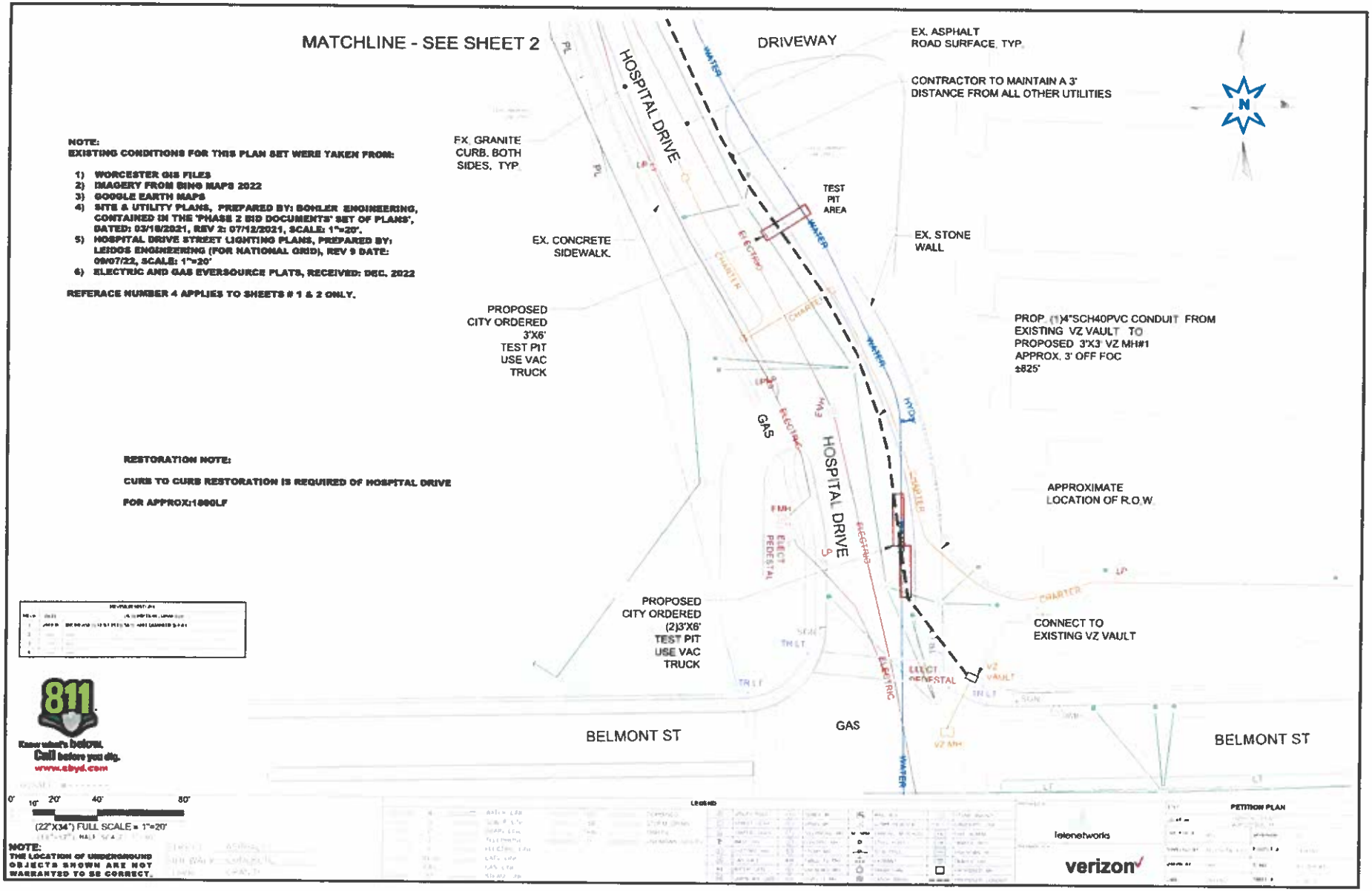
PROPOSED CONDUIT & HANDHOLES INSTALLATION
AT THE
WORCESTER BIO-TECH CAMPUS
HOSPITAL DRIVE
IN THE
CITY OF WORCESTER, MA

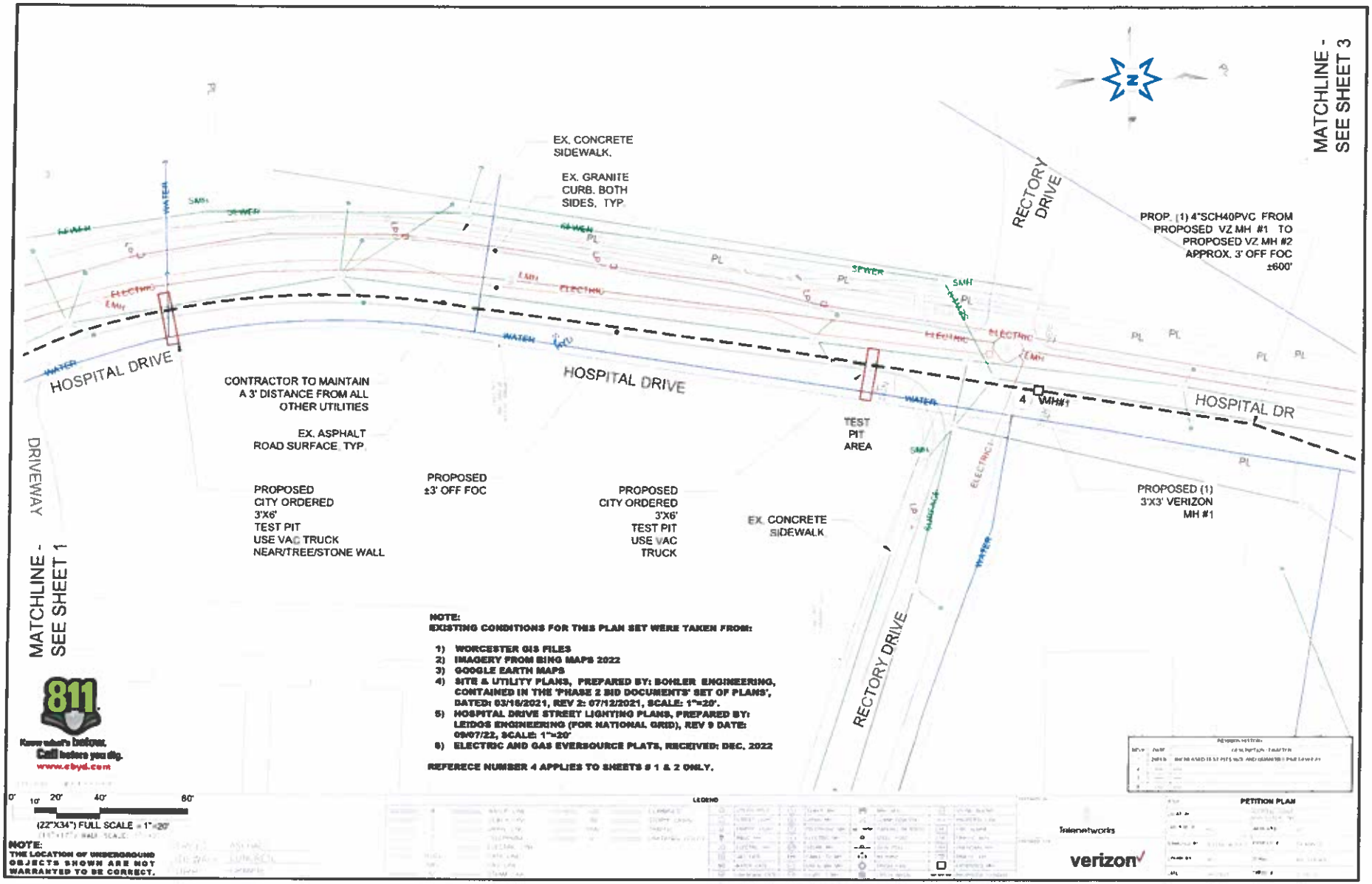
INDEX OF DRAWING

SHEET NO.		DESCRIPTION
01 - 04	-	PETITION PLAN
05	-	DETAILS & NOTES

CONTRACTOR:

Telenetworks

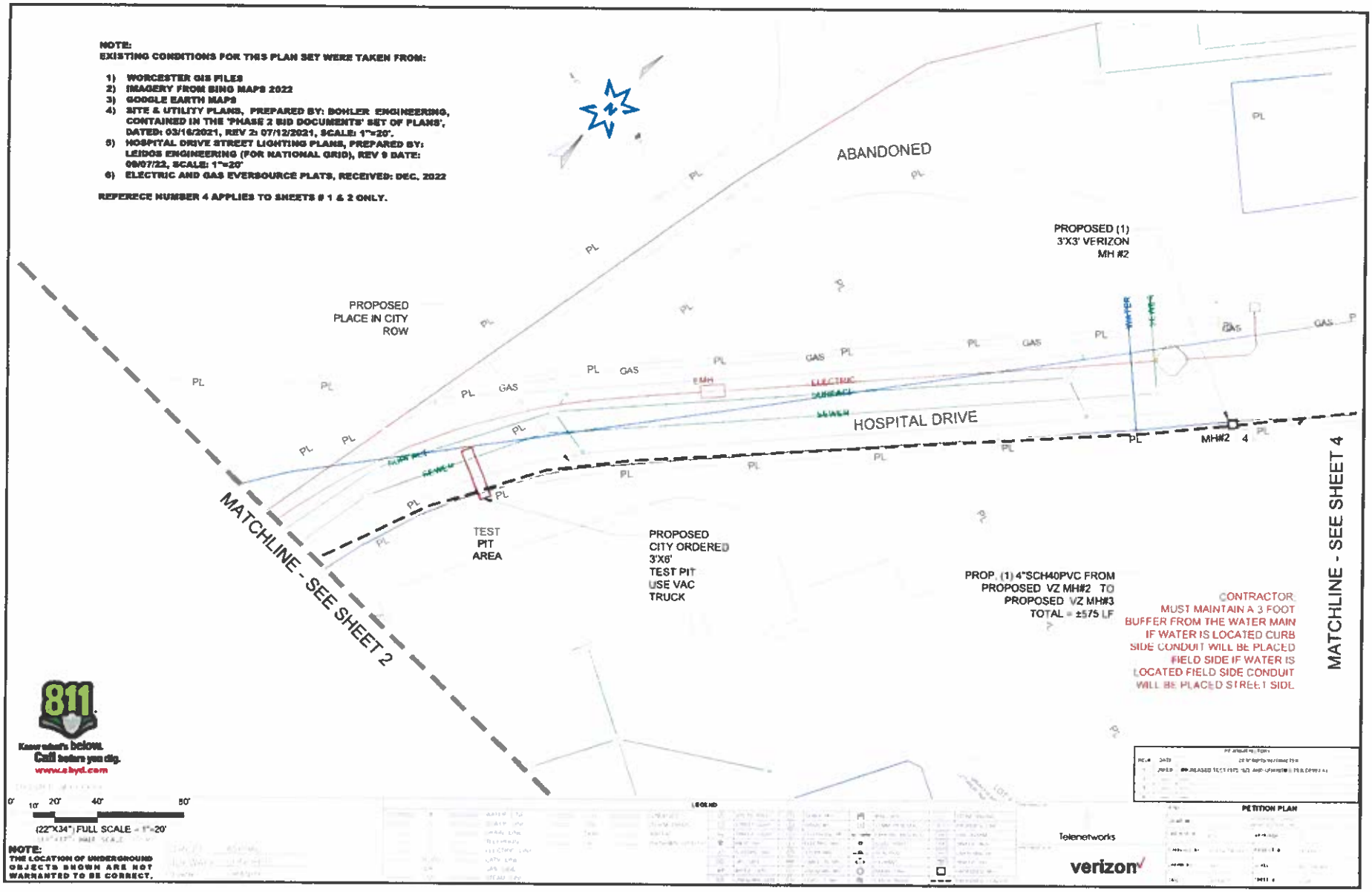

MATCHLINE - SEE SHEET 2
DRIVEWAY
EX. ASPHALT
ROAD SURFACE, TYP.
CONTRACTOR TO MAINTAIN A 3'
DISTANCE FROM ALL OTHER UTILITIES
NOTE:
EXISTING CONDITIONS FOR THIS PLAN SET WERE TAKEN FROM:
1) WORCESTER GIS FILES
2) IMAGERY FROM BING MAPS 2022
3) GOOGLE EARTH MAPS
4) SITE & UTILITY PLANS, PREPARED BY: BOHLER ENGINEERING, CONTAINED IN THE 'PHASE 2 BID DOCUMENTS' SET OF PLANS', DATED: 03/18/2021, REV 2: 07/12/2021, SCALE: 1"=20'.
5) HOSPITAL DRIVE STREET LIGHTING PLANS, PREPARED BY: LEIDOS ENGINEERING (FOR NATIONAL GRID), REV 9 DATE: 09/07/22, SCALE: 1"=20'
6) ELECTRIC AND GAS EVERSOURCE PLATS, RECEIVED: DEC. 2022
REFERACE NUMBER 4 APPLIES TO SHEETS # 1 & 2 ONLY.
EX. GRANITE CURB, BOTH SIDES, TYP.
HOSPITAL DRIVE
TEST PIT AREA
EX. CONCRETE SIDEWALK
EX. STONE WALL
PROPOSED CITY ORDERED 3'X6' TEST PIT USE VAC TRUCK
PROP. (1)4"SCH40PVC CONDUIT FROM EXISTING VZ VAULT TO PROPOSED 3'X3' VZ MH#1 APPROX. 3' OFF FOC ±825'
RESTORATION NOTE:
CURB TO CURB RESTORATION IS REQUIRED OF HOSPITAL DRIVE
FOR APPROX:1660LF
GAS
HOSPITAL DRIVE
APPROXIMATE LOCATION OF R.O.W.
PROPOSED CITY ORDERED (2)3'X6' TEST PIT USE VAC TRUCK
CONNECT TO EXISTING VZ VAULT
BELMONT ST
GAS
BELMONT ST
811
Know what's below.
Call before you dig.
www.dbyd.com
0' 10' 20' 40' 80'
(22"X34") FULL SCALE = 1"=20'
NOTE:
THE LOCATION OF UNDERGROUND OBJECTS SHOWN ARE NOT WARRANTED TO BE CORRECT.
LEGEND
PETITION PLAN
telenetworks
verizon



NOTE:
EXISTING CONDITIONS FOR THIS PLAN SET WERE TAKEN FROM:

1) **WORCESTER GIS FILES**
2) **IMAGERY FROM BING MAPS 2022**
3) **GOOGLE EARTH MAPS**
4) **SITE & UTILITY PLANS, PREPARED BY: BOHLER ENGINEERING, CONTAINED IN THE 'PHASE 2 BID DOCUMENTS' SET OF PLANS', DATED: 03/15/2021, REV 2: 07/12/2021, SCALE: 1"=20'.**
5) **HOSPITAL DRIVE STREET LIGHTING PLANS, PREPARED BY: LEIDOS ENGINEERING (FOR NATIONAL GRID), REV 9 DATE: 09/07/22, SCALE: 1"=20'**
6) **ELECTRIC AND GAS EVERSOURCE PLATS, RECEIVED: DEC. 2022**

REFERECE NUMBER 4 APPLIES TO SHEETS # 1 & 2 ONLY.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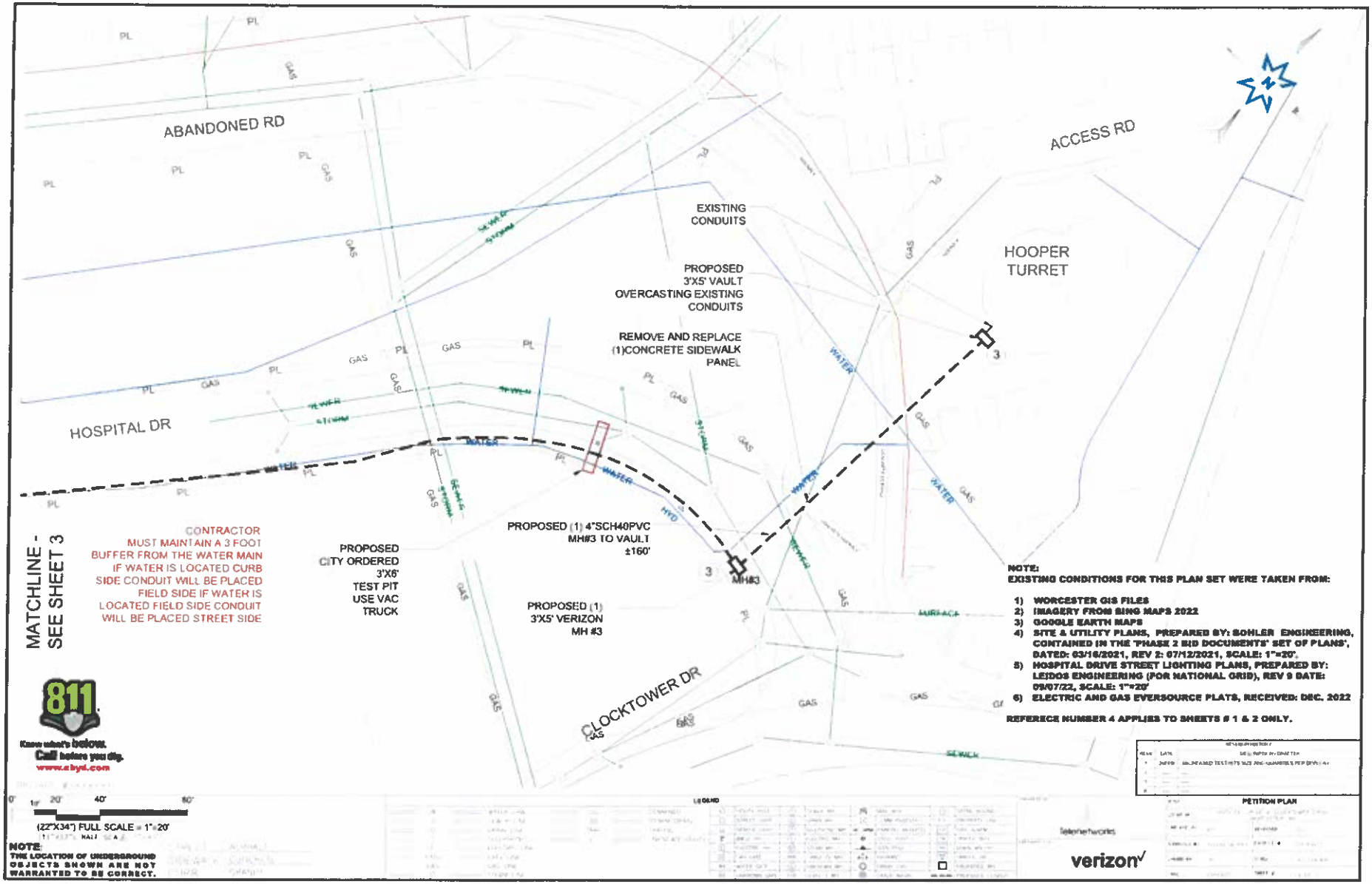
5) HOSPITAL DRIVE STREET LIGHTING PLANS, PREPARED BY: LEIDOS ENGINEERING (FOR NATIONAL GRID), REV 9 DATE: 09/07/22, SCALE: 1"=20'
6) ELECTRIC AND GAS EVERSOURCE PLATS, RECEIVED: DEC. 2022
REFERECE NUMBER 4 APPLIES TO SHEETS # 1 & 2 ONLY.
ABANDONED
PROPOSED (1) 3'X3' VERIZON MH #2
PROPOSED PLACE IN CITY ROW
HOSPITAL DRIVE
MH#2
4
MATCHLINE - SEE SHEET 2
MATCHLINE - SEE SHEET 4
TEST PIT AREA
PROPOSED CITY ORDERED 3'X6' TEST PIT USE VAC TRUCK
PROP. (1) 4"SCH40PVC FROM PROPOSED VZ MH#2 TO PROPOSED VZ MH#3 TOTAL = ±575 LF
CONTRACTOR MUST MAINTAIN A 3 FOOT BUFFER FROM THE WATER MAIN IF WATER IS LOCATED CURB SIDE CONDUIT WILL BE PLACED FIELD SIDE IF WATER IS LOCATED FIELD SIDE CONDUIT WILL BE PLACED STREET SIDE
811
Know what's below. Call before you dig.
www.ebyd.com
0' 10' 20' 40' 80'
(22"X34") FULL SCALE = 1"=20'
NOTE:
THE LOCATION OF UNDERGROUND OBJECTS SHOWN ARE NOT WARRANTED TO BE CORRECT.
LEGEND
PETITION PLAN
Telenetworks
verizon

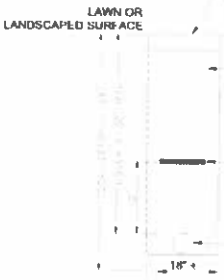

ABANDONED RD
ACCESS RD
HOSPITAL DR
CLOCKTOWER DR
HOOPER TURRET
EXISTING CONDUITS
PROPOSED 3'X5' VAULT OVERCASTING EXISTING CONDUITS
REMOVE AND REPLACE (1)CONCRETE SIDEWALK PANEL
PROPOSED (1) 4"SCH40PVC MH#3 TO VAULT ±160'
PROPOSED CITY ORDERED 3'X6' TEST PIT USE VAC TRUCK
PROPOSED (1) 3'X5' VERIZON MH #3
MH#3
MATCHLINE - SEE SHEET 3
CONTRACTOR MUST MAINTAIN A 3 FOOT BUFFER FROM THE WATER MAIN IF WATER IS LOCATED CURB SIDE CONDUIT WILL BE PLACED FIELD SIDE IF WATER IS LOCATED FIELD SIDE CONDUIT WILL BE PLACED STREET SIDE
811 Know what's below. Call before you dig. www.ubyd.com
(22"X34") FULL SCALE = 1"=20'
NOTE: THE LOCATION OF UNDERGROUND OBJECTS SHOWN ARE NOT WARRANTED TO BE CORRECT.
NOTE: EXISTING CONDITIONS FOR THIS PLAN SET WERE TAKEN FROM:
1) WORCESTER GIS FILES
2) IMAGERY FROM BING MAPS 2022
3) GOOGLE EARTH MAPS
4) SITE & UTILITY PLANS, PREPARED BY: BOHLER ENGINEERING, CONTAINED IN THE 'PHASE 2 BID DOCUMENTS' SET OF PLANS', DATED: 03/16/2021, REV 2: 07/12/2021, SCALE: 1"=20'.
5) HOSPITAL DRIVE STREET LIGHTING PLANS, PREPARED BY: LEIDOS ENGINEERING (FOR NATIONAL GRID), REV 9 DATE: 09/07/22, SCALE: 1"=20'
6) ELECTRIC AND GAS EVERSOURCE PLATS, RECEIVED: DEC. 2022
REFERECE NUMBER 4 APPLIES TO SHEETS # 1 & 2 ONLY.
PETITION PLAN
verizon

TRENCH DETAIL NOTES
1.30" MINIMUM COVERAGE ON TOP OF CONDUIT PER CITY SPECS
2. 12" FROM TOP OF CONDUIT TO METALLIC WARNING TAPE.
3. RESTORE SIDEWALKS AND WALKWAYS TO SAME OR BETTER CONDITIONS

ROADWAY PATCH AND DUCT BANK INSTALLATION DETAIL

1

N.T.S.



TRENCH DETAIL NOTES
1. 30" MINIMUM COVERAGE ON TOP OF CONDUIT PER CITY SPECS
2. 12" FROM TOP OF CONDUIT TO METALLIC WARNING TAPE
3. RESTORE LANDSCAPED AND NON-VEHICULAR IMPACTED AREAS TO THE SAME OR BETTER CONDITIONS

LAWN PATCH AND DUCT BANK INSTALLATION DETAIL

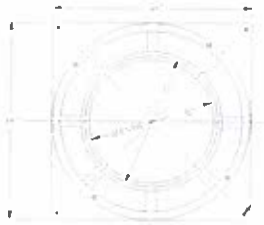
2

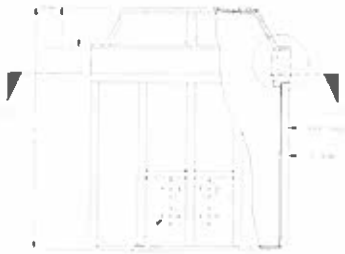
N.T.S.

3'X5' - VERIZON VAULT DETAIL

3

N.T.S.

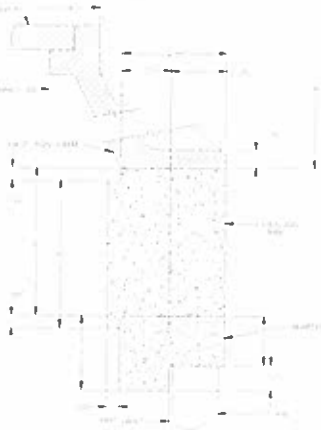




3'X'3'X3' VERIZON MH DETAIL - H20 RATED

4

N.T.S.



GENERAL NOTES

PRESENTATIVE.
THE CONTRACTOR SHALL DETERMINE THE EXACT LOCATION OF ALL EXISTING UTILITIES BEFORE COMMENCING WORK, AND SHALL BE FULLY RESPONSIBLE FOR ANY AND ALL DAMAGES WHICH MIGHT BE OCCASIONED BY THE CONTRACTOR'S FAILURE TO EXACTLY LOCATE AND PRESERVE ANY AND ALL UNDERGROUND UTILITIES.

2. WHERE AN EXISTING UTILITY IS FOUND TO CONFLICT WITH THE PROPOSED WORK, THE LOCATION, ELEVATION AND SIZE OF THE UTILITY SHALL BE ACCURATELY DETERMINED WITHOUT DELAY BY THE CONTRACTOR AND THE INFORMATION FURNISHED TO THE ENGINEER FOR RESOLUTION OF THE CONFLICT.

3. THE CONTRACTOR SHOULD MAINTAIN A SEPARATION OF 18 INCHES MIN. WHEN CROSSING EXISTING WATER FACILITIES.

4. THE CONTRACTOR SHALL MAKE ALL ARRANGEMENTS FOR THE ALTERATION AND ADJUSTMENT OF GAS, ELECTRIC, TELEPHONE, AND ANY OTHER PRIVATE UTILITIES BY THE UTILITY COMPANY.

5. THE CONTRACTOR SHALL NOT DISTURB PUBLIC TREES AND SHRUBS.

6. AREAS OUTSIDE THE LIMITS OF PROPOSED WORK DISTURBED BY THE CONTRACTOR'S OPERATIONS SHALL BE RESTORED BY THE CONTRACTOR TO THEIR ORIGINAL CONDITION AT NO EXPENSE TO THE OWNER.

7. THE CONTRACTOR SHALL BE RESPONSIBLE FOR PLACING AND MAINTAINING TEMPORARY RESURFACING AND/OR PLATING FOR ALL EXCAVATIONS IN PAVED STREETS AND SIDEWALKS UNTIL PERMANENT RESURFACING IS COMPLETE.

8. JOINTS BETWEEN NEW BITUMINOUS CONCRETE ROADWAY PAVEMENT AND SAW CUT EXISTING PAVEMENT SHALL BE SEALED WITH BITUMEN AND BACK SANDED.

9. THE CONTRACTOR SHALL PROTECT AND SUPPORT ALL EXISTING UTILITY LINES THAT BECOME EXPOSED DUE TO EXCAVATION REQUIRED TO INSTALL THE PROPOSED CONDUIT.

10. THE CONTRACTOR SHALL REPLACE ALL DISTURBED TRAFFIC SIGNAL LOOP DETECTORS TO GOOD WORKING CONDITION AS REQUIRED BY THE LATEST STANDARDS OF THE MUNICIPAL TRAFFIC DEPARTMENT

11. ALL EXISTING STATE, COUNTY, CITY, AND TOWN LOCATION LINES AND PRIVATE PROPERTY LINES HAVE BEEN ESTABLISHED FROM AVAILABLE INFORMATION AND THEIR EXACT LOCATION ARE NOT GUARANTEED.

12. THE CONTRACTOR SHALL REPLACE ALL PAVEMENT MARKINGS IN THEIR ENTIRETY THAT HAVE BEEN DAMAGED BY TRENCH EXCAVATION OR RESTORATIONS OF THE CONTRACTOR WITH SIMILAR COLOR AND MATERIAL THERMOPLASTIC MARKINGS.

NOTE:
THE LOCATION OF UNDERGROUND OBJECTS SHOWN ARE NOT WARRANTED TO BE CORRECT.

811
Know what's below.
Call before you dig.

Twinsetworks

Spectrum

NOTE & DETAILS

The City *of* Worcester

Department of Public Works & Parks
John Westerling, Commissioner
20 East Worcester Street, Worcester, MA 01604
P| 508-799-1430 **F|** 508-799-1448
311@worcesterma.gov

May 2nd, 2025

Mr. James Perla
Contract Work Inspector - Operations
Verizon
170 Shrewsbury Street
Boylston, MA 01505

RE: Grant Plan – 305 Belmont Street (Hospital Drive Biotech Campus Project)

Dear Mr. Perla:

The City of Worcester, Department of Public Works and Parks (DPW&P) has reviewed the enclosed plans for 309 Belmont Street. Plans are labeled Proposed Conduit & Handholes Installation at the Worcester Bio-Tech Campus – Hospital Drive in the City of Worcester. These plans were received through our grant plan permit application for the proposed conduit within Hospital Drive and the Department of Public Works and Parks (DPW&P) gives its approval as to location only, for those portions of the conduit within the public way. These plans can now be submitted to the City Council for approval.

If you have any questions or need additional information in this matter, please contact Kyle Gallicchio at the permit office (508-799-1450).

Sincerely,

Denali Trimble
Assistant Director of Engineering

JM/MT
Enclosure
C: Kyle Gallicchio

cc2025may29091547

CITY OF WORCESTER

ORDERED: That

Mayor Joseph M. Petty - As Chair of the City Council Standing Committee on Finance in accordance with Rule 33 (e) of the Rules of City Council, request City Council suspend its rules at its June 10, 2025 meeting to take up the Report of the Committee on Finance Upon the Communication of the City Manager recommend approval of the Fiscal Year 2026 (FY26) Operating Budget, as presented by the City Manager and referred to the Standing Committee on Finance as #11a CC on the City Council agenda for May 6, 2025, along with related budget items pending before the Committee.

CITY OF WORCESTER

In Committee

June 10, 2025

The Committee on Finance to whom was referred May 6, 2025, the Communication of the City Manager recommend approval of the Fiscal Year 2026 (FY26) Operating Budget.; having considered the same, most respectfully reports recommending adoption of the accompanying Order.

For the Committee

Clerk

CITY OF WORCESTER

ORDERED: That

As identified in the adopted **Fiscal Year 2026** line item budget, and in addition to the ordinary revenue received and credited to the several departmental accounts and in addition to the amounts already appropriated to be included in the tax levy of **Fiscal Year 2025**, the sum of **eight hundred seventy million four hundred sixty four thousand nine hundred forty six dollars and no cents ($870,464,946.00)** be appropriated to departmental budgets, **seventy seven million four hundred sixty three thousand three hundred fifteen dollars and no cents ($77,463,315.00)** be approved for intergovernmental charges and transfers out of the general fund, and **eighty eight million seven hundred sixty one thousand five hundred twenty one dollars and no cents ($88,761,521.00)** be appropriated to enterprise funds to meet the expenses of the City for **Fiscal Year July 1, 2025 to June 30, 2026**.

CITY OF WORCESTER

In Committee

June 10, 2025

The Committee on Finance to whom was referred May 6, 2025, the Communication of the City Manager recommend approval of the Fiscal Year 2026 (FY26) Capital Budget.; having considered the same, most respectfully reports recommending adoption of the accompanying Order.

For the Committee

Clerk

CITY OF WORCESTER

ORDERED: That

The City Council of the City of Worcester does hereby approve the City Manager's FY26 Capital Improvement Plan.

CITY OF WORCESTER

In Committee

June 10, 2025

The Committee on Finance to whom was referred May 6, 2025, the Communication of the City Manager recommend the adoption of a Loan Order in the amount of One Hundred Fifty Eight Million Nine Hundred Thirty Eight Thousand Four Hundred Twelve Dollars And No Cents ($158,938,412.00) to pay for costs associated with projects and equipment, as approved in the Fiscal Year 2026 Capital Budget.; having considered the same, most respectfully reports recommending passage of the accompanying proposed Loan Order.

For the Committee

Clerk

THE COMMONWEALTH OF MASSACHUSETTS
CITY OF WORCESTER

In City Council

LOAN ORDER
(Capital Improvements & Purchases)

Ordered: That the sum of One Hundred Fifty Eight Million Nine Hundred Thirty Eight Thousand Four Hundred Twelve Dollars and No Cents ($158,938,412.00) be appropriated to the following accounts to pay for costs associated with the following capital improvements, planning and equipment, as well as any related architectural and engineering services in connection therewith, and including any costs incidental or related thereto; provided however, that the City of Worcester may change the account numbers listed below and/or move funds from one account to another for administrative purposes without further amendment or approval from this Council, provided that such change and/or move does not alter the project for which the funds are hereby authorized to be expended:

Account Number	**Project Description**	**Amount**
LO-1445	Citywide Building Rehabilitation	$5,544,300.00
LO-1446	Citywide Capital Equipment	$11,413,150.00
LO-1447	Worcester Public Schools Building Rehabilitation	$3,500,000.00
LO-1448	Worcester Public Schools Capital Equipment	$500,000.00
LO-1449	Guardrails	$80,000.00
LO-1450	Street Light Improvements	$1,500,000.00
LO-1451	Traffic Signal Improvements	$3,750,000.00
LO-1452	Street & Sidewalk Construction	$15,055,000.00
LO-1453	Bridge Construction	$500,000.00
LO-1454	Private Street Construction	$800,000.00
LO-1455	Parks Improvements	$13,250,000.00
LO-1456	Golf Improvements	$1,575,000.00
LO-1457	Sewer Construction	$16,750,000.00
LO-1458	Sewer Equipment	$3,040,000.00
LO-1459	Water Building Rehabilitation	$4,480,000.00
LO-1460	Water Capital Equipment	$3,000,000.00
LO-1461	Water Mains	$14,050,000.00
LO-1462	Transportation & Mobility	$11,825,000.00
LO-1463	Union Station Garage	$300,000.00
LO-1464	South Division Fire Station	$47,000,000.00
LO-1465	Union Station Rehabilitation	$1,025,962.00
	Total	**$158,938,412.00**

That to meet this appropriation the City Treasurer, with the approval of the City Manager, is authorized to borrow the sum of One Hundred Fifty Eight Million Nine Hundred Thirty Eight Thousand Four Hundred Twelve Dollars and No Cents ($158,938,412.00) under and pursuant to Chapter 44 of the General Laws, or any other enabling authority, and to issue bonds or notes of the City therefor.

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing maintenance schedule planning strategies utilized by the Department of Public Facilities.

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the program and funding dollars associated with the city's new program that creates facility work orders and tracks break fixes.

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing any invitations made to various internet providers to bring their services to the city, in the interest of lowering broadband prices for residents.

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the process and strategy used to rescind unnecessary loan authorizations.

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Auditor be and is hereby requested to provide City Council with a report concerning whether any shortfalls associated with the Fiscal Year 2026 (FY26) Ballpark DIF Reserve Account were anticipated.

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

I respectfully request an amendment to the City of Worcester Zoning Map to extend the BG-3.0 (Business, General) zoning district and the CCOD-C (Commercial Corridors Overlay District – Canal District Subarea) overlay district to fully encompass my property located at 3 Harding Street (MBL 05-021-0004A).

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via GovOS.com Key: 2b3ab596c9be463df9da573fa5350d51	Daniel S Ford	3 Harding Street 01610	5087559393	Dan.eastcoastautoworks@

Room 206, City Hall ■ 455 Main Street ■ Worcester, Massachusetts 01608-1889
Telephone (508) 799-1121 ■ Fax (508) 799-1194
E-Mail: clerk@worcesterma.gov

cc2025may23035011

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request the grass strip on the sidewalk of Caprera Rd., in the vicinity of 37 Granby Rd., be widened for the purpose of planting a tree at the location.

Councilor Candy Mero-Carlson

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

The resurfacing of Ludlow St between Stafford St and Main St.

Over the past 23 years, since its last resurfacing, Ludlow St has experienced degradation in the condition of the pavement and the rideability of the road. This degradation is particularly noticeable after the most recent winter of 2024-2025. Stretches of road contain continuous potholes and the road is showing signs of distress throughout such as alligator cracking. In addition to the road surface, the sidewalks along Ludlow St fail to meet ADA accessibility standards. Hazards such as raised utility boxes and uneven surfaces pose tripping hazards for all.

The condition of Ludlow St is especially notable as it is a major collector on the southwest side of Worcester. Ludlow St serves as one of the major connection points from Route 290 to many points west as it connects Main St to Stafford St. It is the quickest link to get from James St or Heard St to Main St near Leicester. This serves as one of the few routes to get from 290 West to Main St while avoiding backtracking through the connection at Webster St and Mill St which often experiences backups. Additionally, in recent years the City of Worcester has improved several streets which serve as part of this connection and intend to improve more. Heard St, Stafford St, Main St, James St were all paved within the last 3 years and Hope Ave is planned to be paved in 2026. This leaves Ludlow St as a missing link in this connection from 290 to points west which has seen significant improvement.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Alyssa Jollimore Key: 2b3ab596c9be463df9da573fa5350d51	Alyssa Jollimore	184 Ludlow St 01603	978-503-2126	ajollimo@gmail.com

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...
Sagamore rd needs to be repaved. There are too many potholes and just filling the holes isn't enough anymore.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Key: 2b3ab596c9be463df9da573fa5350d51	Tiffany Owusu	30 Intervale Rd, 01602	5089817867	Tiffany199702@aol.com
		30 Intervale Rd		
		30 Intervale Rd		
		30 Intervale Rd		

Room 206, City Hall ■ 455 Main Street ■ Worcester, Massachusetts 01608-1889
Telephone (508) 799-1121 ■ Fax (508) 799-1194
E-Mail: clerk@worcesterma.gov

The City of **WORCESTER**

City Clerk Department
Nikolin Vangjeli, City Clerk
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2025 MAY 15 PM 12:47

Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

Petition for the Public Works Dept To complete the resurfacing of the previously existing sidewalk In front of (125 So. Ludlow St. AND 117 So. Ludlow St.) For some reason this section is the only section that was NOT completed The rest of So. Ludlow St. sidewalks were re-surfaced this section is hazardous To walk on as it is uneven and pedestrians are Forced TO Walk in the Street.

Signature	Name	Address, Zip Code	Phone Number	Email
Paul Belton	PAUL BELTON	125 So. Ludlow St. Ecel Homes	310-739-1475 - 508-752-6655	PaulIBelton@yahoo.com

ELEMENT
SIDE WALK
GRASS
SIDE WALK
DRIVE WAY
117 #
KISEA KALIL
125 #
PAUL

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...
installation of ADA curb ramps and raised crosswalk in the vicinity of 16 Laurel Street

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Robert Bilotta Key: 2b3ab596c9be463df9da573fa5350d51	Robert Bilotta	20 Dallas Street	5084146766	rbilotta86@gmail.com

cc2025jun02102853

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request installation of speed humps near the intersections of Monticello Dr. and Laurel Brook Dr. to encourage drivers to slow down when approaching the stop sign at the sharp turn.

Councilor Etel Haxhiaj

On behalf of Frankie Hernandez

cc2025jun02103146

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request installation of speed humps on Indian Lake Parkway, with a specific focus on placing said speed humps at the downhill location of the road.

Councilor Candy Mero-Carlson

cc2025jun02111302

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request installation of a handicap parking space in front of 20 Strathmore Rd.

Councilor George J. Russell

On behalf of Janet Shea
20 Strathmore Road
Worcester, MA 01610

cc2025jun02111848

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request removal of a handicap parking space in front of 29 Shamrock St.

Councilor Candy Mero-Carlson

On behalf of Jonisha DeLeon
29 Shamrock Street
Worcester, MA 01605

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...
request establishment of a 20 MPH Shool Zone on North Parkway, in the vicinity of Burncoat High School

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Robert Bilotta Key: 2b3ab596c9be463df9da573fa5350d51	Robert Bilotta	20 Dallas Street	5084146766	rbilotta86@gmail.com

The City of WORCESTER

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Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

I am requesting that a traffic mirror be installed on my street. It is difficult for me to see oncoming traffic from Belmont Street from my driveway. Parked cars obscure my view and I have narroy avoided several accidents turning onto Hooper Street. A traffic mirror on the telephone pole across from my building would be immensely helpful and safer.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Key: 2b3ab596c9be463df9da573fa5350d51	Emily Watzl	30 Hooper Street #3, 01605	2039018417	emily.watzl@protonmail.c

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

On Highland Street between Russell Street and West Street, there are no crosswalks despite many students crossing regularly. It seems like having one at Roxbury St and Howe St or Sever St and Fruit St could reduce their chances of dying.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Key: 2b3ab596c9be463df9da573fa5350d51	William Paul Dirschka	38 Sever St, Worcester MA, 01609	8506023222	wpd9@cornell.edu

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

Installing a no parking here to corner sign on the street pole on the corner of Lyon St and Lyon Place. Residents are parking on the corner and semi blocking the intersection and creating a visibility hazard as you are unable to see around any car that is parked on the corner of Lyon St and Lyon Place. We need a no parking here to corner sign installed to help prevent visibility issues going forward.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Paul Fenderson Key: 2b3ab596c9be463df9da573fa5350d81	Paul Fenderson	15 Lyon St #2 Worcester MA	7742328037	paulrf072894@gmail.com

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

I propose converting Gage Street into a one-way street. The current width of the road does not safely accommodate two-way traffic when cars are parked along the sides. This creates frequent traffic congestion and safety concerns. Additionally, many drivers speed down Gage Street and quickly loop around the corner, increasing the risk of accidents and causing significant frustration for local residents.

I also recommend considering Ford Street for a one-way designation. The incline, combined with limited visibility due to parked cars, makes it difficult and dangerous for drivers to ascend the hill and turn safely onto the street.

Implementing one-way traffic patterns on these streets would significantly improve traffic flow and enhance safety for both drivers and pedestrians.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Michelle B F Key: 2b3ab596c9be463df9da573fa5350d51	Michelle Fleming	28 Gage Street APT 3 01605	5087132668	Michellefleming306@gmail
		28 Gage Street		
		28 Gage Street , Apt 3		
		28 Gage Street , Apt 3		

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
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City Hall Room 206
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Worcester, MA 01608

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I also recommend considering Ford Street for a one-way designation. The incline, combined with limited visibility due to parked cars, makes it difficult and dangerous for drivers to ascend the hill and turn safely onto the street.

Implementing one-way traffic patterns on these streets would significantly improve traffic flow and enhance safety for both drivers and pedestrians.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via SeamlessDocs.com Michelle B F Key: 2b3ab596c9be463df9da573fa5350d51	Michelle Fleming	28 Gage Street APT 3 01605	5087132668	Michellefleming306@gmail
		28 Gage Street		
		28 Gage Street , Apt 3		
		28 Gage Street , Apt 3		

The City of **WORCESTER**

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City Hall Room 206
455 Main Street
Worcester, MA 01608

RECEIVED
WORCESTER CITY CLERK
2025 MAY 30 PM 1:22

The undersigned hereby petition the City Council as follows, request...

I am requesting handicap parking space in front of 2A Stowell ave

Signature	Name	Address, Zip Code	Phone Number	Email
[signature]	Isabel Rivera	2A Stowell ave	774-386-0671	Isabelrivera16@live.com

The City of **WORCESTER**

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

RECEIVED
WORCESTER CITY CLERK
2015 MAY 21 PM 3:18

The undersigned hereby petition the City Council as follows, request...

In ree accessible parking spaces on Theodore Terra Street and Green Street. Our Community is comprised of 83 affordable housing units that currently house 19 household members who rely on accessible parking. We currently only have 7 accessible parking spots in our community. Please see attached formal letter to the city.

Signature	Name	Address, Zip Code	Phone Number	Email
	Krystal Rodriguez			KRodriguez@malonyproperties.com
	Hector Gomez			hgomez@malonyproperties.com

The City of **WORCESTER**

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

2025 MAY 14 PM 2:59

The undersigned hereby petition the City Council as follows, request...

Request resident Permit Parking on Washington st Due to the game day's parking No Parkin at all.

Request handicap parking Space in the Vicinity of 171 Washington st Due to multiple handicap Car plate.

Signature	Name	Address, Zip Code	Phone Number	Email
	Yasmin Rodriguez	171 washington st	508-831-8449.	
		Yasmin rodriguez 29 @ yahoo.com.		

The City of **WORCESTER**

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Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

2025 MAY 14 PM 2:59

The undersigned hereby petition the City Council as follows, request...

Request resident Permit Parking on Washington st Due to the game day's parking No Parkin at all.

Request handicap parking Space in the Vicinity of 171 Washington st Due to multiple handicap Car plate.

Signature	Name	Address, Zip Code	Phone Number	Email
	Yasmin Rodriguez	171 washington st	508-831-8449.	
		Yasmin rodriguez 29 @ yahoo.com.		

The City of **WORCESTER**

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

2025 MAY 33 AM 11:51

The undersigned hereby petition the City Council as follows, request...

2025 JUN -2 AM 11:56

Request A speed bump be INSTALLED ON NANITA Street, a heavy populated, residential Neighborhood. MANY vehicles drive WAY too fast down this street. There are children, and we have NO sidewalks, so people have to walk in the street. There are MANY side streets that run off NANITA. School buses, fedex, UPS, prime oil trucks, propane trucks and All general vehicle traffic is constant All day.

Signature	Name	Address, Zip Code	Phone Number	Email
Joseph Borrelli	Joseph Borrelli	7 NANITA St. 01604	(508) 864-1631	crborrell@gmail.com
Deri Garcia	Deri Garcia	14 NANITA ST	774-545-5279	DeriGarcia@usl.edu
[illegible]	[illegible]	10 NANITA ST	508-340-5037	
[illegible]	[illegible]	11 NANITA St	508-755-6173	

Room 206, City Hall ■ 455 Main Street ■ Worcester, Massachusetts 01608-1889
Telephone (508) 799-1121 ■ Fax (508) 799-1194
E-Mail: clerk@worcesterma.gov

We also need "Go slow" signs and "children" signs and there are NO posted speed limit signs on NANITA Street.

The City of **WORCESTER**

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

RECEIVED
2015 MAY 21 PM 12:35

The undersigned hereby petition the City Council as follows, request...

I Brenda Alexander is requesting a handicap Sign on 5 1/2 Bluff St Worcester.

Signature	Name	Address, Zip Code	Phone Number	Email
Alexander	BRENDA ALEXANDER	5 1/2 BLUFF ST 01610	508-754-4302	

PL5060157

Expires:

12-14-27

Disabled Persons
Parking Identification Placard

ALEXANDER

BRENDA

JOSEPH

Commonwealth of
Massachusetts

Important: Remove before driving vehicle

PL5060157

NON-TRANSFERABLE

12-14-27

WARNING

Wrongful use by any other person carries 60 day loss of license, placard revocation, $500 fine for 1st offense. $50 fine for covering placard number/date.

For use in private passenger vehicle only
Mass.gov/RMV

cc2025jun02011345

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request installation of speed humps in the vicinity of 57 Ingleside Ave.

Councilor Candy Mero-Carlson

The City of **WORCESTER**

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

2025 JUN -3 PM 12:21

The undersigned hereby petition the City Council as follows, request...

I want a Place a Handicap 18 Strathmore Rd
Worc Mass 01610

Signature	Name	Address, Zip Code	Phone Number	Email
Maria Rivera	Maria Rivera	18 Strathmore Rd 01610	774-334-2859	mr01610@yahoo

PL8510366

Expires:

04-23-26

Disabled Persons
Parking Identification Placard

RIVERA

JONATHAN

O

Commonwealth of
Massachusetts

The City of
WORCESTER

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Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

Mr. Duanys is the new owner of NUFFSAID Sports Academy @ # 21 Ellsworth St. At this time, youth sports training takes place between 2PM-10PM. During child drop off/pickup, vehicles are constantly speeding west on Ellsworth towards Quinsigamond Ave. Speeding vehicles have come in close proximity of the children. As a result of this, Mr. Duanys is requesting the City of Worcester to install a temporary speed bump across Ellsworth St. A space will be needed on both sides near the curbing to allow drainage. The owner feels this temporary speedbump will reduce a potential pedestrian accident. Worcester Police Officer Sean Lovely met with both businesses that are across from each other. If this petition is granted, the officer can have both parties meet on a specified date/time for installation.

Signature	Name	Address, Zip Code	Phone Number	Email
Gustavo Duanys	Gustavo Duanys	# 21 Ellsworth St.	(774) 242-2070	nssa1@yahoo.com
		Worc. MA 01610		

cc2025jun05091226

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request installation of a four-way stop sign where June St. intersects with Hadwen Rd. and Brownell St.

Councilor Kathleen M. Toomey

cc2025jun05091416

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request the existing resident permit parking on Mount Carmel Way be extended to include parking for residents living on both East Central St. and Mount Carmel Way.

Councilor Candy Mero-Carlson

Brenda Hagen

30 Shaffner St.

Worcester, MA 01605

603-647-1811

June 2, 2025

2025 JUN -5 PM 1:54

Attn: Worcester City Clerk Department

Room 206, City Hall 455 Main Street

Worcester, MA 01608-1889

Re: Request to Install Speed Bumps on Shaffner Street

Good Day,

On behalf of a number of residents on Shaffner Street I have enclosed a petition requesting the installation of Speed Bumps to slow speeders using Shaffner Street. The petition includes signatures of eleven residents on Shaffner concerned about speeding vehicles and motorcycles endangering children and adults on our street. Shaffner Street is also a cut-through street used by drivers, obviously in a hurry to get somewhere. We ask you please consider our request.

Thank you,

Brenda Hagen

The City of **WORCESTER**

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request…

Install Speed Bumps on Schaffner St. many vehicles use this street as a cut through and are

Speeding down this road. We have many familes and small children on this street.

Victor Imparato 30 Shaffner St. 617.949.1325 vimparato007@gmail.com
KOJO ASENSO 25 SHAFFNER ST, APT 1
Juan Arambolo 32 Shaffner st apt 1
Ana Rodriguez 32 shaffner st apt 1 worcester MA 01605
Ron Yasso 23 Shaffner St Worcester, MA 01605
Adrienne Lozon 25 Shaffner St 781-775-9109 smadrienne77@gmail
MARK Sekula 26 Shaffner ST 5088402279 MS116@HotMail.com

Signature	Name	Address, Zip Code	Phone Number	Email
	Brenda Hager	30 Schaffner 01605	603-647-1811	Bltager0711@gmail.com
	Michelle Cormier DeOrbe	28 Shaffner St 01605	9783800837	cormiermichelle@gmail
	Vladimir DeOrbe	28 Shaffner St 01605	774 249 2509	vladi_7040@hotmail
	Deb Martin	21 Shaffner St	978-344-4214	debmartin58@gmail.com

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
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Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request...

Hello - I am the property manager for the 120 Front Street/M&T Bank building (aka Church Street).There are no handicap parking spaces in front of this building. This building has several federal and a state offices with customers looking for handicap parking. I am requesting handicap spaces be included. Thank you.

Signature	Name	Address, Zip Code	Phone Number	Email
eSigned via GovOS.com Cathy Hamacher Key: 2b3ab596c9be463df9da573fa5350d51	Cathy Hamacher	100 Front Street 01608	508-890-8885	cathyh@eastportrealestat

cc2025jun06110153

TO THE CITY COUNCIL OF THE CITY OF WORCESTER:

The undersigned person(s) most respectfully petitions your Honorable Board:

Request the intersection of Electric St. and Davenport St. be reviewed to improve traffic-calming measures and prevent further property damage due to speeding.

Mayor Joseph M. Petty

Questions contact Central Design: Michael Maciag
michael.maciag@nationalgrid.com

Petition of the Massachusetts Electric Company d/b/a NATIONAL GRID
Of NORTH ANDOVER, MASSACHUSETTS
For Electric Conduit Location:

To the City Council of Worcester, Massachusetts

Respectfully represents the Massachusetts Electric Company d/b/a NATIONAL GRID of North Andover, Massachusetts, that it desires to construct a line of underground electric conduits, including the necessary sustaining and protecting fixtures, under and across the public way or ways hereinafter named.

Wherefore it prays that after due notice and hearing as provided by law, it be granted permission to excavate the public highways and to run and maintain underground electric conduits, together with such sustaining and protecting fixtures as it may find necessary for the transmission of electricity, said underground conduits to be located substantially in accordance with the plan filed herewith marked – Institute Road - Worcester, Massachusetts.

The following are the streets and highways referred to:

WR# 31081093

Institute Road - National Grid to install underground facilities beginning at a point approximately 80 feet West of the centerline of the intersection of Institute Road/Park Ave and continuing approximately 60 feet in a South West direction. Installation of manhole maintenance and underground conduits. Worcester, MA.

Location approximately as shown on plan attached.

Massachusetts Electric Company d/b/a
NATIONAL GRID Zylmar Garcia
BY _____
Engineering Department

The City *of* Worcester

Department of Public Works & Parks
John Westerling, Commissioner
20 East Worcester Street, Worcester, MA 01604
P| 508-799-1430 **F|** 508-799-1448
311@worcesterma.gov

March 24, 2025

Mr. Zylmar Garicia
Distribution Design Supervisor
National Grid
939 Southbridge Street
Worcester, MA 01610

RE: Grant Plan – 127 Institute Road

Dear Mr. Garcia:

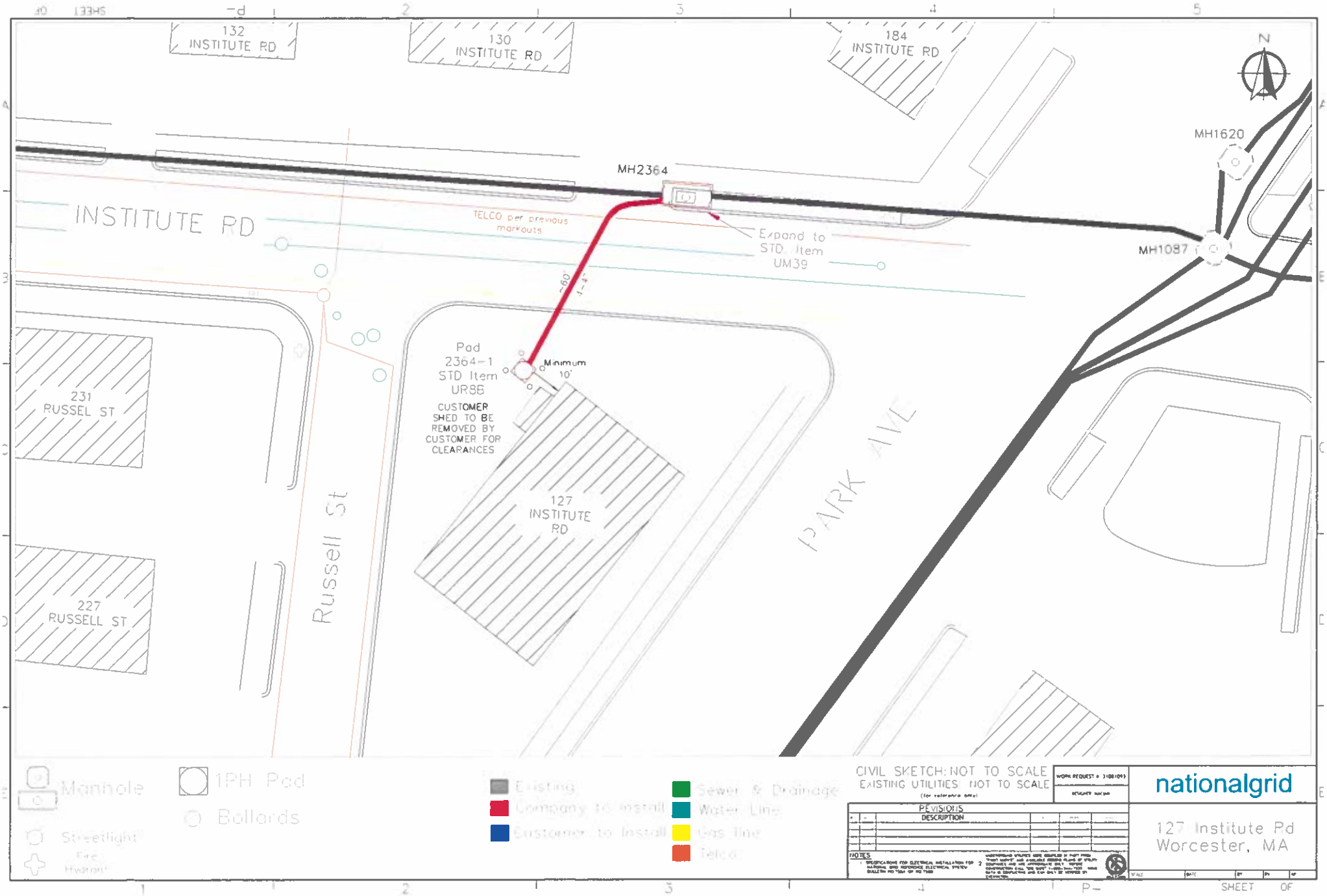
The City of Worcester, Department of Public Works and Parks (DPW&P) has reviewed the enclosed plans for 127 Institute Road. Plans are labeled127 Institute Road – Worcester MA. These plans were received through our grant plan permit application for the proposed conduit and structure within Institute Road and the Department of Public Works and Parks (DPW&P) gives its approval as to location only, for those portions of the conduit within the public way. These plans can now be submitted to the City Council for approval.

If you have any questions or need additional information in this matter, please contact Kyle Gallicchio at the permit office (508-799-1450).

Sincerely,

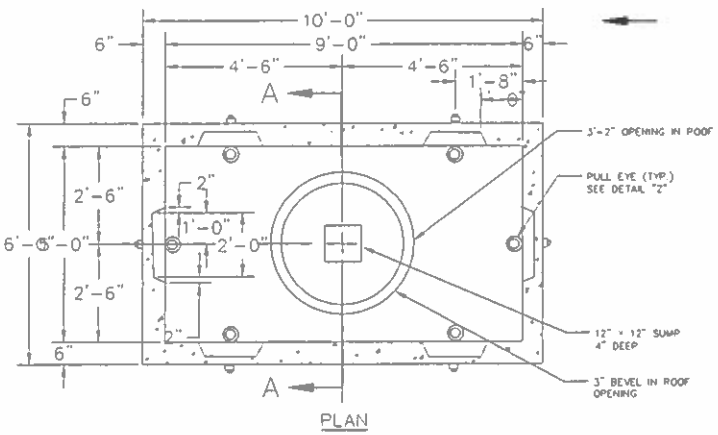
Denali Trimble
Assistant Director of Engineering

JM/MT
Enclosure
C: Kyle Gallicchio

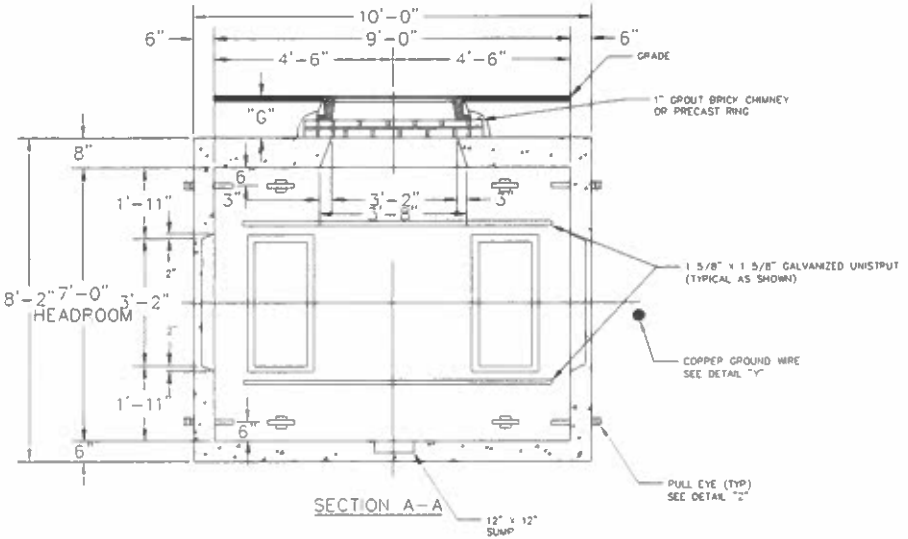

132 INSTITUTE RD
130 INSTITUTE RD
184 INSTITUTE RD
N
MH1620
MH2364
INSTITUTE RD
TELCO per previous markouts
Expand to STD. Item UM39
MH1087
~60'
Pad 2364-1 STD Item UR86
Minimum 10'
CUSTOMER SHED TO BE REMOVED BY CUSTOMER FOR CLEARANCES
231 RUSSEL ST
227 RUSSELL ST
Russell St
127 INSTITUTE RD
PARK AVE
Manhole
1PH Pad
Bollards
Streetlight
Fire Hydrant
Existing
Company to Install
Customer to Install
Sewer & Drainage
Water Line
Gas line
Telco
CIVIL SKETCH: NOT TO SCALE
EXISTING UTILITIES NOT TO SCALE
nationalgrid
127 Institute Rd
Worcester, MA
REVISIONS
DESCRIPTION
NOTES
SHEET OF

MANHOLE, DISTRIBUTION, MEDIUM, RECTANGULAR

MANHOLE, PRECAST CONCRETE, 5' x 9' x 7' ID, 4-WAY, MEDIUM SIZE SEE MS-3494 FOR COMPLETE SPECIFICATION
NOTE: THIS IS A PROFILED ITEM IT'S IS NOT STOCKED AND MATERIAL REQUEST MUST BE COMPLETED WHEN NEEDED



PLAN



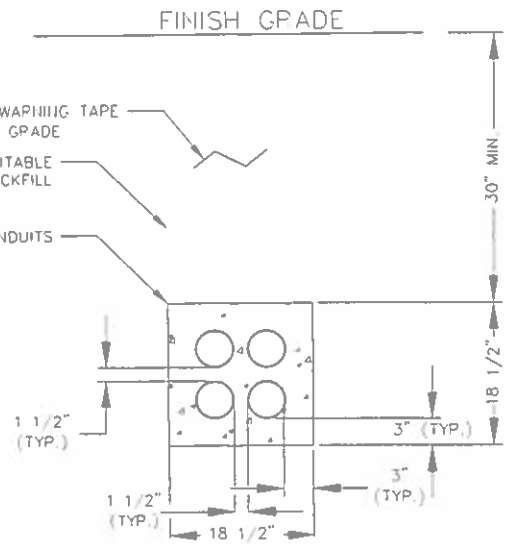
SECTION A-A

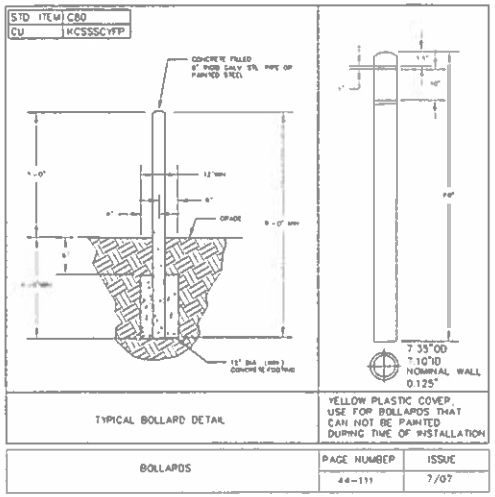
MATERIAL DESCRIPTION		
UNDERGROUND CONSTRUCTION STANDARD	PAGE NUMBER	ISSUE
	50-UM39	7/15

STD ITEM	SAP ITEM ID	PS ITEM ID
UM39	1001169	N/A

NOTES:

1. SPECIFICATIONS FOR ELECTRICAL INSTALLATION FOR NATIONAL GRID REFERENCE ELECTRICAL SYSTEM BULLETIN NO.759A OR NO.759B. & NO.757. for Network Services





TYPICAL BOLLARD DETAIL	YELLOW PLASTIC COVER. USE FOR BOLLARDS THAT CAN NOT BE PAINTED DURING TIME OF INSTALLATION

BOLLARDS	PAGE NUMBER	ISSUE
	44-111	7/07

CIVIL DETAILS: NOT TO SCALE

nationalgrid

REVISIONS				
DESCRIPTION				

NOTES:
1. SPECIFICATIONS FOR ELECTRICAL INSTALLATION FOR NATIONAL GRID REFERENCE ELECTRICAL SYSTEM BULLETIN NO 759A OR NO 759B

SHEET OF

Eric D. Batista
CITY MANAGER

CITY OF WORCESTER
ADMINISTRATION & FINANCE

Timothy J. McGourthy
CHIEF FINANCIAL OFFICER

Samuel E. Konieczny
CITY ASSESSOR

CERTIFIED ABUTTERS LIST

A list of 'parties in interest' shall be attached to the application form and shall include the names and addresses. All such names and addresses shall be obtained from the most recent applicable tax list maintained by the City's Assessing Department. The Assessing Department certifies the list of names and addresses.

Total Count: 9

Parcel Address: 127 INSTITUTE RD.
WORCESTER, MA 01602

Assessor's Map-Block-Lot(s): 11-003-00001

Owner: ALYA PROPERTIES LLC

Mailing Address: 482 SOUTHBRIDGE ST., SUITE 306
AUBURN, MA 01501

Petitioner (if other than owner): MICHAEL MACIAG
939 SOUTHBRIDGE ST
WORCESTER, MA 01610
508-595-6032

☐ Planning ☐ Zoning ☐ Licensing ☑ Other: **NationalGrid**
☐ Conservation ☐ Historical ☐ Cannabis

RICHARDSON,JEFFREY	*20-017-00023*	*0130 INSTITUTE RD*	*WORCESTER, MA 01602*
RUSDEN TANWORTH DEVELOPMENT LLC	*11-006-00014*	*0133 INSTITUTE RD*	*WORCESTER, MA 01602*
ALYA PROPERTIES LLC	*11-003-00001*	*482 SOUTHBRIDGE ST SUITE 306*	*AUBURN, MA 01501*
ALYA PROPERTIES LLC	*11-003-00001*	*482 SOUTHBRIDGE ST SUITE 306*	*AUBURN, MA 01501*
CENTRAL WORCESTER REALTY LLC	*11-006-00015*	*0087 ELM ST 3RD FLR*	*HOPKINTON, MA 01748*
CENTRAL WORCESTER REALTY LLC	*11-006-00015*	*0087 ELM ST 3RD FLR*	*HOPKINTON, MA 01748*
SHILETONG LLC	*20-017-00001*	*0128 INSTITUTE RD*	*WORCESTER, MA 01602*
GEBESHIAN,SONIA B	*20-017-00002*	*0184 PARK AVE*	*WORCESTER, MA 01609-1658*
DAKA ENTERPRISES INC	*11-006-00016*	*6 CAMELOT DRIVE*	*PAXTON, MA 01612*

This is to certify that the above is a list of abutters to the parcel(s) as cited above.
Certified by:

Samuel E. Konieczny ECC
Signature

Date: **APR. 17, 2025**

Questions contact Central Design: Adam Dion adam.dion@nationalgrid.com

Petition of the Massachusetts Electric Company d/b/a NATIONAL GRID
Of NORTH ANDOVER, MASSACHUSETTS
For Electric Conduit Location:

To the City Council of Worcester, Massachusetts

Respectfully represents the Massachusetts Electric Company d/b/a NATIONAL GRID of North Andover, Massachusetts, that it desires to construct a line of underground electric conduits, including the necessary sustaining and protecting fixtures, under and across the public way or ways hereinafter named.

Wherefore it prays that after due notice and hearing as provided by law, it be granted permission to excavate the public highways and to run and maintain underground electric conduits, together with such sustaining and protecting fixtures as it may find necessary for the transmission of electricity, said underground conduits to be located substantially in accordance with the plan filed herewith marked – Laurel Street - Worcester, Massachusetts.

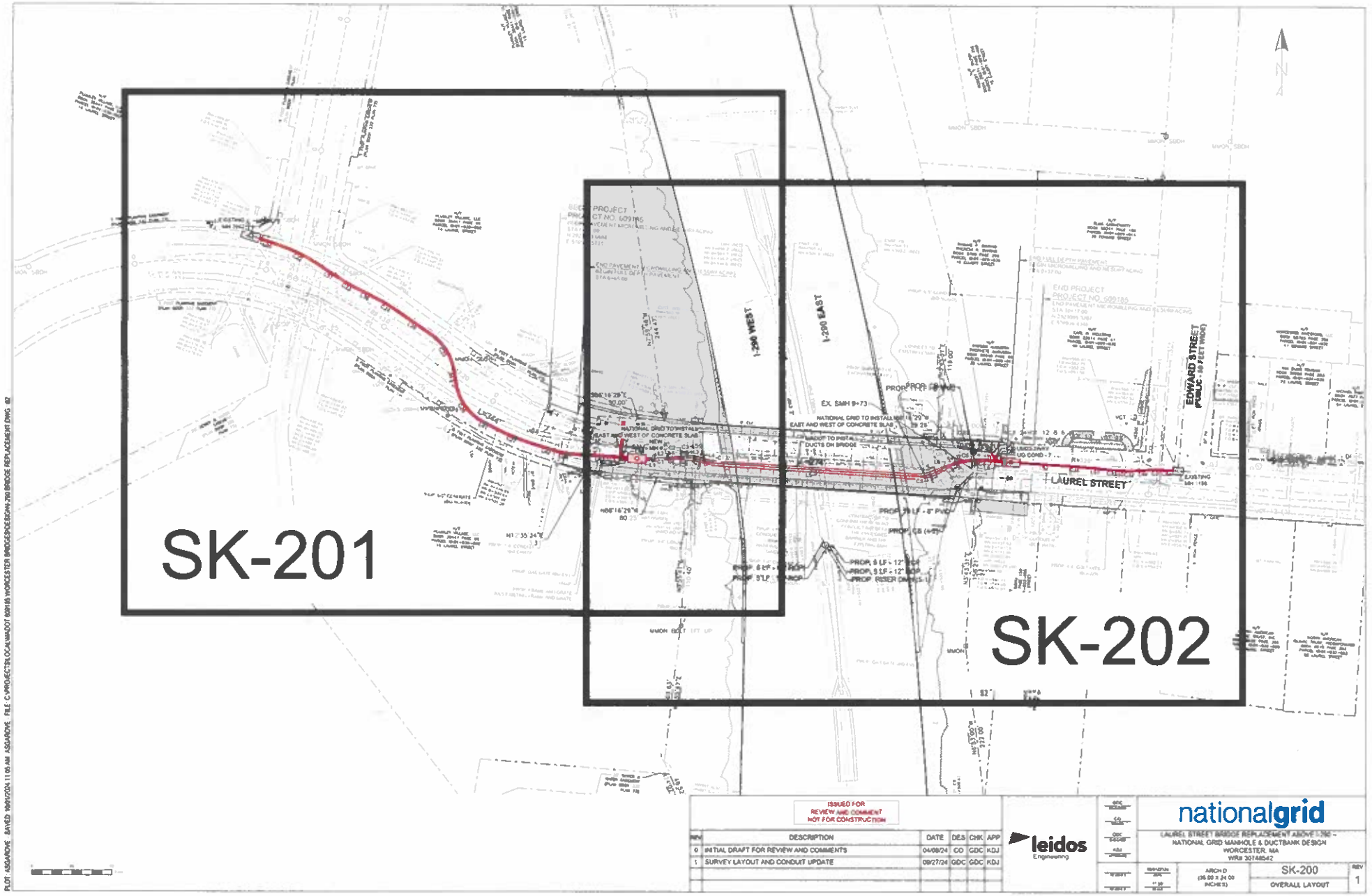
The following are the streets and highways referred to:

WR# 30748542

Laurel Street - National Grid to install underground facilities beginning at a point approximately 10 feet West of the centerline of the intersection of Laurel Street and Everett Gaylord Blvd and continuing approximately 700 feet in a East direction. Install two 2-way manholes. Install 6-5" ducts from MH 3962 to new MH 5615, Install 6-5" from MH 5615 to stub out, continuing with 6-5" to MH 5616 over the bridge. Install 4-4" ducts from new MH 5616 to MH 1156. Install 2-3" ducts from MH 5616 to streetlight. Worcester, MA.

Location approximately as shown on plan attached.

Massachusetts Electric Company d/b/a
NATIONAL GRID Zylmar Garcia
BY _____
Engineering Department



ISSUED FOR REVIEW AND COMMENT
NOT FOR CONSTRUCTION

NO.	DESCRIPTION	DATE	DES	CHK	APP
0	INITIAL DRAFT FOR REVIEW AND COMMENTS	04/08/24	CO	GDC	KDJ
1	SURVEY LAYOUT AND CONDUIT UPDATE	09/27/24	GDC	GDC	KDJ

leidos Engineering

nationalgrid

LAUREL STREET BRIDGE REPLACEMENT ABOVE I-290 –
NATIONAL GRID MANHOLE & DUCTBANK DESIGN
WORCESTER, MA
WR# 30748542

ARCH D (36.00 X 24.00 INCHES)

SK-200
OVERALL LAYOUT

REV 1

PLOT: ASGARDVE SAVED: 10/07/2024 11:05 AM ASGARDVE FILE: C:\PROJECTS\LOCAL\MADOT 609185 WORCESTER BRIDGE\DESIGN\700 BRIDGE REPLACEMENT.DWG

The City of WORCESTER

Department of Public Works & Parks
Jay J. Fink, P.E., Commissioner
20 East Worcester Street, Worcester, MA 01604
P | 508-929-1300 F | 508-799-1448
dpw@worcesterma.gov

July 29, 2024

Mr. Zylmar Garicia
Distribution Design Supervisor
National Grid
939 Southbridge Street
Worcester, MA 01610

RE: Grant Plan – 40 Laurel Street

Dear Mr. Garcia:

The City of Worcester, Department of Public Works and Parks (DPW&P) has reviewed the enclosed plans for the project for the address 40 Laurel Street – Worcester MA. Plans labeled Laurel Street Bridge Replacement Above I-290 Project – Worcester MA. These plans were received through our grant plan permit application for the proposed conduit and structures within Laurel Street, and the Department of Public Works and Parks (DPW&P) gives its approval as to location only, for those portions of the conduit and structures within the public way. These plans can now be submitted to the City Council for approval.

If you have any questions or need additional information in this matter, please contact Kyle Gallicchio at the permit office (508-799-1450).

Sincerely,

Denali Trimble
Assistant Director of Engineering

JM/MT
Enclosure
C: Kyle Gallicchio

Eric D. Batista
CITY MANAGER

CITY OF WORCESTER
ADMINISTRATION & FINANCE

Timothy J. McGourthy
CHIEF FINANCIAL OFFICER

Samuel E. Konieczny
CITY ASSESSOR

CERTIFIED ABUTTERS LIST

A list of 'parties in interest' shall be attached to the application form and shall include the names and addresses. All such names and addresses shall be obtained from the most recent applicable tax list maintained by the City's Assessing Department. The Assessing Department certifies the list of names and addresses.

Total Count: 226

Parcel Address (MBL):
Owner Name
Street Address
City, State, ZIP

16 LAUREL ST (01-030-00002)
PLUMLEY VILLAGE, LLC
C/O MARVIN F. POER & COMPANY
ATLANTA, GA 30355

38 LAUREL ST (01-029-00015)
AUGUSTIN, WADSON & PROPHETE
38 LAUREL ST
WORCESTER, MA 01605

40 LAUREL ST (01-029-00035)
RELLSTAB, CARL W.
40 LAUREL ST
WORCESTER, MA 01605

52 LAUREL ST (01-031-00039)
TRUONG, TAN DUNG
52 LAUREL ST
WORCESTER, MA 01605

54 LAUREL ST (01-031-00038)
PASTYRNAK, MICHAEL
P.O. BOX 346
BOYLSTON, MA 01505

41 LAUREL ST (01-033-00005)
SIDHU, PARAMJIT
10 COLD SPRING DR
UXBRIDGE, MA 01569

43 LAUREL ST (01-033-00045)
MATOS, JONATHAN, TRUSTEE
JAM FAMILY TRUST
43 LAUREL ST
WORCESTER, MA 01605

45 LAUREL ST (01-032-00053)
MATOS, JONATHAN
177 SHAWMUT AVE
NEW BEDFORD, MA 02740

47 LAUREL ST (01-032-0053A)
177 SHAWMUT AVE
NEW BEDFORD, MA 02740

53 LAUREL ST (01-032-00029)
NORTH AMERICAN ISLAMIC TRUST
C/O ISLAMIC SOCIETY OF GREATER WORCESTER
57 LAUREL ST
WORCESTER, MA 01605

55 LAUREL ST (01-032-00052)
NORTH AMERICAN ISLAMIC TRUST
C/O ISLAMIC SOCIETY OF GREATER WORCESTER
57 LAUREL ST
WORCESTER, MA 01605

Petitioner (if other than owner): ADAM DION,
100 PENNSYLVANIA AVE.
FRAMINGHAM, MASSACHUSETTS
703-676-0671

☐ Planning ☐ Zoning ☐ Licensing ☑ Other: MassDOT & NationalGrid
☐ Conservation ☐ Historical ☐ Cannabis

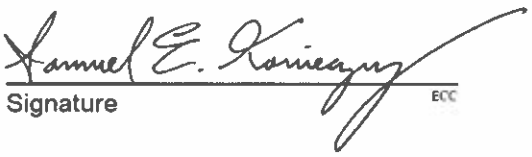
FAIOLA,MARCO + DANIELE	01-025-00004	0088 BELMONT ST	WORCESTER, MA 01605
UMASS MEMORIAL REALTY INC	01-019-00033	0281 LINCOLN ST	WORCESTER, MA 01605
UMASS MEMORIAL REALTY INC	01-019-00033	0281 LINCOLN ST	WORCESTER, MA 01605
HUNTER,JULIANNE S	01-019-00101	18 SOUTH ST	PAXTON, MA 01612
MEDICAL CENTER OF CENTRAL MASS INC	01-019-00102	281 LINCOLN ST,GROSVENOR BLDNG-G109 UNIT 102	WORCESTER, MA 01605
UMASS MEMORIAL MEDICAL CENTER INC	01-019-00103	281 LINCOLN ST UNIT 103	WORCESTER, MA 01605
UMASS MEMORIAL MEDICAL CENTER INC	01-019-00104	0281 LINCOLN ST	WORCESTER, MA 01605
MEDICAL CENTER OF CENTRAL MASS INC	01-019-00201	328 SHREWSBURY ST	WORCESTER, MA 01604
MEDICAL CENTER OF CENTRAL MASS INC	01-019-00301	328 SHREWSBURY ST	WORCESTER, MA 01604
VITREO-RETINAL REALTY LLC	01-019-00302	0067 BELMONT ST #302	WORCESTER, MA 01605
VITREO-RETINAL REALTY LLC	01-019-00303	0067 BELMONT ST	WORCESTER, MA 01605
FRENCH,ROBERT P + JOSEPHINE V+	01-029-33+34	10 GRACE AVENUE	SHREWSBURY, MA 01545
NGUYEN,HAC N + TRAC	01-029-00007	0030 GLEN ST	WORCESTER, MA 01605
TDG UNION STREET LLC	02-004-00004	800 KELLY WAY, SUITE 200	HOLYOKE, MA 01040
KING,BRANDON	01-031-00031	0037 EDWARD ST	WORCESTER, MA 01605
BURNIAS,MANUEL C TRUSTEE	01-031-00016	0011 FLYNT AVE	MONSON, MA 01057
SHWACHMAN,MATTHEW W TRUSTEE	02-004-00002	PO BOX 646	WORCESTER, MA 01613-0646
AMELLAL,ABDESSAMAD	16-012-00005	0077 EASTERN AVE	WORCESTER, MA 01605
TRUONG,TOM TRUSTEE	01-025-00015	0140 WOODLAND RD	SOUTHBOROUGH, MA 01772
ROMAN,YASMIN GONZALEZ	01-031-00018	0010 RESERVIOR ST	WORCESTER, MA 01605
BARCENES,ABEL A ZEPEDA	01-031-00017	0012 RESERVOIR ST	WORCESTER, MA 01605
MEMORIAL MANAGED PROPERTIES	01-019-00020	328 SHREWSBURY ST	WORCESTER, MA 01604
JOURNEY COMMUNITY CHURCH	01-022-00001	25 BELMONT STREET	WORCESTER, MA 01605
CHRISTIAN GOSPEL CHURCH	01-021-00004	0043 BELMONT ST	WORCESTER, MA 01605
UMASS MEMORIAL REALTY INC	01-019-00041	0365 PLANTATION ST	WORCESTER, MA 01605
MASSOP,ANTONY TRUSTEE	01-021-00014	0058 BARRETT AVE	WORCESTER, MA 01605
ONEKA,SOLOMON OKWIRI +	01-031-00011	0014 RESERVOIR ST	WORCESTER, MA 01605
T-MOBILE	01-030-04B-1	0285 BILLERICA RD	CHELMSFORD, MA 01824
BMF III LLC	01-032-00012	305 DUDLEY ST	BOSTON, MA 02119
SHWACHMAN,PHILIP O,TRUSTEE	02-007-00001	PO 646	WORCESTER, MA 01613
SEALE,MAXIMUS F	01-033-00002	0867 GRAFTON ST	WORCESTER, MA 01604
MCPHS UNIVERSITY	01-022-00031	0179 LONGWOOD AVE	BOSTON, MA 02115
FAIOLA,MARCO	01-025-00051	88 BELMONT STREET	WORCESTER, MA 01605
MIRANDA,INES	01-025-0002A	0003 PALMER ST	WORCESTER, MA 01605
LAWRENCE,STACIE A	01-025-00007	0017 LIBERTY ST	WORCESTER, MA 01605
MYERS,TRANG NGO	01-025-10+38	0004 PALMER ST	WORCESTER, MA 01605
RAINBOW CHILD DEVELOPMENT CENTER IN	01-025-13+14	10 EDWARD STREET	WORCESTER, MA 01605

S + R PROPERTY LLC	01-025-09-01	0164 WEST SELDEN ST	BOSTON, MA 02126
DASILVA,DAISY	01-025-09-02	0009 LIBERTY ST #2	WORCESTER, MA 01609
SMITH,KEENAN + DAISY DASILVA	01-025-09-03	0009 LIBERTY ST	WORCESTER, MA 01605
CITY OF WORCESTER POLICE DEPT	02-001-00001	009 SUMMER ST	WORCESTER, MA 01608
104 BELMONT ST LLC	01-025-00012	0104 BELMONT ST	WORCESTER, MA 01605
VENERINI SISTERS INC	01-028-00012	23 EDWARD ST	WORCESTER, MA 01605
BLUE,JOSEPH L + CELIA J	01-025-00044	0019 LIBERTY ST	WORCESTER, MA 01605-2958
NGUYEN,DUC	01-025-00043	0003 NEWPORT ST	WORCESTER, MA 01605
KAUL,SAGAR	01-025-00019	0049 PHOEBE STREET	METHUEN, MA 01844
WORCESTER HOUSING AUTHORITY	01-025-0051A	40 BELMONT ST	WORCESTER, MA 01605
AGUILA,SHIRAN	01-025-00017	0038 CUTLER ST	WORCESTER, MA 01604
ALVARADO,LUCIANO GOMEZ	01-025-00016	0033 GLEN ST	WORCESTER, MA 01605
MOSS,BRIAN M TRUSTEE	01-028-00201	0031 ELIZABETH ST	WORCESTER, MA 01605
ZHAO,MOLLY	01-028-00202	0031 ELIZABETH ST	WORCESTER, MA 01605
AGBANYO,MARY M(LIFE ESTATE)	01-028-00203	10055 BRADDOCK RD	FAIRFAX, VA 22032
FSB HOLDINGS LLC	01-028-00204	0344 HOLDEN ST	HOLDEN, MA 01520
GILLESKI,CHRISTOPHER	01-028-00205	0031 ELIZABETH ST	WORCESTER, MA 01605
COUTURE,JUSTIN A	01-028-00206	0031 ELIZABETH ST	WORCESTER, MA 01605
31 ELIZABETH STREET 105 LLC	01-028-00207	0619 EAST ST	WALPOLE, MA 02081
ZHDANOVA,INNA	01-028-00301	0031 ELIZABETH ST	WORCESTER, MA 01605
MYNAHAN,NEAL	01-028-00302	0031 ELIZABETH ST	WORCESTER, MA 01605
KARIMI,EVA	01-028-00303	0031 ELIZABETH ST	WORCESTER, MA 01605
MEIRELES, HANES	01-028-00304	767 MAIN ST	CLINTON, MA 01510
SAYGAN,YAKUP SELIM + BENSU	01-028-00305	0031 ELIZABETH ST	WORCESTER, MA 01605
TAKEDA,MICHAEL D	01-028-00401	0098 EASTERN AVE	WORCESTER, MA 01605
NEW BEGINNING RENOVATIONS LLC	01-028-00402	0482 SOUTHBRIDGE ST	AUBURN, MA 01501
BLOUNT,CINDY REE	01-028-00403	0098 EASTERN AVE	WORCESTER, MA 01605
BRITOU,MARIE F	01-028-00404	0098 EASTERN AVE	WORCESTER, MA 01605
HERNANDEZ,JUANITA ALVARADO +	01-028-00G-1	0031 ELIZABETH ST	WORCESTER, MA 01605
MONTERO,WILMER	01-028-00G-2	0031 ELIZABETH ST	WORCESTER, MA 01605
MORAN,BAILEY S	01-028-00G-3	0031 ELIZABETH ST	WORCESTER, MA 01604
HANKO,STEPHANIE	01-028-00G-4	0031 ELIZABETH ST	WORCESTER, MA 01605
LAVIGNE,MARK	01-028-00G-5	31 ELIZABETH ST UNIT G-5	WORCESTER,, MA 01605
ALFARO,LINO +	01-028-00G-6	0031 ELIZABETH ST	WORCESTER, MA 01606
ERKER,NATALIA CARVAJAL	01-028-00G-7	0031 ELIZABETH ST	WORCESTER, MA 01605
BENALI,TINA HAYAT + MIRU,KYMBERLY D	01-028-00101	0501 OXBOW RD	ORANGE, MA 01364
YAZDI,NUSHIN + KARDAR,MEHRAN	01-028-00102	0509 PLEASANT ST	BELMONT, MA 02478
CROSS,ALICIA SARA	01-028-00103	0031 ELIZABETH ST	WORCESTER, MA 01605
SIMONTI,ALICIA L	01-028-00104	0031 ELIZABETH ST	WORCESTER, MA 01605
31 ELIZABETH STREET 105 LLC	01-028-00105	0619 EAST ST	WALPOLE, MA 02375
SINGHAL,VIJAY K	01-028-00106	0020 HAMPSHIRE RD	WAYLAND, MA 01778
LOUINORD,JUNIOR J	01-028-00107	0007 PACKARD RD	MILFORD, MA 01757
JEREMIAH'S INN INC	01-029-00001	1059 MAIN ST	WORCESTER, MA 01603
DUNN,JAMES L	02-001-13+14	0047 SUMMER ST	WORCESTER, MA 01608
SAURIOL,SUSAN M + ROBERT S +	01-028-00005	0015 RESERVOIR ST	WORCESTER, MA 01605
1430 COMMONWEALTH LLC	02-001-00020	0051 UNION ST	WORCESTER, MA 01608
MIDWAY GENERAL MOTORS LLC	02-001-0021B	0025 RIPLEY RD	COHASSET, MA 02025
GILFOY,ROBERT T	01-029-00005	0015 ELLIOTT ST	ORCESTER, MA 01605
PEPPLE,DAGOGI ERIC	01-029-00004	0017 ELLIOTT ST	WORCESTER, MA 01605
NATIONAL GRID	02-001-00015	0040 SYLVAN RD	WALTHAM,, MA 02451
TDG UNION STREET LLC	02-001-00016	800 KELLY WAY, SUITE 200	HOLYOKE, MA 01040
ESCOBAR,FRANCISCO	01-031-00010	0016 RESERVOIR ST	WORCESTER, MA 01605
WHEELER,HERLENE C + WILLIE D +	01-031-00009	0020 RESERVOIR ST	WORCESTER, MA 01605
TRAN,THERESA	01-029-00003	0034 EDWARD ST	WORCESTER, MA 01605
TRAN,THANH +	01-031-00030	0033 EDWARD ST	WORCESTER, MA 01605
TDG UNION STREET LLC	02-004-00006	800 KELLY WAY, SUITE 200	HOLYOKE, MA 01040
COLORIO,JOHN J	01-029-00036	0005 HALL ST	WORCESTER, MA 01602
CARMENATTY,ELIAS +	01-029-00014	0036 EDWARD ST	WORCESTER, MA 01605
MARCUS,SCOTT R + KATHRYN A TRUSTEES	01-031-00012	0040 CHESTNUT ST	MARBLEHEAD, MA 01945
ESPINAL,REYNAELIZ	01-031-00036	0054 ELLIOT ST	WORCESTER, MA 01605
BROWN,WILLARD Z	01-031-0008B	455 MAIN ST	WORCESTER, MA 01608
BOOTHE,COLONEL + STEPHANIE TRUSTEES	01-031-0008A	0026 GREENBUSH RD	WORCESTER, MA 01605
ZHAN,HAN	16-012-00001	0062 ELLIOTT ST	WORCESTER, MA 01605
GOMEZ,ZAIDA + ANGEL	01-031-0031A	0039 EDWARD ST	WORCESTER, MA 01605
RELLSTAB,CARL W	01-029-00035	0040 LAUREL ST	WORCESTER, MA 01605-3031
A L PRIME ENERGY CONSULTANT INC	02-004-00001	0018 LARK AVE	SAUGUS, MA 01906
AUGUSTIN,WADSON + PROPHETE	01-029-00015	0038 LAUREL ST	WORCESTER, MA 01605
ALMEIDA,SUELEN P	16-012-00003	0079 EASTERN AVE	WORCESTER, MA 01605
ENCARNACION,KEYLA	01-031-00032	41 EDWARD ST	WORCESTER, MA 01605
PASTYRNAK,MICHAEL J	01-031-00026	P O BOX 346	BOYLSTON, MA 01505
TWIN SCORPION VENTURES LLC	01-031-00033	0044 OLIVE ST	CLINTON, MA 01510
NORTH AMERICAN ISLAMIC TRUST I	01-032-00052	57 LAUREL ST	WORCESTER, MA 01605
NORTH AMERICAN ISLAMIC TRUST INC	01-032-00055	57 LAUREL ST	WORCESTER, MA 01605
RUSSIAN ORTHODOX CHURCH OF THE	01-032-00015	PO BOX 2209	WORCESTER, MA 01613
THARION,IVONE D	01-033-00047	0020 SHELBY ST	WORCESTER, MA 01605
LYNDE,KELLIE A +	01-031-00020	0062 LAUREL ST	WORCESTER, MA 01605

IZAGUIRRE,NATALIO E GARCIA	01-031-00015	0064 LAUREL ST	WORCESTER, MA 01605
TRUONG,TAN DUNG	01-031-00039	0039 CREST CIRCLE	WORCESTER, MA 01603
PASTYRNAK,MICHAEL	01-031-00038	P O BOX 346	BOYLSTON, MA 01505
MATOS,JONATHAN TRUSTEE	01-033-00045	0043 LAUREL ST	WORCESTER, MA 01605
JIMENEZ,ADALGISA O	16-012-00009	0067 EASTERN AVE	WORCESTER, MA 01605
MATOS,JONATHAN	01-032-00053	0177 SHAWMUT AVE	NEW BEDFORD, MA 02740
NORTH AMERICAN ISLAMIC TRUST I	01-032-00029	57 LAUREL ST	WORCESTER, MA 01605
VENTURIM,LEANDRO M +	01-032-00011	0355 SALEM ST	WOBURN, MA 01801
DECILLIS,NICHOLAS + ANTHONY J	01-032-00007	0047 SHELBY ST	WORCESTER, MA 01605
GALLATI,STEVEN T	01-033-03+43	0028 FIRST ST	BRISTOL, RI 02809
PEREZ,DIEGO A	01-032-00021	0004 SHELBY PL	WORCESTER, MA 01605
JP SEVEN LLC	01-033-00001	039A HARTFORD TURNPIKE	SHREWSBURY, MA 01545
DALEY,MARY T + KEVIN	16-012-00011	0065 EASTERN AVE	WORCESTER, MA 01605-3047
PATEL,KANUBHAI A TRUSTEE	02-005-00011	0249 PROSPECT ST	AUBURN, MA 01501
WU-LIANG,CONNIE IOK	01-032-00047	0023 SHELBY ST	WORCESTER, MA 01605
SILVA,SAUL J	01-032-00046	0158 HOWE ST	MARLBOROUGH, MA 01752
SHWACHMAN,MATTHEW W TRUSTEE	02-005-00004	0100 MLK JR BLVD	WORCESTER, MA 01613-0646
POTENTI,DONNA J	01-032-00023	0002 SHELBY PL	WORCESTER, MA 01605
MARTINEZ,STEPHANIE MARIE	01-032-00022	0033 SHELBY ST	WORCESTER, MA 01605
BETANCOURT,EBERT + DELMA	01-032-00020	0035 SHELBY ST	WORCESTER, MA 01605-3064
CRUZ,TONY THIAGO +	01-032-00028	0599 CONCORD ST	HOLLISTON, MA 01746
JOHNSON,KURT D	01-032-08+9A	9 TUPELO RD	WORCESTER, MA 01606
DUKE,SEAN	01-032-39-01	0039 SHELBY ST	WORCESTER, MA 01605
PENNINGTON,JOHNATHAN	01-032-39-02	0039 SHELBY ST	WORCESTER, MA 01605
GREEN,AARON	01-032-39-03	0039 SHELBY ST	WORCESTER, MA 01605
COLEMAN,FRANK JR	01-032-39-04	0039 SHELBY ST	WORCESTER, MA 01605
MCDUNNAH,MICHELLE	01-032-39-05	0039 SHELBY ST	WORCESTER, MA 01605
MCMILLAN,KEVIN + SCHOLLARD,JANE	01-032-39-06	0039 SHELBY ST	WORCESTER, MA 01605
BIANCHI,AISLYN A	01-032-39-07	0039 SHELBY ST	WORCESTER, MA 01605
SALLIS,BENJAMIN FIDELIUS	01-032-39-08	0039 SHELBY ST	WORCESTER, MA 01605
BOLIVAR, MARK W + JANET E	16-012-00013	0063 EASTERN AVE	WORCESTER, MA 01605-3047
AGAMI,ROEE + LIRAN	01-032-00024	1257 WORCESTER RD	FRAMINGHAM, MA 01701
YU,WENXIN + CHEN,JILL	01-031-00029	0018 RIGA RD	DOVER, MA 02030-2439
CANIZALEZ,MARTHA C + OSCAR A	01-031-00022	0038 ELLIOTT ST	WORCESTER, MA 01605-2953
GONZALES,ANDY	01-031-00021	0010 ELLIOTT ST	WORCESTER, MA 01605
BOSTON + MAINE RAILROAD	02-004-00009	1700 IRON HORSE PARK	NORTH BILLERICA, MA 01862
REYES,ANGEL M FIGUEROA	01-031-34+35	0044 ELLIOTT ST	WORCESTER, MA 01605
AMOAKOHENE,NGOY CLEMENCE	01-032-00035	0069 PROSPET ST	WORCESTER, MA 01610
ACKERMAN,ROBERT V JR	01-032-30+31	0033 MONUMENT DR	OXFORD, MA 01540
GANOZA,ABRAHAM A +	01-032-00027	0030 SHELBY ST	WORCESTER, MA 01605
BERARD,MARY B	01-032-00026	0032 SHELBY ST	WORCESTER, MA 01605-3066
HOMERT LLC	01-032-00025	49 CRYSTAL ST	WORCESTER, MA 01603
LEONOR,PABLO A	01-032-00019	0155 BELMONT ST	WORCESTER, MA 01605
SILVA,SAUL J	01-032-00032	91 MULBERRY ST	WORCESTER, MA 01605
MARTIN,ENA +	01-032-00018	0038 SHELBY ST	WORCESTER, MA 01605
GOLDEN GATES PROPERTIES LLC	01-032-52-01	66 CURRIER RD	PELHAM, NH 03076
GOLDEN GATES PROPERTIES LLC	01-032-52-02	66 CURRIER RD	PELHAM, NH 03076
GOLDEN GATES PROPERTIES LLC	01-032-52-03	66 CURRIER RD	PELHAM, NH 03076
SILVA,SAUL J	01-033-00040	0158 HOWE ST	MARLBOROUGH, MA 01752
QUINN,HAROLD J III + GINA L	01-032-00044	71 PROSPECT ST	WORCESTER, MA 01605
KANI-ASANTE,KWAKU +	01-033-0001A	053A PROSPECT ST	WORCESTER, MA 01605
RUGGIERI,JOHN R + MARY A TRUSTEE	01-032-00033	0034 DARTMOUTH ST	WORCESTER, MA 01604
DEBONIS,FRANK J + JOSEPHINE C	01-032-00041	0061 PROSPECT ST	WORCESTER, MA 01605
RAPTIS,CONSTANTINE	01-032-00006	0050 EASTERN AVE	WORCESTER, MA 01605-3049
RIVERA,JUAN I	01-032-00040	0037 BENEFIT ST	WORCESTER, MA 01610
OUYANG,JENNY ZHI	01-032-00039	0065 PROSPECT ST	WORCESTER, MA 01605
SHELTERED HARBOR,LLC	01-034-00044	PO BOX 749	BOYLSTON, MA 01505
85 PROSPECT ST LLC	01-032-00036	0867 BOYLSTON ST	BOSTON, MA 02116
PAULINO,RODEMIR ROSARIO	01-032-00037	0083 PROSPECT ST	WORCESTER, MA 01605
SAENSOMBAT,CHANTHASONE	01-035-00001	0084 MULBERRY ST	WORCESTER, MA 01605
VITA,NICOLE	01-035-00015	80 HORIZON ISLAND RD	LUNENBURG, MA 01462
O'CALLAGHAN,TONI A	01-035-0053A	0001 NORMAL ST	WORCESTER, MA 01605
AGREDA,HENRY	01-035-0001A	0082 MULBERRY ST	WORCESTER, MA 01605
CITY OF WORCESTER SCHOOL DEPT	01-035-00053	00455 MAIN ST	WORCESTER, MA 01608
CENTRAL THOMAS LLC	02-007-007-9	P O BOX 646	WORCESTER, MA 01613-0646
CEKANI,OLTIN + ADHAMI,VIOLA	01-035-00016	12322 WYCLIFF PL	TAMPA, FL 33626
VHS ACQUISITION SUBSIDIARY	02-020-0000B	14400 METCALF AVE	OVERLAND PARK, KS 66223
RHEMA GOSPEL CHURCH INTERNATIONAL	01-035-00013	0072 MULBERRY ST	WORCESTER, MA 01605
PIERRE,WIDZ	01-035-00002	0080 MULBERRY ST	WORCESTER, MA 01605
FRIMPONG,KWADWO + VALENTINA	01-035-00003	0074 MULBERRY ST	WORCESTER, MA 01605
UNITED STATES POSTAL SERVICE	01-036-00005	4 EAST CENTRAL ST	WORCESTER, MA 01613-9731
TDG UNION STREET LLC	02-005-00010	800 KELLY WAY, SUITE 200	HOLYOKE, MA 01040
RODRIGUEZ,JOSE A	01-032-00045	0067 PROSPECT ST	WORCESTER, MA 01605
VISION SUMMER LLC	01-034-00045	C/O BRE HOTELS-TAX	CHICAGO, IL 60690
SHI,MICHAEL	01-025-00006	0007 LYFORD ST	WORCESTER, MA 01605
PINEYRO,JOSEFA	01-029-00002	0032 EDWARD ST	WORCESTER, MA 01605

RIVERA,FELIX + ISABEL	01-025-00020	0006 NEWPORT ST	WORCESTER, MA 01605
FAIOLA,MARCO+DANIELE	01-025-31+32	0088 BELMONT ST	WORCESTER, MA 01605
WADE,AARON T	01-025-00042	0015 LIBERTY ST	WORCESTER, MA 01605
SEMRIN,MOHAMMAD	01-032-00048	18 KINGSBURY STREET	WORCESTER, MA 01610
CITY OF WORCESTER CITY MANAGER	01-032-0010A	455 MAIN STREET	WORCESTER, MA 01608
CITY OF WORCESTER	01-032-00009	455 MAIN ST, CITY MGR	WORCESTER, MA 01608
SANTOS,ALECXANDRO JR	01-031-00028	0379 WORCESTER RD	CHARLTON, MA 01507
SEMRIN,MOHAMMAD	01-031-00024	0018 KINGSBURY ST	WORCESTER, MA 01610
KATSIAOUNIS,GEORGIOS	01-031-00023	0035 ELLIOT ST	WORCESTER, MA 01605
ABDULKAREEM,SAIF + GHLAIM,KHALID	01-031-00027	0030 ELLIOTT ST	WORCESTER, MA 01605
LOPEZ-TIFA,YOKAIRA A	01-031-00025	0032 ELLIOT ST	WORCESTER, MA 01605
LOCONTO,PATRICK J +	01-032-00017	0040 SHELBY ST	WORCESTER, MA 01605
83 PROSPECT PLACE LLC	01-032-0037A	0075 PROSPECT ST	WORCESTER, MA 01605
JOSEPH,DARLYNE	01-031-006-1	0082 EASTERN AVE	WORCESTER, MA 01605
53 WILLIAM STREET LLC	01-031-006-3	0028 AUDUBIN WAY	STURBRIDGE, MA 01566
SOARES,VANDERLI DELFINO	01-031-00014	0066 LAUREL ST	WORCESTER, MA 01605
ORTIZ,LUIS E	01-031-006-2	0080 EASTERN AVE	WORCESTER, MA 01605
83 PROSPECT PLACE LLC	01-032-00038	0075 PROSPECT ST	WORCESTER, MA 01605
CITY OF WORC OSPB	02-007-0000A	0455 MAIN ST, OFF ST PARKING BN	WORCESTER, MA 01608
SHWACHMAN,MATTHEW W TRUSTEE	02-005-07-09	PO BOX 646	WORCESTER, MA 01613-0646
CARMO,LUCIANO DE AZEVEDO DO +	01-025-00057	0022 EDWARD ST	WORCESTER, MA 01605
TWUMASI,MAVIS + ASARE,EUNICE	01-025-0031B	031B GLEN ST	WORCESTER, MA 01605
OFOSUHENE,MAVIS	01-025-0031A	31A GLEN ST	WORCESTER, MA 01605
DEOLIVEIRA,JOSE F +	01-033-00039	0093 MULBERRY SST	WORCESTER, MA 01605
WORCESTER HOUSING AUTHORITY	01-030-0004B	0630 PLANTATION ST	WORCESTER, MA 01605
1430 COMMONWEALTH LLC	02-001-00019	0051 UNION ST	WORCESTER, MA 01608
SIDHU,PARAMJIT	01-033-00005	0010 COLD SPRING DR	UXBRIDGE, MA 01569
MOJICA,JULIO	01-033-00004	17 JERSEY DR	WORCESTER, MA 01606
1430 COMMONWEALTH LLC	02-001-00022	0051 UNION ST	WORCESTER, MA 01608
BURKE,MICHAEL P + AMELIA S	01-025-00009	0007 NEWPORT ST	WORCESTER, MA 01605-2926
ARCOL HOMES LLC	01-025-00018	0499 ELECTRIC AVE	FITCHBURG, MA 01420
37 SHELBY STREET LLC	01-032-00016	0164 CORDAVILLE RD	SOUTHBOROUGH, MA 01772
PLUMLEY VILLAGE,LLC	01-030-00002	PO BOX 52427	ATLANTA, GA 30355
MCPHS UNIVERSITY	01-022-00002	0179 LONGWOOD AVE	BOSTON, MA 02115
MAGEZA,PRINCE J + GERTRUDE TRUSTEE	16-012-0005A	97 EAST MOUNTAIN AVE	REVERE, MA 02151
MATOS,JONATHAN	01-032-0053A	LOT 2A LAUREL ST	WORCESTER, MA 01605
BOSTON & MAINE CORPORATION	RR-ROW-000ST	1700 IRON HORSE PARK	NORTH BILLERICA, MA 01862-1641

This is to certify that the above is a list of abutters to the parcel(s) as cited above.
Certified by:



Signature

Date: **MAY. 22, 2025**

Questions contact Central Design: Michael Maciag michael.maciag@nationalgrid.com

Petition of the Massachusetts Electric Company d/b/a NATIONAL GRID
Of NORTH ANDOVER, MASSACHUSETTS
For Electric Conduit Location:

To the City Council of Worcester, Massachusetts

Respectfully represents the Massachusetts Electric Company d/b/a NATIONAL GRID of North Andover, Massachusetts, that it desires to construct a line of underground electric conduits, including the necessary sustaining and protecting fixtures, under and across the public way or ways hereinafter named.

Wherefore it prays that after due notice and hearing as provided by law, it be granted permission to excavate the public highways and to run and maintain underground electric conduits, together with such sustaining and protecting fixtures as it may find necessary for the transmission of electricity, said underground conduits to be located substantially in accordance with the plan filed herewith marked – Madison Street - Worcester, Massachusetts.

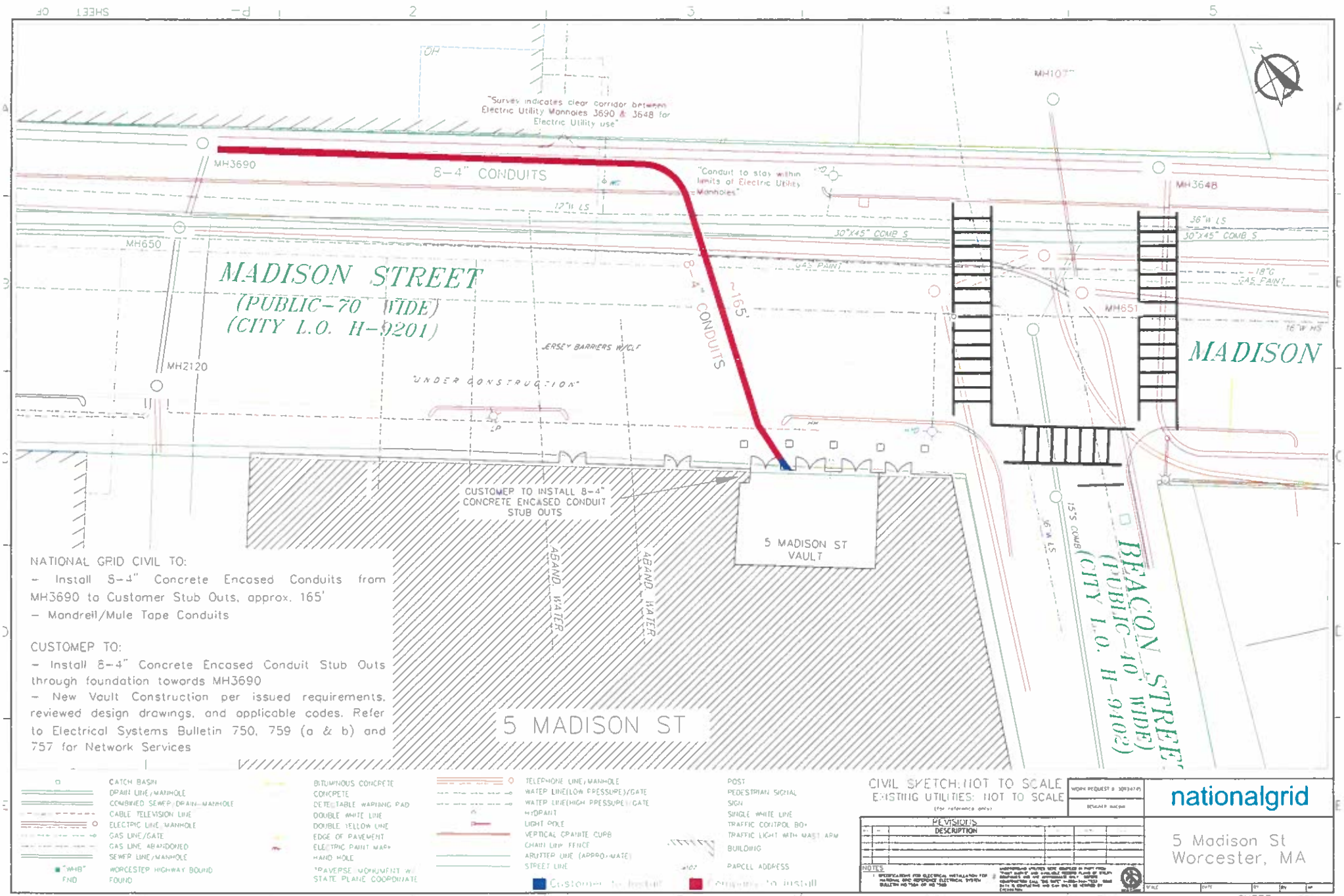
The following are the streets and highways referred to:

WR# 30934745

Madison Street - National Grid to install underground facilities beginning at a point approximately 190 feet West of the centerline of the intersection of Beacon Street and Madison Street and continuing approximately 165 feet in an East direction. Installation of underground conduits. Worcester, MA.

Location approximately as shown on plan attached.

Massachusetts Electric Company d/b/a
NATIONAL GRID Zylmar Garcia
BY _____
Engineering Department



NATIONAL GRID CIVIL TO:

- Install 8-4" Concrete Encased Conduits from MH3690 to Customer Stub Outs, approx. 165'
- Mandrell/Mule Tape Conduits

CUSTOMEP TO:

- Install 8-4" Concrete Encased Conduit Stub Outs through foundation towards MH3690
- New Vault Construction per issued requirements, reviewed design drawings, and applicable codes. Refer to Electrical Systems Bulletin 750, 759 (a & b) and 757 for Network Services

CATCH BASIN
DRAIN LINE/MANHOLE
COMBINED SEWER/DRAIN-MANHOLE
CABLE TELEVISION LINE
ELECTRIC LINE/MANHOLE
GAS LINE/GATE
GAS LINE ABANDONED
SEWER LINE/MANHOLE
"WHB" WORCESTER HIGHWAY BOUND
FND FOUND

BITUMINOUS CONCRETE
CONCRETE
DETECTABLE WARNING PAD
DOUBLE WHITE LINE
DOUBLE YELLOW LINE
EDGE OF PAVEMENT
ELECTRIC PAINT MARK
HAND HOLE
TRAVERSE MONUMENT W/ STATE PLANE COORDINATE

TELEPHONE LINE/MANHOLE
WATER LINE(LOW PRESSURE)/GATE
WATER LINE(HIGH PRESSURE)/GATE
HYDRANT
LIGHT POLE
VERTICAL GRANITE CURB
CHAIN LINK FENCE
ARUTTER LINE (APPROXIMATE)
STREET LINE

POST
PEDESTRIAN SIGNAL
SIGN
SINGLE WHITE LINE
TRAFFIC CONTROL BOX
TRAFFIC LIGHT WITH MAST ARM
BUILDING
PARCEL ADDRESS

Customer to Install
Company to Install

CIVIL SKETCH: NOT TO SCALE
EXISTING UTILITIES: NOT TO SCALE
(for reference only)

WORK REQUEST # 30813479
DESIGNER macpas

nationalgrid

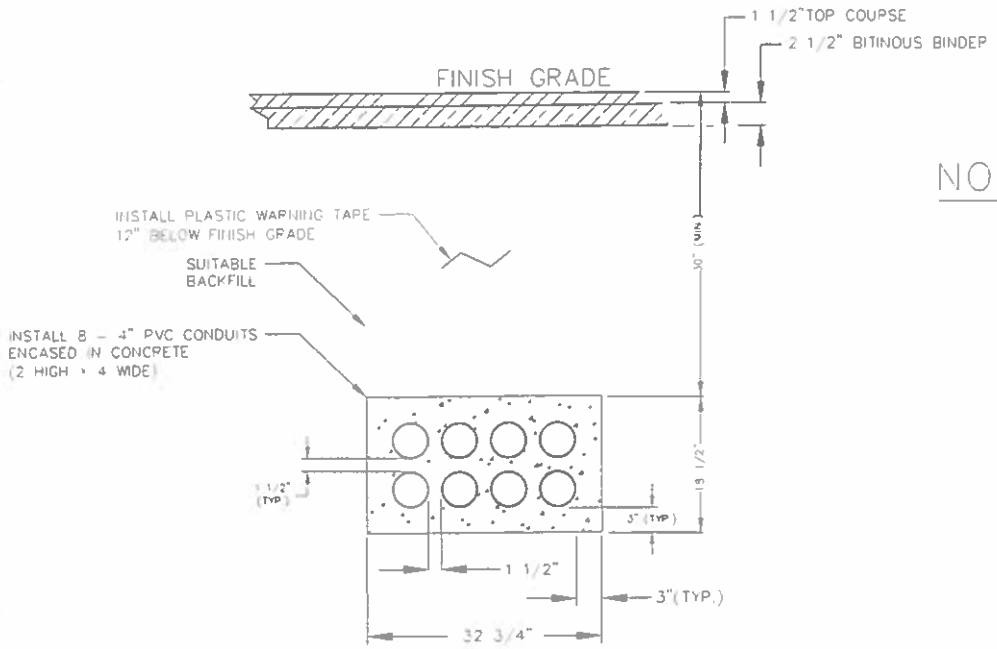
REVISIONS
DESCRIPTION

NOTES:

5 Madison St
Worcester, MA

SCALE DATE BY BY

SHEET OF



NOTES:

1. SPECIFICATIONS FOR ELECTRICAL INSTALLATION FOR NATIONAL GRID REFERENCE ELECTRICAL SYSTEM BULLETIN NO.759A OR NO.759B. & NO.757. FOR NETWORK SERVICES
2. REFERENCE SITE PLANS AND SUBMITTED LAND SURVEY FOR DETAILS

CIVIL DETAILS. NOT TO SCALE

nationalgrid

REVISIONS
DESCRIPTION

NOTES:
SPECIFICATIONS FOR ELECTRICAL INSTALLATION FOR NATIONAL GRID REFERENCE ELECTRICAL SYSTEM BULLETIN NO.759A OR NO.759B

SHEET OF

The City *of* Worcester

Department of Public Works & Parks
John Westerling, Commissioner
20 East Worcester Street, Worcester, MA 01604
P| 508-799-1430 **F|** 508-799-1448
311@worcesterma.gov

April 10, 2025

Mr. Zylmar Garicia
Distribution Design Supervisor
National Grid
939 Southbridge Street
Worcester, MA 01610

RE: Grant Plan – 5 Madison Street

Dear Mr. Garcia:

The City of Worcester, Department of Public Works and Parks (DPW&P) has reviewed the enclosed plans for 5 Madison Street. Plans are labeled 5 Madison Street – Worcester MA. These plans were received through our grant plan permit application for the proposed conduit within Madison Street and the Department of Public Works and Parks (DPW&P) gives its approval as to location only, for those portions of the conduit within the public way. These plans can now be submitted to the City Council for approval.

If you have any questions or need additional information in this matter, please contact Kyle Gallicchio at the permit office (508-799-1450).

Sincerely,

Denali Trimble
Assistant Director of Engineering

JM/MT
Enclosure
C: Kyle Gallicchio

Edward M. Augustus, Jr.
CITY MANAGER

CITY OF WORCESTER

ADMINISTRATION & FINANCE

Timothy J. McGourthy
CHIEF FINANCIAL OFFICER

Samuel E. Konieczny
CITY ASSESSOR

Certified Abutters List

A list of 'parties in interest' shall be attached to the application form and shall include the names and addresses. All such names and addresses shall be obtained from the most recent applicable tax list maintained by the City's Assessing Department. The Assessing Department certifies the list of names and addresses.

Total Count: 8

Parcel Address: 5 MADISON ST
Assessor's Map-Block-Lot(s): 03-009-00002

Owner: SMC RESIDENCES ON MADISON

Owner Mailing: 100 GALEN ST STE 301
WATERTOWN, MA 02472

Petitioner (if other than owner): MICHAEL MACIAG
Petitioner Mailing Address: 939 SOUTHBRIDGE ST
WORCESTER, MA
508-595-6032

Planning: ____ Zoning: ____ Liquor License: ____ ConComm: ____

Historical: ____ Cannabis: ____ Other: 60' NAT GRID

HADLEY APARTMENTS LLC	03-009-00001	0657 MAIN STREET	WORCESTER, MA 01610
HADLEY APARTMENTS LLC	03-009-00001	0657 MAIN STREET	WORCESTER, MA 01610
ARTS + BUSINESS COUNCIL GREATER	03-009-00012	0015 CHANNEL ST #103	BOSTON, MA 02210
SMC RESIDENCES ON MADISON LIMITED	03-009-00002	0100 GALEN ST STE 301	WATERTWON, MA 02472
CREATIVE HUB WORCESTER LLC	03-009-00020	653 MAIN ST	WORCESTER, MA 01610
CITY OF WORCESTER CITY MANAGER	03-009-00014	0455 MAIN ST	WORCESTER, MA 01608-2201
COMM OF MASS	03-007-00003	25 MADISON ST	WORCESTER, MA 01609
CITY OF WORC TAX TITLE CUSTODIAN	03-009-00015	0455 MAIN ST #203	WORCESTER, MA 01608

OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

Your Contact Information:

First Name: David Last Name: Webb

Address: 458 Park Avenue

City: Worcester State: MA Zip Code: 01610

Phone Number: 7743149322 Ext.

Email: d@vidwebb.com

Organization or Media Affiliation (if any): David [redacted] Webb

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

☒ Individual ☐ Organization ☐ Media

Public Body that is the subject of this complaint:

☒ City/Town ☐ County ☐ Regional/District ☐ State

Name of Public Body (including city/ town, county or region, if applicable): Worcester City Council

Specific person(s), if any, you allege committed the violation: Joe Petty, Eric Batista, Niko Vangjeli

Date of alleged violation: 5/13/25

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The city council meeting was changed from in person and remote to remote only with less than 24 hours notice

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

Not be cowards afraid of accountability

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

Publication to Website. As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.

II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to openmeeting@state.ma.us.

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: David Webb **Date:** 5/12/25

For Use By Public Body	*For Use By AGO*
Date Received by Public Body:	*Date Received by AGO:*

OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

Your Contact Information:

First Name: David Last Name: Webb

Address: 458 Park Avenue

City: Worcester State: MA Zip Code: 01610

Phone Number: 7743149322 Ext.

Email: d@vidwebb.com

Organization or Media Affiliation (if any): David [redacted] Webb

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

☒ Individual ☐ Organization ☐ Media

Public Body that is the subject of this complaint:

☒ City/Town ☐ County ☐ Regional/District ☐ State

Name of Public Body (including city/ town, county or region, if applicable): Worcester City Council

Specific person(s), if any, you allege committed the violation: Niko Vangjeli

Date of alleged violation: 5/13/25

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

1. The meeting started more then 45 minutes after it was scheduled to
2. Clerk Niko Vangjeli muted me during my public comment, claiming that it was a technical issue

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

Schedule and hold meetings with integrity, do not disconnect meetings blaming technical issues when it was not a technical issue

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

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By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: David Webb **Date:** 5/13/25

For Use By Public Body	*For Use By AGO*
Date Received by Public Body:	*Date Received by AGO:*

OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

Your Contact Information:

First Name: David Last Name: Webb

Address: 458 Park Avenue

City: Worcester State: MA Zip Code: 01610

Phone Number: Ext.

Email: d@vidwebb.com

Organization or Media Affiliation (if any): David [redacted] Webb

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

☒ Individual ☐ Organization ☐ Media

Public Body that is the subject of this complaint:

☒ City/Town ☐ County ☐ Regional/District ☐ State

Name of Public Body (including city/ town, county or region, if applicable): CITY OF WORCESTER Public Safety Committee Meeting

Specific person(s), if any, you allege committed the violation: Kathryn Toomey, Alexandra Kalkounis, AJ Pottle

Date of alleged violation: 5/14/25

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

Unsure where to begin...
1. Change of venue due to alleged "safety concerns" despite the attendance of the chief of police and other high ranking officers
2. Change of when public comment is
3. Change of time allocated for public comments
4. Limitation on public speakers
5. Lying about it being a continuation of a past meeting when it was in fact a new meeting with new items
6. Prohibiting discussion of relevant items
8. Prohibited additional speakers
7. Removing all speakers from the room during the public comment portion, including people who had their hands raised, and accounts which were being used to share the meeting for public participation purposes, please reach out for evidence from multiple attendees, and you may view the user experience seen here https://youtu.be/LDikjQsktMM
8. The chair Kate Toomey 🖕gave to the people of Worcester for an extended moment during the so-called safety committee

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

Act with integrity, in the interest of public participation and transparency, and do hold the police accountable. Consider matters pertaining to criminal and civil law enforcement, public safety services, first responder services in the City and environmental stability of Worcester's business and residential community as you're supposed to according to https://www.worcesterma.gov/city-council/standing-committees

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.
Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

Publication to Website. As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.

II. Consulting With a Private Attorney.
The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

III. Submit Your Complaint to the Public Body.
The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to openmeeting@state.ma.us.

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: David Webb **Date:** 5/14/25

For Use By Public Body
Date Received by Public Body:

For Use By AGO
Date Received by AGO:

OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

Your Contact Information:

First Name: David Last Name: Webb

Address: 458 Park Avenue

City: Worcester State: MA Zip Code: 01610

Phone Number: 7743149322 Ext.

Email: d@vidwebb.com

Organization or Media Affiliation (if any): David [redacted] Webb

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

☒ Individual ☐ Organization ☐ Media

Public Body that is the subject of this complaint:

☒ City/Town ☐ County ☐ Regional/District ☐ State

Name of Public Body (including city/ town, county or region, if applicable): Worcester Safety Committee

Specific person(s), if any, you allege committed the violation: Katie Toomie, Clare Robbins

Date of alleged violation: 5/12/25

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

On Monday evening, prior to a Worcester Public Safety Committee that Wednesday, the venue of the meeting was changed. This information was published online by Clerk Clare Robbins at 5:20:36PM on 5/12/25, and was not posted on any physical City hall message board, or the doors of the chamber where the meeting is typically held. Earlier this year the city of Worcester changed their website to keep agendas and meeting times in different locations, and the location on the city website where meeting times are posted was not updated until less than 48 hours in advance of this months meeting. Chair Kate Toomey was aware of this, and denied it in the first few minutes of the meeting, stating that because the agenda included the correct information it was ok, even though the information was not posted publicly as required by law.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

For the chair of the Worcester public safety committee, and all Worcester clerks, to act with integrity, in the interest of public transparency, and comply with the open meeting law.

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

Publication to Website. As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.

II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to openmeeting@state.ma.us.

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: David Webb **Date:** 5/19/25

For Use By Public Body	*For Use By AGO*
Date Received by Public Body:	*Date Received by AGO:*

Eric D. Batista
CITY MANAGER

COMMUNICATIONS OF THE CITY MANAGER

City Council Agenda For
Tuesday, June 10, 2025

10.1 APPOINTMENTS
Non-City Council Confirmation

10.2 APPOINTMENTS
City Council Confirmation

10.3 DEPARTMENT OF HUMAN RESOURCES
William Bagley, Jr., Esq., Chief Human Resources Officer

A. Recommend adoption of an order to grant an exemption to two site coordinators who are also active employees with the City of Worcester Public Schools, serving as a Culture and Climate Paraeducator and as a Cafeteria Manager.
Recommend Adoption

B. Recommend adoption of proposed salary ordinance amendments that will bring the ordinance in compliance with the changes enacted in the Fiscal Year 2026 Budget.
Recommend Adoption

C. Recommend adoption of proposed amendments to the Salary Ordinance to bring the ordinance into compliance with the FY26 Budget recommendation.
Recommend Adoption

10.4 EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT
Peter Dunn, Chief Development Officer

A. City of Worcester Fiscal Year 2026/Program Year 51 Funding Recommendations for U.S. Housing and Urban Development (HUD) Entitlement Programs – Community Development Block Grant (CDBG), Emergency Solutions Grant (ESG), HOME Investment Partnership Program (HOME), and Housing Opportunities for Persons with AIDS (HOPWA)
Refer to Public Health and Human Services Committee

B. Recommend adoption of the FY2026 – FY2030 Housing Production Plan.
Votes Required

C. Recommend authorization to accept deed restrictions for a perpetual term on residential properties located at 38 Aetna Street, 210 Perry Ave, 521 Sunderland Road, 523 Sunderland Road and 13 Hawley Street.
Votes Required

D. Recommend Approval of an Order Regarding the Jurisdiction and Disposition of Real Property at 6 Gladstone Street.
Votes Required

E. Recommend Approval of an Order Regarding the Jurisdiction and Disposition of Real Property at 2R Holcombe Street.
Votes Required

F. Recommend Discontinuance of a Portion of the Former Foster Street Layout at Washington Square.
Refer to Planning Board

G. Transmitting Informational Communication Relative to Business & Community Development Division Update.
Refer to Economic Development Committee

10.5 EXECUTIVE OFFICE OF DIVERSITY, EQUITY & INCLUSION
Kevin Lovaincy, Chief Equity Officer

10.6 EXECUTIVE OFFICE OF DIVERSITY, EQUITY & INCLUSION
Division of Human Rights and Accessibility
Patricia M. LaFore, Director

10.7 DEPARTMENT OF PUBLIC WORKS AND PARKS
Administration Division
John K. Westerling, Commissioner

A. Requesting adoption of an order authorizing the acceptance of a deed located at 120 Washington St.
Request Adoption

B. Requesting adoption of an order authorizing the conveyance of temporary and permanent easements related to 120 Washington St.
Requesting Adoption

10.8 DEPARTMENT OF PUBLIC WORKS AND PARKS
Engineering and Architectural Services Division
John K. Westerling, Commissioner

10.9 DEPARTMENT OF PUBLIC WORKS AND PARKS
Operations Division
John K. Westerling, Commissioner

10.10 DEPARTMENT OF PUBLIC WORKS AND PARKS
Parks Division
John K. Westerling, Commissioner

A. Transmitting informational communication relative to the 2025 Aquatic Update.
Informational Communication

B. Transmitting informational communication relative to the Tree Planting Update 2025.
Informational Communication

C. Transmitting informational communication relative to the Elm Park Playground Renovations.
Informational communication

10.11 DEPARTMENT OF TRANSPORTATION & MOBILITY
Stephen S. Rolle, P.E., Commissioner

A. Transmitting informational communication concerning traffic safety at the intersection of Park Ave and Lovell St.
Informational Communication

B. Recommend adoption of Amendment to the General Revised Ordinances to provide on-street parking on a portion of Grove Street near Morgan Landing Park.
Refer to Traffic and Parking Committeee

C. Requesting adoption of Amendment to the General Revised Ordinances to expand on-street parking options near City Hall and implement changes effective immediately on a trial basis.
Recommend Adoption and Refer to Traffic and Parking Committee

10.12 FIRE DEPARTMENT
Martin Dyer, Fire Chief

10.13 POLICE DEPARTMENT
Paul B. Saucier, Police Chief

10.14 DEPARTMENT OF EMERGENCY COMMUNICATIONS
Charles R. Goodwin, Commissioner

10.15 LAW DEPARTMENT
Alexandra H. Kalkounis, Esq., City Solicitor

10.16 DEPARTMENT OF INSPECTIONAL SERVICES
Administration
David Horne, Interim Commissioner

10.17 DEPARTMENT OF INSPECTIONAL SERVICES
Building and Zoning Division
David Horne, Deputy Building Commissioner

10.18 DEPARTMENT OF INSPECTIONAL SERVICES
Housing and Health Inspections Division
Lee R. Hall, Director

10.19 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Administration
Dr. Matilde "Mattie" Castiel, M.D., Commissioner

10.20 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Elder Affairs
Amy Vogel Waters, Director

10.21 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Veterans Services
Dr. Joe Robinson, Veterans' Services Officer/Director

10.22 DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Youth Services
Raquel Castro-Corazzini, Director

10.23 WORCESTER PUBLIC LIBRARY
Jason L. Homer, Executive Director

10.24 EXECUTIVE OFFICE OF THE CITY MANAGER
Election Commission Division
Nikolin Vangjeli, City Clerk

10.25 PUBLIC SCHOOL DEPARTMENT
Rachel Monárrez, Superintendent

10.26 DEPARTMENT OF ADMINISTRATION AND FINANCE
Administration
Timothy McGourthy, Chief Financial Officer

A. Transmitting informational communication relative to the status of CSX funding.
Informational Communication

B. Transmitting informational communication relative to the Fiscal Year 2025 financial update, as of March 31, 2025.
Informational Communication

C. Transmitting informational communication relative to the Fiscal Year 2025 financial update, as of April 30, 2025.
Informational Communication

10.27 DEPARTMENT OF ADMINISTRATION AND FINANCE
Assessing Division
Samuel E. Konieczny, City Assessor

10.28 DEPARTMENT OF ADMINISTRATION AND FINANCE
Budget Office Division
Erin E. Taylor, Director

10.29 DEPARTMENT OF ADMINISTRATION AND FINANCE
Purchasing Division
Christopher Gagliastro, Director

10.30 DEPARTMENT OF ADMINISTRATION AND FINANCE
Treasury and Collections Division
Francisco Hernandez, Treasurer and Collector of Taxes

10.31 DEPARTMENT OF PUBLIC FACILITIES
James Bedard, Chief of Public Facilities

10.32 DEPARTMENT OF SUSTAINABILITY AND RESILIENCE
John W. Odell, Chief Sustainability Officer

A. Transmitting informational communication relative a Electric Vehicle Charging Stations Crowdsource Map.
InInformational Communication

B. Transmitting informational communication relative to the Green Worcester Plan 2024 Annual Report.
Informational Communication

10.33 DEPARTMENT OF INNOVATION AND TECHNOLOGY
Michael P. Hamel, Chief Information Officer

A. Recommend adoption of an order to authorize the City of Worcester to enter into a contract for the lease of datacenter co-location services for a term of up to ten years to ensure continuity of core infrastructure services.
Recommend Adoption

10.34 FINANCE ITEMS
Capital Transfers

10.35 FINANCE ITEMS
Grants and Donations

A. Recommend adoption of a resolution to apply for, accept, and expend a grant in the amount of Two Hundred Ninety One Thousand Three Hundred Seventy Dollars and No Cents ($291,370.00) from the FY26 Connecting Activities program through the Massachusetts Department of Elementary and Secondary Education (DESE).
Votes Required

B. Recommend adoption of a resolution to file, accept, and expend a grant in the amount of Four Hundred Twenty Three Thousand One Hundred Eighty Five Dollars and No Cents ($423,185.00) from the Workforce Competitiveness Trust Fund program.
Votes Required

C. Recommend adoption of a resolution to file, accept, and expend a grant in the amount of Thirty Seven Thousand One Hundred Eleven Dollars And No Cents ($37,111.00) from the Massachusetts Department of Agricultural Resources under the Food Security Infrastructure program, to purchase and install new kitchen equipment at the Worcester Senior Center.
Votes Required

D. Recommend adoption of a resolution to accept with gratitude a donation in the amount of Forty Thousand Dollars And No Cents ($40,000.00) from the College of the Holy Cross to support Fiscal Year 2026 Recreation Worcester programming.
Votes Required

E. Recommend adoption of a resolution to file, accept and expend a grant in the amount of Four Hundred Twenty Five Thousand Dollars And No Cents ($425,000.00) from the Commonwealth of Massachusetts, Executive Office of Energy and Environmental Affairs, Division of Conservation Services, under the Parkland Acquisitions and Renovations for the Communities Grant Program.
Votes Required

F. Recommend adoption of resolutions to apply for, accept, and expend eighteen (18) grants from the Commonwealth of Massachusetts Executive Office of Labor and Workforce Development (EOLWD) and the MassHire Department of Career Services (MDCS), with a total award amount of Four Million Three Hundred Seventy Thousand Nine Hundred Eleven Dollars and No Cents ($4,370,911.00).
Votes Required

10.36 FINANCE ITEMS
Operational Transfers

A. Recommend City Council's authorization of the use of Revolving Fund Accounts in Fiscal Year 2026, at the limits in each account per M.G.L. Chapter 44 Section 53 1/2.
Votes Required

B. Recommend City Council's approval of Fiscal Year 2025 year-end transfers to make adjustments to City accounts to balance the Fiscal Year 2025 Budget.
Votes Required

C. Recommend that Sixteen Thousand One Hundred Eighty Four Dollars and Sixty One Cents ($16,184.61) be transferred from Fund #FD313, Damage Settlements, and be appropriated to Cost Center #CC1040-610100, Police Ordinary Maintenance, to fund repairs to vehicles damaged in no fault motor vehicle accidents.
Votes Required

D. Recommend that Sixteen Thousand Dollars and No Cents ($16,000.00) be transferred from Fund #FD313, Damage Settlements, and be appropriated to Cost Center #CC1007-610100, Public Facilities Ordinary Maintenance, to fund repairs caused by an accident at the Worcester Senior Center.
Votes Required

E. Recommend authorization to increase Fund FD#311, RRA-Cable Fund, in the amount of Nine Thousand Four Hundred Fifteen Dollars And No Cents ($9,415.00) to provide sufficient funding for the Cable PEG program for Fiscal Year 2026.
Votes Required

F. Recommend that Twenty Four Thousand Six Hundred Ninety Eight Dollars And No Cents ($24,698.00) be transferred Cost Center #CC1038-699399, Police Capital Outlay, and be appropriated to Cost Center #CC1040-610100, Police Ordinary Maintenance, to pay invoices through June 30, 2025.
Votes Required

G. Request that Forty Thousand Three Hundred Seventy Dollars And No Cents ($40,370.00) be transferred from Cost Center #CC1049-600100, Youth Opportunities Salaries, and be appropriated to Cost Center #CC1023-610100, Health and Human Services Ordinary Maintenance, for the payment of Children & Youth CHIP consulting services.
Votes Required

H. Recommend that Seventy Two Thousand Four Hundred Fifty Eight Dollars and Fifty Six Cents ($72,458.56) be transferred from Cost Center #CC1004-610100, Economic Development Ordinary Maintenance, and be appropriated to Cost Center #CC1004-699399, Economic Development Capital Outlay, to fund workstation reconfiguration.
Votes Required

I. Recommend City Council's approval of Fiscal Year 2025 year-end operating transfers to make adjustments to City accounts to balance the Fiscal Year 2025 Budget.
Votes Required

10.37 FINANCE ITEMS
Prior Year

A. Recommend that Four Thousand Four Hundred Seventy Five Dollars and Forty Two Cents ($4,475.42) be authorized from Fiscal Year 2025 from Cost Center #CC1046, Public Health Ordinary Maintenance, for the payment of prior year invoices.
Votes Required

10.38 FINANCE
Loan Orders

10.39 MISCELLANEOUS AGENDA TRANSMITTALS

A. Transmitting informational communication relative to a request for information regarding the funding of Discover Central Massachusetts.
Informational Communication

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.3A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend adoption of an order to grant an exemption to two (2) Site Coordinators who are also employed by the City of Worcester Public Schools, as received from William R. Bagley, Jr., Chief Human Resources Officer, and forwarded for the consideration of your Honorable Body.

Trevor Gray is a current Culture and Climate Paraeducator, and Carisabel Beltran is a current Cafeteria Manager with the Worcester Public Schools. Both have accepted to work as Site Coordinators for the Recreation Worcester Summer Program. The youth participants in this program are provided with opportunities to engage in a number of positive, healthy, fun, and educational activities.

Respectfully submitted,

Eric D. Batista
City Manager

Human Resources Department
William R. Bagley, Jr., Chief Human Resources Officer
455 Main Street, Room 109, Worcester, MA 01608
P| 508-799-1030 **F**| 508-799-1040
HR@worcesterma.gov

To: Eric D. Batista, City Manager
From: William R. Bagley Jr., Chief Human Resources Officer
Date: June 10, 2025
Re: Disclosure Request - Conflict of Interest

Attached please find two section 20B Exemption forms for two (2) individuals who are City of Worcester Public Schools employees, serving as a Culture and Climate Paraeducator, and as a Cafeteria Manager, who have been selected to work as Site Coordinators for the Recreation Worcester Summer Program. They have received the necessary approvals from their direct supervisors as well as the Commissioner of Health and Human Services.

I therefore respectfully recommend that the City Council approve the attached Order allowing this exemption and allowing both employees to contract with the Division of Youth Opportunities Office as Site Coordinators.

Should you require additional information, please feel free to contact me at extension 31134.

Sincerely,

William R. Bagley Jr.
Chief Human Resources Officer

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	TREVOR GRAY
Title/ Position	Culture + Climate Paraeducator
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	Doherty Memorial High School
Agency Address	299 Highland St Worcester, MA 01602
Office phone:	508-799-3270
Office e-mail:	
	Check one: ___ **Elected** **or** ✓ **Non-elected**
Starting date as a municipal employee.	8/24/2023
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee**. ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee**. ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** ✓ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ✓ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	Division of Youth Opportunities - Recreation Worcester 128 Providence St. Worcester, MA 01604 508-799-1328
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee**. The **"contracting agency"** is the **municipal agency that made the contract.** ✓ My Municipal Agency is not the contracting agency. ✓ My Municipal Agency does not regulate the activities of the contracting agency. ✓ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. ✓ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. Site Coordinator Position
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. 27.00/hr
Date when you acquired a financial interest	6/16/25 - 8/11/25
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. ___ The services will be provided outside my normal working hours as a municipal employee. ___ The services are not required as part of my regular duties as a municipal employee. ___ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	[signature]
Date:	5/30/25

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	Matilde Castiel,M.D.
Title/ Position	Commissioner of Health &Human Services
Municipal Agency:	Department of Health and Human Services
Agency Address:	455 Main Street Room 101, Worcester MA 01608
Office Phone:	
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	Matilde Castiel MD
Date:	05/07/2025

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

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

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

Form revised February, 2012

5/5/2025

Doherty Memorial High School

299 Highland Street, Worcester, MA 01602

Doherty Memorial High School

508-799-3270

To whom it may concern,

As of 5/5 of 2025, let it be known that Trevor Gray is approved to work a second municipal job for the City of Worcester per the specifications of their COI disclosure form.

Sincerely,

John Staley
Principal

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

	MUNICIPAL EMPLOYEE INFORMATION
Name of municipal employee:	Carisabel Beltran
Title/ Position	Cafeteria Manager
Fill in this box if it applies to you.	If you are a municipal employee because a municipal agency has contracted with your company or organization, please provide the name and address of the company or organization.
Agency/ Department	WPS - Nutrition Dept
Agency Address	115 Northeast Cutoff, Worcester ma 01606
Office phone:	508 - 890 - 3275
Office e-mail:	Shaheenr@worcesterschools.net
	Check one: ___ **Elected** **or** ✓ **Non-elected**
Starting date as a municipal employee.	09/23/2024
BOX # 1 **Select either STATEMENT #1 or STATEMENT #2.** **Write an X beside your financial interest.**	**ELECTED MUNICIPAL EMPLOYEE** I am an **elected municipal employee.** ___ **STATEMENT #1**: I had one of the following financial interests in a contract made by a municipal agency before I was elected to my municipal employee position. I will continue to have this financial interest in a municipal contract. **OR** ___ **STATEMENT #2**: I will have a new financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** ____ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
BOX # 2 **Select either STATEMENT #1 or STATEMENT #2.**	**NON-ELECTED, COMPENSATED MUNICIPAL EMPLOYEE** I am a **non-elected municipal employee.** ___ **STATEMENT # 1**: I had one of the following financial interests in a contract made by a municipal agency **before** I took a position as a non-elected municipal employee. I will continue to have this financial interest in a municipal contract.

Write an X beside your financial interest.	**My financial interest in a municipal contract is:** ____ A municipal agency has a contract with me, but not an employment contract. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. **-- OR --** __✓__ **STATEMENT # 2**: I will have a **new** financial interest in a contract made by a municipal agency. **My financial interest in a municipal contract is:** __✓__ I have a non-elected, compensated municipal employee position. ____ A municipal agency has a contract with me. ____ I have a financial benefit or obligation because of a contract that a municipal agency has with another person or an entity, such as a company or organization. ____ I work for a company or organization that has a contract with a municipal agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the city or town has contracted for my services in particular.
	FINANCIAL INTEREST IN A MUNICIPAL CONTRACT
Name and address of municipal agency that made the contract	Division of Youth opportunities - Recreation Worcester 128 Providence St. Worcester ma 01604
Please put in an X to confirm these facts.	**"My Municipal Agency"** is the municipal agency that I serve as a **municipal employee.** The **"contracting agency"** is the **municipal agency that made the contract.** __✓__ My Municipal Agency is not the contracting agency. __✓__ My Municipal Agency does not regulate the activities of the contracting agency. __✓__ In my work for my Municipal Agency, I do not participate in or have official responsibility for any of the activities of the contracting agency. __✓__ The contract was made after public notice or through competitive bidding.
FILL IN THIS BOX OR THE BOX BELOW	**ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND YOU.** - Please explain what the contract is for. Site Coordinator position
FILL IN THIS BOX OR THE BOX ABOVE	**ANSWER THE QUESTIONS IN THIS BOX IF THE CONTRACT IS BETWEEN THE CITY OR TOWN AND ANOTHER PERSON OR ENTITY.** - Please identify the person or entity that has the contract with the municipal agency. - What is your relationship to the person or entity? - What is the contract for?

What is your financial interest In the municipal contract?	- Please explain the financial interest and include the dollar amount if you know it. $27/hr
Date when you acquired a financial interest	6/16/25 - 8/11/25
What is the financial interest of your immediate family?	- Please explain the financial interest and include the dollar amount if you know it.
Date when your immediate family acquired a financial interest	
Write an X to confirm each statement.	**FOR A CONTRACT FOR PERSONAL SERVICES –** **Answer the questions in this box ONLY if you will have a contract for personal services with a municipal agency (i.e., you will do work directly for the contracting agency).** I will have a contract with a municipal agency to provide personal services. ___ The services will be provided outside my normal working hours as a municipal employee. ___ The services are not required as part of my regular duties as a municipal employee. ___ For these services, I will be compensated for not more than 500 hours during a calendar year.
Employee signature:	
Date:	06/02/25

Attach additional pages if necessary.

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

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

FOR CONTRACTS FOR PERSONAL SERVICES ONLY:

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

CERTIFICATION BY HEAD OF CONTRACTING AGENCY

	INFORMATION ABOUT HEAD OF CONTRACTING AGENCY
Name:	Matilde Castiel, M.D.
Title/ Position	Commissioner of Health and Human Services
Municipal Agency:	Department of Health and Human Services
Agency Address:	455 Main St Room 101, Worcester MA 01608
Office Phone:	508-799-8486
	CERTIFICATION
	I have received a disclosure under G.L. c. 268A, § 20(b) from a municipal employee who seeks to provide personal services to my municipal agency, identified above. I certify that no employee of my agency is available to perform the services described above as part of his or her regular duties.
Signature:	Matilde Castiel MD
Date:	06/04/2025

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

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

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

Form revised February, 2012

Worcester Public Schools

Goddard School of Science & Technology

Dr. Karrie Allen, *Principal* | Kara Scichilone, *Assistant Principal*

May 6, 2025

To Whom It May Concern,

I am writing to confirm that Carisabel Beltran, currently employed as a kitchen manager at Goddard School of Science and Technology, is applying for a position with Youth Opportunities. I can affirm that there is no conflict of interest between her current responsibilities at our institution and the proposed role at your organization as the time scheduled at Goddard, ends at 2:00pm.

The schedules and responsibilities of both roles have been reviewed and determined to be manageable and non-competing.

Should you require any further information, please do not hesitate to contact me.

Sincerely,

K. Allen, Ed.D.
Principal

14 Richards Street | Worcester, MA 01603 | Phone 508.799.3594 | Fax 508.799.8258
allenk@worcesterschools.net | scichilonek@worcesterschools.net | goddard.worcesterschools.org

City of Worcester

WHEREAS, the following municipal employees have made written disclosures of financial interest in a city contract for Recreation Worcester and have requested an exemption pursuant to M.G.L. c.268A, § 20(b);

BE IT ORDERED, that the City Council does hereby approve the exemption under M.G.L. c.268A, § 20(b) for the following municipal employees:

1. Trevor Gray
2. Carisabel Beltran

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.3B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend adoption of the attached proposed salary ordinance amendments that will bring the ordinance in compliance with the changes enacted in the Fiscal Year 2026 Budget, as received from William R. Bagley, Jr., Chief Human Resources Officer, and forwarded for the consideration of your Honorable Body.

The municipality has undertaken a multi-year initiative to refine pay structures to ensure fair and equitable compensation. In previous years, base salaries were increased for union members and Cabinet members. Building on this progress for FY26, it is recommended that certain Executive Managers and Managers positions receive compensation adjustments based on a position analysis that the municipality conducted to reclassify professional and management roles. As a result, job titles and classifications are being updated to accurately reflect employee responsibilities and contributions.

Respectfully submitted,

Eric D. Batista
City Manager

Human Resources Department
William R. Bagley, Jr., Chief Human Resources Officer
455 Main Street, Room 109, Worcester, MA 01608
P| 508-799-1030 **F**| 508-799-1040
HR@worcesterma.gov

To: Eric D. Batista, City Manager
From: William R. Bagley Jr., Chief Human Resources Officer
Date: June 10, 2025
Re: Amendments of Salary Ordinance – FY26 Budget

Enclosed please find the amendments to the Salary Ordinance that will bring the ordinance in compliance with the changes enacted in the Fiscal Year 2026 Budget.

The City of Worcester has undertaken a multi-year initiative to refine pay structures, ensuring fair and equitable compensation. In previous years, efforts centered on increasing base salaries for union members and Cabinet members. Building on this progress in FY26, Executive Managers and Managers will receive compensation adjustments, and as part of this effort, a position analysis was conducted to distinguish professional and management roles. As a result, job titles were updated to accurately reflect employee responsibilities and contributions.

Additionally, enclosed please find amendments to the Salary Ordinance for Occupational Group F – Inspection and Occupational Group Q – Trade Inspection, for four represented positions to bring the ordinance in compliance with the changes enacted in the Local 495, NAGE, compensation package and enclosed letter of agreement.

Should you require any additional information, please feel free to contact me at extension 31134.

Sincerely,

William R. Bagley Jr.
Chief Human Resources Officer

The City of WORCESTER

Human Resources Department
William R. Bagley Jr., CHRO
City Hall, 455 Main Street, Worcester, MA 01608
P | 508-799-1030 F | 508-799-1040
HR@worcesterma.gov

May 7, 2025

Via Email
Sean Maher, President
NAGE Local 495 S.E.I.U.,AFL-CIO
PO Box 585
Worcester, MA 01613

RE: Letter Agreement-Relative to Senior Environmental Analyst and Environmental Analyst Positions
NAGE, Local 495 and City of Worcester

Dear Mr. Maher:

This correspondence will serve as an agreement between the City of Worcester and NAGE, Local 495 (collectively, "the parties") with respect to Paragraph 1(b) of the parties' memorandum of agreement, effective July 1, 2023 through June 30, 2026. It has come to the intentions of the parties that the Senior Environmental Analyst did not receive the two grade regrade as referenced therein.

Pursuant to this letter of agreement, the City agrees to regrade the Senior Environmental Analyst from 33HC (U) to 35 HC (U) and Environmental Analyst from 31 HC to 33 HC (U).

By signing this letter agreement the parties agree to the terms set forth herein. If you have any questions regarding this agreement, please feel free to contact me. Otherwise, please sign this agreement below and return it to me.

Very truly yours,

William R. Bagley, Jr.

For the City

Eric D. Batista
City Manager

For the Union.

Sean Maher
President, NAGE, Local 495

May 15, 25

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP A - ADMINISTRATIVE AND SUPERVISORY

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group A, Administrative and Supervisory:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
1	ADMINISTRATIVE ASSISTANT GRADE 8	38M (NU)	1,224.80	1,602.80	ASST ADM 8	0102
17	ASSISTANT PURCHASING AGENT	45M (NU)	1,570.80	2,064.80	PURCH AG ASST	0075
18	ASSISTANT VETERANS AGENT	40M (NU)	1,313.20	1,720.40	ASST AGENT	0507
25	DIRECTOR OF BENEFITS	44M (NU)	1,516.40	1,990.00	DIR BENEFITS	0639
28	CHIEF ACCOUNTANT	44P (NU)	1,516.40	1,990.80	ACCOUNT CH	0044
38	CHIEF STAFF ASSISTANT	42M (NU)	1,412.80	1,846.80	CHIEF ST ASST	0567
49	COORD. OF TRAINING, DEVELOP. AND WELLNESS PROGRAMS	44M (NU)	1,516.40	1,990.00	CO TRAINING	0413
58	SENIOR MANAGER OF ENERGY SERVICES	50M (NU)	1,879.60	2,482.80	SR MNG ENERGY	0591
66	HUMAN RESOURCES & DEVELOPMENT MANAGER, LIBRARY	41M (NU)	1,364.00	1,786.00	MGR HR DEV	0745
67	LABOR RELATIONS SPECIALIST	45M (NU)	1,570.80	2,064.80	LAB REL SPEC	0457
68	LAND USE AND ZONING COORDINATOR	45M (NU)	1,570.80	2,064.80	CO LAND ZONING	0680
76	HUMAN RESOURCES BUSINESS PARTNER	44M (NU)	1,516.40	1,990.00	HR PARTNER	0357
85	PRINCIPAL GRANTS ACQUISITION	39M (NU)	1,268.80	1,660.00	PR GRANTS ACQ	0697
86	PRINCIPAL STAFF ASSISTANT	40M (NU)	1,313.20	1,720.40	AST STF PR	0858
94	SAFETY AND TRAINING OFFICER	42M (NU)	1,412.80	1,846.80	SFTY TR OF	0373
96	SENIOR PLANNER	42M (NU)	1,412.80	1,846.80	SR PLANNER	0417
98	SENIOR STAFF ASSISTANT	39M (NU)	1,268.80	1,660.00	AST STF SR	0251
99	SERVICE MANAGER	39M (NU)	1,268.80	1,660.00	MNG SERV	0139
101	SPECIAL PROJECT COORDINATOR	45M (NU)	1,570.80	2,064.80	SP PROJ CO	0418
103	STRESS COORDINATOR, POLICE	45M (NU)	1,570.80	2,064.80	CO STRESS	0688
104	SUPERVISOR OF ADMINISTRATION, FIRE	46M (NU)	1,626.80	2,140.40	SPV ADM FIRE	0691
123	WORKERS COMPENSATION AGENT	38M (NU)	1,224.80	1,602.80	AGENT WK C	0023
127	PUBLIC RELATIONS/SPECIAL PROJECTS, POLICE	44M (NU)	1,516.40	1,990.00	PR SPEC PROJ	0385
129	INVESTIGATION SPECIALIST	42M (NU)	1,412.80	1,846.80	INVES SPEC	0569
134	GREENHILL FARM SUPERVISOR & CURATOR	40M (NU)	1,313.20	1,720.40	SPV CURATOR GF	0448

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
137	BUSINESS COMMUNITY DEVELOPMENT COORDINATOR	42M (NU)	1,412.80	1,846.80	BUS COM DEV COO	0493
140	CONSERVATION PLANNER/AGENT	42M (NU)	1,412.80	1,846.80	PLANN CONSER	0511
141	EMERGENCY PREPAREDNESS COORDINATOR	40M (NU)	1,313.20	1,720.40	CO EMERG PREP	0513
143	PROJECT MANAGER, ECONOMIC DEVELOPMENT	42M (NU)	1,412.80	1,846.80	PRO MNG EC	0528
144	TRANSPORTATION PROGRAM MANAGER	45M (NU)	1,570.80	2,064.80	TRANSP MNG	0529
145	SENIOR TRANSPORTATION PLANNER	42M (NU)	1,412.80	1,846.80	SR TRANSP PLAN	0531
148	PROGRAM AND COMPLIANCE MANAGER	40M (NU)	1,313.20	1,720.40	MNG COMP PRO	0548
156	CAPITAL PROJECT MANAGER	50M (NU)	1,879.60	2,482.80	MGR CAP PROJ	0596
159	LAKES AND PONDS COORDINATOR	44M (NU)	1,516.40	1,990.00	CO LAKES PON	0599
160	QUALITY ASSURANCE MANAGER, EMERGENCY COMMUNICATIONS	43M (NU)	1,467.20	1,916.80	MGR QUALITY	0600
161	ZERO WASTE COORDINATOR	42M (NU)	1,412.80	1,846.80	CO WASTE	0601
162	DIRECTOR OF EMPLOYMENT	46M (NU)	1,626.80	2,140.40	DIR EMPL	0405
164	SPECIAL PROJECT ARCHITECT	42M (NU)	1,412.80	1,846.80	ARCH SPE PRO	0631
165	PROJECT MANAGER	42M (NU)	1,412.80	1,846.80	PROJECT MNG	0634
167	HUMAN RIGHTS COORDINATOR	40M (NU)	1,313.20	1,720.40	CO HU RIGHTS	0635
168	PRINCIPAL HUMAN RESOURCES GENERALIST	40M (NU)	1,313.20	1,720.40	PR HR GEN	0638
169	HUMAN RESOURCES HIRING LIAISON	38M (NU)	1,224.80	1,602.80	HR LIAISON	0650
170	SENIOR HUMAN RESOURCES GENERALIST	38M (NU)	1,224.80	1,602.80	SR HR GEN	0651
181	DIRECTOR OF ADMINISTRATION HUMAN RESOURCES	44M (NU)	1,516.40	1,990.00	ADMIN DIR HR	0784

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
184	ADDRESSING COORDINATOR	40P (NU)	1,339.60	1,754.40	ADDRES COORD	0825
185	ADMINISTRATIVE COORDINATOR, PUBLIC HEALTH	38M (NU)	1,416.40	1,756.80	ADM COORD PH	0826
186	ASSISTANT FINANCIAL OFFICER	44P (NU)	1,546.80	2,030.80	ASST FIN OFF	0827
187	BUSINESS DEVELOPMENT MANAGER	40P (NU)	1,339.60	1,754.40	BUS DEV MGR	0828
188	COMMERCIAL DRIVERS LICENSE (CDL) COORDINATOR	40 (NU)	1,395.20	1,703.60	CDL COORD	0829
189	COMMUNICATIONS AND CONTENT STRATEGIST	40P (NU)	1,339.60	1,754.40	COM CONT STRAT	0830
190	COMMUNITY & GOVERNMENT AFFAIRS SPECIALIST	45P (NU)	1,602.40	2,106.40	COM GOV AFF SPE	0831
191	COMPLIANCE COORDINATOR	40P (NU)	1,339.60	1,754.40	COMPL COORD	0832

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
192	CONTRACT COMPLIANCE SPECIALIST	42P (NU)	1,441.20	1,883.60	CONTR COMPL SP	0835
193	COORDINATOR EXECUTIVE OFFICE, MASSHIRE	42M (NU)	1,813.20	2,153.60	COR EXE OFF MHIRE	0836
194	COORDINATOR OF ADMINISTRATION & FINANCE, PARKS	45M (NU)	1,983.20	2,323.20	COR ADM FIN PARKS	0837
195	DIRECTOR OF HUMAN RIGHTS AND ACCESSIBILITY	45M (NU)	1,983.20	2,323.20	DIR HRIGHTS ACC	0838
196	DIRECTOR OF SUSTAINABILITY PROJECTS	46M (NU)	2,040.00	2,380.00	DIR SUST PRJ	0840
197	DIRECTOR OF WORCESTER JOBS FUND	43P (NU)	1,496.40	1,955.60	DIR WOR JOB	0841
198	DIRECTOR, QUALITY OF LIFE	45M (NU)	1,983.20	2,323.20	DIR QUAL LIFE	0842
199	DPW PROJECT DIRECTOR	45P (NU)	1,602.40	2,106.40	DPW PRJ DIR	0844
200	GRANTS NAVIGATOR, MASSHIRE	39P (NU)	1,294.00	1,693.20	GRANT NAV	0846
201	GRANTS PROJECT ADMINISTRATOR	40P (NU)	1,339.60	1,754.40	GRANT PRJ ADM	0847
202	HR BUSINESS PARTNER FOR PUBLIC SAFETY	44P (NU)	1,546.80	2,030.80	PUB SFTY HRBP	0853
203	JOBSEEKER RECRUITER	40P (NU)	1,339.60	1,754.40	JOB SEEKER RCT	0856
204	LEGAL ADMINISTRATIVE SPECIALIST	40P (NU)	1,339.60	1,754.40	LEG ADMIN SPE	0857
205	LICENSE COMMISSION COORDINATOR	42P (NU)	1,441.20	1,883.60	LIC COMM COR	0860
206	LONG-RANGE PLANNER	42P (NU)	1,441.20	1,883.60	LONG RANGE PL	0861
207	MANAGER OF PROGRAM DEVELOPMENT & COORDINATION	38M (NU)	1,416.40	1,756.80	MGR PROG DEV	0862
208	MANAGER OF SENIOR SERVICES, EDUCATION & OUTREACH	38M (NU)	1,416.40	1,756.80	MGR SEN SERV	0863
209	MARKETING & COMMUNITY RELATIONS COORDINATOR	40P (NU)	1,339.60	1,754.40	MKTG COM REL COR	0864
210	MEDIA & PUBLIC RELATIONS ADMINISTRATOR	40P (NU)	1,339.60	1,754.40	MEDIA PUB REL ADM	0865
211	OPERATIONS MANAGER	40P (NU)	1,339.60	1,754.40	OPS MGR	0866
212	DIRECTOR OF PAYROLL	45P (NU)	1,602.40	2,106.40	DIR PAYROLL	0867
213	PRINCIPAL HR RECRUITER	40P (NU)	1,339.60	1,754.40	PRIN HR REC	0868
214	PUBLIC RECORDS SPECIALIST	40P (NU)	1,339.60	1,754.40	PUB REC SPEC	0869
215	RECORDS ACCESS OFFICER	40P (NU)	1,339.60	1,754.40	REC ACCES OFF	0873
216	RESOURCE DEVELOPMENT/PROGRAM MANAGER	40P (NU)	1,339.60	1,754.40	RES DEV PM	0874
217	SECURITY COMPLIANCE MANAGER	44M (NU)	1,926.40	2,266.80	SEC COMPL MGR	0879
218	SENIOR HOUSING PROGRAM OFFICER	40P (NU)	1,339.60	1,754.40	SR HSING PR ADM	0880
219	SMALL BUSINESS PROGRAMS ADMINISTRATOR	40P (NU)	1,339.60	1,754.40	BUSS PR ADM	0893
220	STAFF WRITER	40P (NU)	1,339.60	1,754.40	STAFF WRITER	0898
221	SUPERVISOR OF VITAL RECORDS	40M (NU)	1,700.00	2,040.00	SUP VIT REC	0901
222	YOUTH COORDINATOR/ACCESS TO RECOVERY (ATR) SUPERVISOR	40M (NU)	1,700.00	2,040.00	YOUTH COOR ATR	0906
1	ADMINISTRATIVE ASSISTANT GRADE 8	38P (NU)	1,249.20	1,634.80	ASST ADM 8	0102

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
17	ASSISTANT PURCHASING AGENT	45P (NU)	1,602.40	2,106.40	AST PRCH AG	0075
18	ASSISTANT VETERANS AGENT	40P (NU)	1,339.60	1,754.40	ASST AGENT	0507
25	DIRECTOR OF BENEFITS	45M (NU)	1,983.20	2,323.20	DIR BENEFITS	0639
28	CHIEF ACCOUNTANT	44M (NU)	1,926.40	2,266.80	ACCOUNT CH	0044
38	CHIEF STAFF ASSISTANT	42P (NU)	1,441.20	1,883.60	CHIEF ST ASST	0567
58	SENIOR MANAGER-ENERGY SERVICES	50P (NU)	1,917.20	2,532.40	SR MGR ENGY	0591
66	HUMAN RESOURCES & DEVELOPMENT MANAGER, LIBRARY	41P (NU)	1,391.20	1,821.60	MGR HR DEV	0745
129	INVESTIGATION SPECIALIST	42P (NU)	1,441.20	1,883.60	INVES SPEC	0569
67	LABOR RELATIONS SPECIALIST	45P (NU)	1,602.40	2,106.40	LAB REL SPEC	0457
68	LAND USE & ZONING COORDINATOR	45P (NU)	1,602.40	2,106.40	CO LAND ZONING	0680
85	PRINCIPAL GRANTS ACQUISITION	39P (NU)	1,294.00	1,693.20	PR GRANTS ACQ	0697
86	PRINCIPAL STAFF ASSISTANT	40P (NU)	1,339.60	1,754.40	PR STF AST	0858
96	SENIOR PLANNER	42P (NU)	1,441.20	1,883.60	SR PLANNER	0417
98	SENIOR STAFF ASSISTANT	39P (NU)	1,294.00	1,693.20	AST STF SR	0251
99	SERVICE MANAGER	41M (NU)	1,756.80	2,096.80	MNG SERV	0139
103	SENIOR STRESS COORDINATOR	45P (NU)	1,602.40	2,106.40	CO STRESS	0688
127	PUBLIC RELATIONS/SPECIAL PROJECTS	44P (NU)	1,546.80	2,030.80	PR SPEC PROJ	0385
134	GREENHILL FARM SUPERVISOR & CURATOR	40P (NU)	1,339.60	1,754.40	SPV CURATOR GF	0448
137	BUSINESS COMMUNITY DEVELOPMENT COORDINATOR	42P (NU)	1,441.20	1,883.60	BUS COM DEV	0493
140	CONSERVATION PLANNER/AGENT	42P (NU)	1,441.20	1,883.60	PLANN CONSER	0511
141	EMERGENCY PREPAREDNESS COORDINATOR	40P (NU)	1,339.60	1,754.40	CO EMERG PREP	0513
143	PROJECT MANAGER, ECONOMIC DEVELOPMENT	42P (NU)	1,441.20	1,883.60	PRO MNG EC	0528
145	SENIOR TRANSPORTATION PLANNER	42P (NU)	1,441.20	1,883.60	SR TRANSP PLAN	0531
148	PROGRAM AND COMPLIANCE MANAGER	40P (NU)	1,339.60	1,754.40	MNG COMP PRO	0548
156	CAPITAL PROJECT MANAGER	50P (NU)	1,917.20	2,532.40	MGR CAP PROJ	0596
159	LAKES & PONDS COORDINATOR	44P (NU)	1,546.80	2,030.80	CO LAKES PON	0599
160	QUALITY ASSURANCE MANAGER	43P (NU)	1,496.40	1,955.60	QA MGR	0600
162	DIRECTOR OF EMPLOYMENT	45M (NU)	1,983.20	2,323.20	DIR EMPL	0405
164	SPECIAL PROJECT ARCHITECT	42P (NU)	1,441.20	1,883.60	ARCH SPE PRO	0631
165	PROJECT MANAGER	42P (NU)	1,441.20	1,883.60	PROJECT MGR	0634
167	HUMAN RIGHTS COORDINATOR	40P (NU)	1,339.60	1,754.40	CO HU RIGHTS	0635
168	PRINCIPAL HUMAN RESOURCES GENERALIST	40P (NU)	1,339.60	1,754.40	PR HR GEN	0638
170	SENIOR HUMAN RESOURCES GENERALIST	38P (NU)	1,249.20	1,634.80	SR HR GEN	0651
181	DIRECTOR OF ADMINISTRATION HUMAN RESOURCES	45M (NU)	1,983.20	2,323.20	ADMIN DIR HR	0784

161	ZERO WASTE COORDINATOR	42P (NU)	1,441.20	1,883.60	CO WASTE	0601
LINE NO.	**JOB CLASSIFICATION**	**PAY GRADE**	**MIN SALARY**	**MAX SALARY**	**SHORT TITLE**	**TITLE NO.**
101	SPECIAL PROJECT COORDINATOR	45P (NU)	1,602.40	2,106.40	SP PROJ CO	0418
49	COORD. OF TRAINING AND PROFESSIONAL DEVELOPMENT	44P (NU)	1,546.80	2,030.80	COORD TRAIN	0413
123	CLAIMS SPECIALIST	38P (NU)	1,249.20	1,634.80	CLAIM SP	0023
8	ASSISTANT TREASURER	48M (NU)	2,153.60	2,493.20	ASST TREAS	0069
94	RISK MANAGEMENT & SAFETY OFFICER	42M (NU)	1,813.20	2,153.60	RISK SAF OFF	0373
104	DIRECTOR OF ADMINISTRATION, FIRE	46M (NU)	2,040.00	2,380.00	DR ADM FIRE	0691
144	TRANSPORTATION PLANNING MANAGER	45M (NU)	1,983.20	2,323.20	TRAN PL MGR	0529
76	HR BUSINESS PARTNER FOR DPW & PARKS	44P (NU)	1,546.80	2,030.80	DPWP HRBP	0357
169	EMPLOYMENT COORDINATOR	38P (NU)	1,249.20	1,634.80	EMP COORD	0650

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP B - GENERAL ADMINISTRATIVE

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group B, General Administrative:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
53	BENEFITS ANALYST	35 (NU)	1,151.20	1,395.60	ANALYST BENEF	0462

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
53	SENIOR BENEFITS SPECIALIST	35 (NU)	1,174.40	1,423.60	SR BEN SPEC	0462
62	RECEPTIONIST	27 (NU)	898.40	1,082.40	RECEPTION	0907
63	ACCESS TO RECOVERY (ATR) FACILITATOR, MASSHIRE	33 (NU)	1,101.20	1,329.20	ATR FAC MHIRE	0908
64	ACCESS TO RECOVERY (ATR) LEAD FACILITATOR	35 (NU)	1,174.40	1,423.60	ATR LEAD FAC	0909
65	CAREER COUNSELOR	37 (NU)	1,256.00	1,530.80	CARR COUNS	0910
66	CAREER NAVIGATOR	37 (NU)	1,256.00	1,530.80	CARR NAVIG	0911
67	COMMUNICATIONS COORDINATOR	35 (NU)	1,174.40	1,423.60	COM CORD	0913
68	COMMUNICATIONS SPECIALIST	35 (NU)	1,174.40	1,423.60	COM SPEC	0914
69	ELIGIBILITY DETERMINATION SPECIALIST	35 (NU)	1,174.40	1,423.60	ELIG DET SPEC	0915
70	HOUSING MONITORING SPECIALIST	37 (NU)	1,256.00	1,530.80	HSING MON SPEC	0916
71	HOUSING REHAB SPECIALIST	37 (NU)	1,256.00	1,530.80	HSING REH SPEC	0917
72	JOB DEVELOPER	37 (NU)	1,256.00	1,530.80	JOB DEVELOPER	0919
73	OUTREACH MANAGER	35 (NU)	1,174.40	1,423.60	OUTR MNGR	0920
74	PROJECT MONITOR	32 (NU)	1,061.60	1,280.40	PROJ MONIT	0921
75	PROJECT MONITOR 2	35 (NU)	1,174.40	1,423.60	PROJ MONIT 2	0927
76	PROJECTS ADMINISTRATOR ECONOMIC DEVELOPMENT	35 (NU)	1,174.40	1,423.60	PR ADM EC DEV	0928
77	WIOA YOUTH PROJECT ASSISTANT	32 (NU)	1,061.60	1,280.40	WIOA PR AST	0931

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP C - INFORMATION SERVICES

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group C, Information Services:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
29	SENIOR SUPPORT TECHNICIAN	40 (NU)	1,368.00	1,670.00	TECH SUPP SR	0545
38	WORKDAY TRAINING COORDINATOR	42P (NU)	1,412.80	1,846.80	WKDAY TRAIN CO	0584
40	SOFTWARE ANALYST	45P (NU)	1,570.80	2,065.20	SOFTW ANALY	0658
47	APPLICATION ADMINISTRATOR	48P (NU)	1,751.60	2,304.80	APPLIC ADMIN	0803

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
48	CYBERSECURITY MANAGER	50P (NU)	1,917.20	2,532.40	CYBSEC MGR	0932
50	DATA ANALYST	44P (NU)	1,546.80	2,030.80	DATA ANALYST	0935
51	GIS SPECIALIST	44P (NU)	1,546.80	2,030.80	GIS SPEC	0936
52	M365 APPLICATION ADMINISTRATOR, IT	48P (NU)	1,786.80	2,350.80	M365 APPL ADM	0937
49	SENIOR SUPPORT TECHNICIAN IT	48P (NU)	1,786.80	2,350.80	SR SUP TECH IT	0933
29	SENIOR SUPPORT TECHNICIAN (LIBRARY)	40 (NU)	1,395.20	1,703.60	SR SUPP TECH LIB	0545
38	WORKDAY TRAINER	42P (NU)	1,441.20	1,883.60	WD TRAINER	0584
40	HR BUSINESS SYSTEM ANALYST	45P (NU)	1,602.40	2,106.40	HR SYS ANALST	0658

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP E - FISCAL

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group E, Fiscal:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
19	SENIOR ACCOUNTANT	34 (NU)	1,112.00	1,349.20	ACCOUNT SR	0055
22	SENIOR BUDGET ANALYST	39M (NU)	1,268.80	1,660.00	SR BUDG ANAL	0021
26	PRINCIPAL BUDGET ANALYST	40M (NU)	1,313.20	1,720.40	PR BUDG AN	0361
27	PRINCIPAL ASS'T ASSESSOR OF TAXES	45M (NU)	1,570.80	2,064.80	ASR AST PR	0399
30	PAYROLL MANAGER	44M (NU)	1,516.40	1,990.00	MGR PAYROLL	0559

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
32	FISCAL ADMINISTRATIVE ASSISTANT	35 (NU)	1,174.40	1,423.60	FISC ADM AST	0943
19	SENIOR ACCOUNTANT	36 (NU)	1,216.80	1,478.40	ACCOUNT SR	0055
22	SENIOR BUDGET ANALYST	39P (NU)	1,294.00	1,693.20	SR BUDG ANALST	0021
26	PRINCIPAL BUDGET ANALYST	40P (NU)	1,339.60	1,754.40	PR BUDG ANALST	0361
27	PRINCIPAL ASSISTANT ASSESSOR OF TAXES	45P (NU)	1,602.40	2,106.40	ASR AST PR	0399
30	PAYROLL MANAGER	44P (NU)	1,546.80	2,030.80	MGR PAYROLL	0559

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP EM - EXECUTIVE MANAGEMENT

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group EM, Executive Management:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	ANNUAL	ANNUAL	SHORT TITLE	TITLE NO.
13	BUDGET DIRECTOR	45EM	82,101.57	125,314.05	DIR BUDGET	0496
35	COORDINATOR EXECUTIVE OFFICE	42EM	73,639.58	112,412.98	COR EX OFF	0133
2	ASSISTANT CITY MANAGER/CHIEF OPERATING OFFICER	58CM	113,411.55	256,385.30	AST CM OP	0398
8	ASSISTANT TREASURER AND COLLECTOR OF TAXES	47EM	88,280.00	136,420.16	TREAS ASST	0069
31	COMMISSIONER PARKS, RECREATION & CEMETERY	54EM	114,541.54	175,453.60	COMSR PKR	0257
33	COORDINATOR CAREER SERVICE, EMPL. & TRAINING	45EM	82,101.57	125,314.05	CO CAR SER	0347
34	COORDINATOR OF BUSINESS SERVICES	43EM	76,188.79	116,352.78	COOR BU SERV	0355
37	DEPUTY AUDITOR	48EM	92,028.28	141,618.56	AUD DEPUTY	0502
39	DEPUTY CHIEF INFORMATION OFFICER	48EM	92,028.28	141,618.56	DEP INFO OFF	0267
45	DIRECTOR OF MASSHIRE CENTRAL REGION WORKFORCE BOARD	53EM	110,325.43	170,703.94	DIR MA CRWB	0119
67	DIRECTOR MASSHIRE CENTRAL CAREER CENTER	48EM	92,028.28	141,618.56	DIR MA CAREER	0342
75	EXECUTIVE DIRECTOR, HUMAN RIGHTS COMMISSION	45EM	82,101.57	125,314.05	DIR EX HRC	0150
78	FINANCIAL COORDINATOR, EMPLOYMENT & TRAINING	43EM	76,188.79	116,352.78	CO FINAN	0354
83	HEAD LIBRARIAN	53EM	110,325.43	170,703.94	LIBRARI HD	0603
86	DIRECTOR OF IT APPLICATIONS	47EM	88,280.00	136,420.16	DIR IT APPL	0063
106	CHIEF DIVERSITY OFFICER	58CM	113,411.55	256,385.30	OFF CHIEF DIV	0393

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	ANNUAL	ANNUAL	SHORT TITLE	TITLE NO.
38	DEPUTY COMMISSIONER INSPECTIONAL SERVICES	51EM	114,000.00	157,000.00	DEP COMM INSP	0760
115	CENTRAL REGION WIOA YOUTH DIRECTOR	42EM	80,000.00	117,000.00	WIOA YOUTH DIR	0944
117	DIRECTOR OF IT OPERATIONS	49EM	110,000.00	147,000.00	DIR IT OPS	0946
13	BUDGET DIRECTOR	47EM	100,000.00	142,000.00	DIR BUDGET	0496
37	DEPUTY AUDITOR	50EM	112,000.00	155,000.00	AUD DEPUTY	0502
39	DEPUTY CHIEF INFORMATION OFFICER	50EM	112,000.00	155,000.00	DEP INFO OFF	0267
78	DEPUTY DIRECTOR / FINANCIAL OFFICER	45EM	90,000.00	127,000.00	DEP DIR FIN OFF	0354
83	HEAD LIBRARIAN	58CM	140,000.00	260,000.00	LIBRARI HD	0603

86	DIRECTOR OF IT APPLICATIONS	49EM	110,000.00	147,000.00	DIR IT APPL	0063
116	COMMISSIONER PARKS, RECREATION & CEMETERY	58CM	140,000.00	260,000.00	COMM PARKS	0945
2	ASSISTANT CITY MANAGER	58CM	140,000.00	260,000.00	AST CITY MGR	0398
33	OPERATIONS MANAGER, MASSHIRE CAREER CENTER	45EM	90,000.00	127,000.00	OPS MGR MHIRE	0347
45	EXECUTIVE DIRECTOR, MASSHIRE CENTRAL REGION WIB	53EM	117,000.00	160,000.00	EX DIR MHIRE WIB	0119
67	EXECUTIVE DIRECTOR, MASSHIRE CENTRAL CAREER CENTER	48EM	105,000.00	145,000.00	EX DIR MHIRE CCC	0342
106	CHIEF EQUITY OFFICER	58CM	140,000.00	260,000.00	CHIEF EQUIT OFF	0393

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP F - INSPECTION

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by insert the following words and figures in said Occupational Group F - Inspection:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
1	LEAD PAINT INSPECTOR	38HC (U)	1,336.40	1,748.00	LEAD PAINT INSP	0947

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP K - LIBRARY

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group K, Library:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
15	LIBRARIAN, GRADE 5	32 (NU)	1,040.80	1,255.20	LIBRARIA 5	0612
28	ASSOCIATE DIRECTOR, LIBRARY	48M (NU)	1,751.60	2,304.80	ASSOC DIR LIB	0368

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
30	DIRECTOR OF LIBRARY SERVICES	48M (NU)	2,153.60	2,493.20	DIR LIB SERV	0948
31	DEPUTY DIRECTOR, LIBRARY	44M (NU)	1,926.40	2,266.80	DEPUTY DIR LIB	0949
15	LIBRARIAN, GRADE 5	38M (NU)	1,416.40	1,756.80	LIBRARIA 5	0612
28	DIRECTOR OF ADMINISTRATION & OPERATIONS, LIBRARY	48M (NU)	2,153.60	2,493.20	DIR ADM OPS LIB	0368

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP M - RECREATION

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group M, Recreation:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
25	GOLF OPERATIONS SERVICE PERSON	39M (NU)	1,268.80	1,660.00	SRV PRS GOLF	0199
30	PROGRAM COORDINATOR, WORCESTER RECREATION	38M (NU)	1,224.80	1,602.80	CO PR WOR REC	0473

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
25	GOLF OPERATIONS SERVICE PERSON	39P (NU)	1,294.00	1,693.20	SRV PRS GOLF	0199
30	PROGRAM COORDINATOR, WORCESTER RECREATION	38P (NU)	1,249.20	1,634.80	PRG COR WOR REC	0473

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP N - POLICE

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group N, Police:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
28	POLICE LABORATORY DIRECTOR	44P (NU)	1,516.40	1,990.80	LAB DIR PO	0495

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
28	LABORATORY DIRECTOR	44M (NU)	1,926.40	2,266.80	LAB DIR	0495

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP NA - FIRE

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group N, Fire:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
12	FIRE PROTECTION ENGINEER	46P (NU)	1,626.80	2,140.40	PRO ENG WFD	0503

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
12	FIRE PROTECTION ENGINEER	46M (NU)	2,040.00	2,380.00	PRO ENG WFD	0503

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP O - ENGINEERING AND ALLIED

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group O, Engineering and Allied:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
12	SENIOR CIVIL ENGINEER, GRADE 5 (DPW)	44M (NU)	1,516.40	1,990.00	ENGR DPW 5	0741
18	SENIOR TRAFFIC ENGINEER, GRADE 5	44M (NU)	1,516.40	1,990.00	ENGR TRA 5	0326

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
12	SENIOR CIVIL ENGINEER, GRADE 5 (DPW)	44P (NU)	1,546.80	2,030.80	SR CIVIL ENG 5	0741
18	SENIOR TRAFFIC ENGINEER, GRADE 5	44P (NU)	1,546.80	2,030.80	SR TRAF ENG 5	0326

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP P - FOREMAN AND SUPERVISOR

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group P, Foreman and Supervisor:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
27	METER PROGRAM COORDINATOR	39 (NU)	1,322.40	1,611.20	CO METER PR	0686

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP Q - TRADE INSPECTION

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group Q, Trade Inspection:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
21	CHIEF CLERK OF WORKS	50M (NU)	1,879.60	2,482.80	CLK CHIEF	0293
24	SENIOR ENVIRONMENTAL ANALYST	33HC (U)	1,101.60	1,436.40	SR EN ANALYST	0436
25	ENVIRONMENTAL ANALYST	31HC (U)	1,030.80	1,336.00	ENV ANALYST	0438
26	LAKE AND POND ANALYST	37HC (U)	1,265.20	1,654.00	ANALYST LAKE	0549
27	ASSISTANT CHIEF CLERK OF THE WORKS	45M (NU)	1,570.80	2,064.80	AST CLK CHIEF	0573

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
21	CHIEF CLERK OF THE WORKS	50P (NU)	1,917.20	2,532.40	CLK CHIEF	0293
24	SENIOR ENVIRONMENTAL ANALYST	35HC (U)	1,205.60	1,573.60	SR ENV ANALST	0436
25	ENVIRONMENTAL ANALYST	33HC (U)	1,123.60	1,465.20	ENV ANALST	0438
27	ASSISTANT CHIEF CLERK OF THE WORKS	45P (NU)	1,602.40	2,106.40	AST CLK CHIEF	0573
26	AQUATIC RESOURCE ANALYST	37HC (U)	1,290.40	1,687.20	AQU RES ANALST	0549

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP S - CUSTODIAL

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by insert in lieu thereof the following words and figures in said Occupational Group S, Custodial:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
19	PLANT ENGINEER, PUBLIC FACILITIES	37 (NU)	1,256.00	1,530.80	PLNT ENG DPF	0950
20	PLANT ENGINEER, SENIOR CENTER	37 (NU)	1,256.00	1,530.80	PLNT ENG SR CTR	0954

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP W - MISCELLANEOUS

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by insert in lieu thereof the following words and figures in said Occupational Group W, Miscellaneous:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
4	DISABILITY PROGRAM SPECIALIST	32 (NU)	1,061.60	1,280.40	DIS PRG SPEC	0956
5	ENERGY ADVOCATE	32 (NU)	1,061.60	1,280.40	ENERG ADV	0957

Section 2: This ordinance shall be effective on July 1, 2025.

AN ORDINANCE AMENDING THE SALARY ORDINANCE OF AUGUST 20, 1996 OCCUPATIONAL GROUP X - HUMAN SERVICES, LAW ENFORCEMENT AND PUBLIC HEALTH

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group X, Law Enforcement and Public Health:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
19	PROJECT ADMINISTRATOR II (HHS)	40M (NU)	1,313.20	1,720.40	PROJECT ADM II	0455
25	REGIONAL ENVIRONMENTAL HEALTH COORDINATOR	40M (NU)	1,313.20	1,720.40	REG ENV HE CO	0672
26	HMCC PROGRAM MANAGER	41M (NU)	1,364.00	1,786.00	COO PROJ PH	0673
37	SENIOR PUBLIC HEALTH PREVENTION SPECIALIST	38M (NU)	1,224.80	1,602.80	SR PH PREV SP	0550
41	COMMUNITY HEALTH COORDINATOR	40M (NU)	1,313.20	1,720.40	COMM HE CO	0804

And insert in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
42	HEALTH PROJECT COORDINATOR	41M (NU)	1,756.80	2,096.80	HEALTH PRJ COR	0958
43	SOCIAL WORKER/CLINICIAN (WPL)	38P (NU)	1,249.20	1,634.80	SOC WRK WPL	0962
44	CAREER COUNSELOR, MASSHIRE	37 (NU)	1,256.00	1,530.80	CARR COUNS MH	0963
45	CHIEF PROGRAM COORDINATOR	42P (NU)	1,441.20	1,883.60	CHIEF PRG COR	0964
46	EPIDEMIOLOGIST	37P (NU)	1,204.40	1,578.00	EPIDEM	0965
19	PROJECT ADMINISTRATOR 2	40P (NU)	1,339.60	1,754.40	PRJ ADM 2	0455
25	ENVIRONMENTAL HEALTH COORDINATOR	40P (NU)	1,339.60	1,754.40	ENV HEALTH COR	0672
26	HMCC PROGRAM MANAGER	41P (NU)	1,391.20	1,821.60	HMCC PRG MGR	0673
37	SENIOR PUBLIC HEALTH PREVENTION SPECIALIST	38P (NU)	1,249.20	1,634.80	SR PH PREV SP	0550
41	COMMUNITY HEALTH COORDINATOR	40P (NU)	1,339.60	1,754.40	COM HEALTH COR	0804

Section 2: This ordinance shall be effective on July 1, 2025.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.3C

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend adoption of the attached proposed salary ordinance amendments that will bring the ordinance in compliance with the changes enacted in the Fiscal Year 2026 Budget for the implementation of a model wage package for non-represented employees, as received from William R. Bagley, Jr., Chief Human Resources Officer, and forwarded for the consideration of your Honorable Body.

This amendment includes a 2% cost of living adjustment effective July 1, 2025 and a wage increase for executive managers and manager positions that were reclassified as a result of a position analysis to distinguish professional and management role classifications.

Respectfully submitted,

Eric D. Batista
City Manager

Human Resources Department
William R. Bagley, Jr., Chief Human Resources Officer
455 Main Street, Room 109, Worcester, MA 01608
P| 508-799-1030 **F**| 508-799-1040
HR@worcesterma.gov

To: Eric D. Batista, City Manager
From: William R. Bagley Jr., Chief Human Resources Officer
Date: June 10, 2025
Re: Amendment of Salary Ordinance

Enclosed please find the amendment to the Salary Ordinance that will bring the ordinance in compliance with the FY26 Budget recommendation for the implementation of a model wage package for non-represented employees. This includes an additional 2% cost of living adjustment, and a wage increase for reclassified Executive Management and Management groups effective July 1, 2025.

This wage package will be implemented for approximately four hundred seventy (470) non-represented municipal employees. Employees in this category include clerical, administrative, professional, technical staff, and management, and are located within every municipal department. This recommendation is in line with the most recent collective bargaining agreements.

Should you require additional information, please feel free to contact me at extension 31134.

Sincerely,

William R. Bagley Jr.
Chief Human Resources Officer

AN ORDINANCE AMENDING THE SALARY ORDINANCE OF AUGUST 20, 1996, RELATIVE TO NON-BARGAINING UNIT EMPLOYEES

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing a 2% market adjustment to non-bargaining unit employees in accordance with Salary Schedules 1 General, Non-Union; 5 Security, Non-Union; 9M Management Services; 9P Professional, Non-Union; and to all job classifications under Occupational Group EM, Executive Management.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Notwithstanding anything to the contrary, Part III of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Part III, Salary Schedules: 1 General, Non-Union; 5 Security, Non-Union; 9M Management Services, Non-Union; and 9P Professional, Non-Union, effective July 1, 2025, and inserting in lieu thereof the attached salary schedules.

Section 4: This ordinance shall be effective on July 1, 2025.

OCCUPATIONAL GROUP EM
EXECUTIVE MANAGEMENT

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MINIMUM SALARY		MAXIMUM SALARY		SHORT TITLE	TITLE NO.
			WEEKLY	ANNUAL	WEEKLY	ANNUAL		
			Effective July 1, 2025					
1	CHIEF OF PUBLIC FACILITIES	58CM	2,683.09	140,000.00	4,982.89	260,000.00	PF CHIEF	0572
2	ASSISTANT CITY MANAGER	58CM	2,683.09	140,000.00	4,982.89	260,000.00	ASS CITY MGR	0398
3	ASSISTANT COMMISSIONER OF INSPECTIONAL SERVICES	51EM	2,184.80	114,000.00	3,008.90	157,000.00	AST COMM INSP SERV	0674
4	ASSISTANT COMMISSIONER OF PARKS	51EM	2,184.80	114,000.00	3,008.90	157,000.00	ASST COM PARKS	0189
5	ASSISTANT COMMISSIONER OF WATER & SEWER OPERATIONS	51EM	2,184.80	114,000.00	3,008.90	157,000.00	AST COM WT SW	0153
6	DEPUTY CHIEF HUMAN RESOURCES OFFICER	47EM	1,916.50	100,000.00	2,721.42	142,000.00	DEP CHIEF HR	0700
7	ASSISTANT TO COMMISSIONER, SPECIAL PROJECTS	43EM	1,489.36	77,712.68	2,274.49	118,679.64	PW SPC PRO	0171
8	-							
9	ASSOCIATE PLANNER	45EM	1,724.85	90,000.00	2,433.95	127,000.00	ASSOC PLAN	0307
10	ASS'T CITY MANAGER FOR ECONOMIC & NEIGHBORHOOD DEVELOPMENT	58CM	2,683.09	140,000.00	4,982.89	260,000.00	AST CM EC NGH DEV	0424
11	ASS'T COMMISSIONER OF ADMINISTRATION & FINANCE, DPW	51EM	2,184.80	114,000.00	3,008.90	157,000.00	ASST COMM ADM FIN	0422
12	ASS'T COMMISSIONER OF ENGINEERING	51EM	2,184.80	114,000.00	3,008.90	157,000.00	ASST COMM ENG ARCH	0423
13	BUDGET DIRECTOR	47EM	1,916.50	100,000.00	2,721.42	142,000.00	DIR BUDGET	0496
14	BUSINESS ASSISTANCE DIRECTOR, ECONOMIC DEVELOPMENT	42EM	1,533.20	80,000.00	2,242.30	117,000.00	DIR ASST BUSINESS	0644
15	BUSINESS RETENTION MANAGER	46EM	1,820.67	95,000.00	2,491.44	130,000.00	MGR BUS RET	0681
16	CHIEF CLERK OF WORKS, CITY SQUARE	51EM	2,184.80	114,000.00	3,008.90	157,000.00	CLK CHIEF CSQ	0484
17	CHIEF DEVELOPMENT OFFICER	58CM	2,683.09	140,000.00	4,982.89	260,000.00	CH DEV OFF	0805
18	CHIEF FINANCIAL OFFICER	58CM	2,683.09	140,000.00	4,982.89	260,000.00	CHIEF FIN OFF	0934
19	CHIEF INFORMATION OFFICER (CIO)	58CM	2,683.09	140,000.00	4,982.89	260,000.00	CHIEF INF OF	0255
20	CHIEF OF FIRE	58CM	2,683.09	140,000.00	4,982.89	260,000.00	CHIEF FIRE	0209
21	CHIEF OF POLICE	58CM	2,683.09	140,000.00	4,982.89	260,000.00	CHIEF POLI	0179
22	CHIEF OF STAFF ECONOMIC DEVELOPMENT	48EM	2,012.32	105,000.00	2,778.92	145,000.00	CH STAFF EC DEV	0207
23	CITY ASSESSOR	53EM	2,242.30	117,000.00	3,066.39	160,000.00	ASSES CITY	0007
24	CITY AUDITOR	56EM	2,491.44	130,000.00	3,832.99	200,000.00	AUDIT CITY	0002
25	CITY CLERK	58EM	2,542.24	132,650.54	3,919.37	204,506.97	CLERK CITY	0003
26	CITY MANAGER	FLAT YEAR		295,996.00			MANAG CITY	0006
27	CITY SOLICITOR	58CM	2,683.09	140,000.00	4,982.89	260,000.00	SOLIC CITY	0018
28	CITY TREASURER AND COLLECTOR OF TAXES	53EM	2,242.30	117,000.00	3,066.39	160,000.00	TREAS COLL	0024
29	COMMISSIONER OF INSPECTIONAL SERVICES	58CM	2,683.09	140,000.00	4,982.89	260,000.00	COMM INSP SERV	0605
30	MEDICAL DIRECTOR	50EM	2,146.48	112,000.00	2,970.57	155,000.00	DIR MEDICAL	0280
31	-							
32	COMMISSIONER PUBLIC WORKS	58CM	2,683.09	140,000.00	4,982.89	260,000.00	COMSR DPW	0661
33	OPERATIONS MANAGER, MASSHIRE CAREER CENTER	45EM	1,724.85	90,000.00	2,433.95	127,000.00	OP MGR MHIRE CC	0347
34	-							
35	-							
36	ASSISTANT FIRE CHIEF	54EM	2,395.62	125,000.00	3,353.87	175,000.00	AST CHIEF FIRE	0604
37	DEPUTY AUDITOR	50EM	2,146.48	112,000.00	2,970.57	155,000.00	AUD DEPUTY	0502
38	DEPUTY COMMISSIONER INSPECTIONAL SERVICES	51EM	2,184.80	114,000.00	3,008.90	157,000.00	DEP BLDG COMM	0760
39	DEPUTY CHIEF INFORMATION OFFICER	50EM	2,146.48	112,000.00	2,970.57	155,000.00	DEP INFO OFF	0267

OCCUPATIONAL GROUP EM
EXECUTIVE MANAGEMENT

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MINIMUM SALARY		MAXIMUM SALARY		SHORT TITLE	TITLE NO.
			WEEKLY	ANNUAL	WEEKLY	ANNUAL		
40	DEPUTY CHIEF OF POLICE	50EM	2,146.48	112,000.00	2,970.57	155,000.00	CHI POL DE	0180
41	DEPUTY CITY SOLICITOR	50EM	2,146.48	112,000.00	2,970.57	155,000.00	SOL DEPUTY	0019
42	Assistant Commissioner of Operations	53EM	2,242.30	117,000.00	3,066.39	160,000.00	AST COM OP	0151
43	DEPUTY DIRECTOR OF CODE ENFORCEMENT	46EM	1,820.67	95,000.00	2,491.44	130,000.00	DEP DIR CODE ENF	0458
44	DEPUTY FIRE CHIEF	50EM	2,146.48	112,000.00	2,970.57	155,000.00	CHI FIR DE	0210
45	EXECUTIVE DIRECTOR, MASSHIRE CENTRAL REGION WIB	53EM	2,242.30	117,000.00	3,066.39	160,000.00	EX DIR MHIRE CR WIB	0119
46	DIRECTOR MAINTENANCE PARK/CEMETERY	46EM	1,820.67	95,000.00	2,491.44	130,000.00	DIR MAI PC	0145
47	DIRECTOR OF ADMINISTRATION (DPW)	46EM	1,820.67	95,000.00	2,491.44	130,000.00	DIR PW ADM	0154
48	DIRECTOR OF PUBLIC HEALTH	52EM	2,203.97	115,000.00	3,028.06	158,000.00	DIR ADM PH	0281
49	CHIEF SUSTAINABILITY OFFICER	58CM	2,683.09	140,000.00	4,982.89	260,000.00	SUSTAIN CHIEF OF	0759
50	DIRECTOR OF CODE ENFORCEMENT	51EM	2,184.80	114,000.00	3,008.90	157,000.00	COMSR CODE	0155
51	DIRECTOR OF COMMUNITY DEVELOPMENT	53EM	2,242.30	117,000.00	3,066.39	160,000.00	DIR COM CD	0854
52	DIRECTOR OF DISABILITIES	42EM	1,533.20	80,000.00	2,242.30	117,000.00	DIR DISAB	0012
53	DIRECTOR OF ELDER AFFAIRS	44EM	1,629.02	85,000.00	2,395.62	125,000.00	DIR ELD AF	0108
54	COMMISSIONER OF EMERGENCY COMMUNICATIONS & MANAGEMENT	58CM	2,683.09	140,000.00	4,982.89	260,000.00	COMSR COMM	0177
55	DIRECTOR OF ENGINEERING (DPW)	47EM	1,916.50	100,000.00	2,721.42	142,000.00	DIR ENG	0138
56	-							
57	DIRECTOR OF HOUSING & HEALTH INSPECTIONS	51EM	2,184.80	114,000.00	3,008.90	157,000.00	DIR HOUSING	0459
58	DIRECTOR OF HOUSING DEVELOPMENT	42EM	1,533.20	80,000.00	2,242.30	117,000.00	DIR HOUSING DEV	0666
59	CHIEF HUMAN RESOURCES OFFICER	58CM	2,683.09	140,000.00	4,982.89	260,000.00	CHIEF HR OFF	0013
60	DIRECTOR OF HUMAN SERVICES	47EM	1,916.50	100,000.00	2,721.42	142,000.00	DIR HUM SER	0426
61	DIRECTOR OF NEIGHBORHOOD DEVELOPMENT	42EM	1,533.20	80,000.00	2,242.30	117,000.00	DIR NGH DEV	0330
62	DIRECTOR OF PHYSICAL PLANT, PARKS AND RECREATION	46EM	1,820.67	95,000.00	2,491.44	130,000.00	DIR PLANT	0260
63	ASSISTANT DEVELOPMENT OFFICER-PLANNING & REGULATORY SERVICE	48EM	2,012.32	105,000.00	2,778.92	145,000.00	AST DEV OF PL REG	0427
64	DIRECTOR OF PROJECT MANAGEMENT	53EM	2,242.30	117,000.00	3,066.39	160,000.00	DIR PROJ MNG	0337
65	DIRECTOR OF TRANSITIONAL HOUSING	42EM	1,533.20	80,000.00	2,242.30	117,000.00	DIR TR HOUSING	0530
66	DIRECTOR OF WATER OPERATIONS	47EM	1,916.50	100,000.00	2,721.42	142,000.00	DIR WT OP	0247
67	EXECUTIVE DIRECTOR, MASSHIRE CENTRAL CAREER CENTER	48EM	2,012.32	105,000.00	2,778.92	145,000.00	EX DIR MHIRE CCC	0342
68	DIRECTOR, EQUIPMENT MAINTENANCE	45EM	1,724.85	90,000.00	2,433.95	127,000.00	DIR EQUIP	0892
69	DIRECTOR, STREET OPERATIONS	46EM	1,820.67	95,000.00	2,491.44	130,000.00	DIR ST OPR	0246
70	DIRECTOR, TRAFFIC ENGINEERING	47EM	1,916.50	100,000.00	2,721.42	142,000.00	ENGR TRAFF	0325
71	DIRECTOR, YARD OPERATIONS	44EM	1,629.02	85,000.00	2,395.62	125,000.00	DIR YD OPR	0250
72	DOWNTOWN DEVELOPMENT DIRECTOR	48EM	2,012.32	105,000.00	2,778.92	145,000.00	DIR DEV DOWNT	0430
73	-							
74	EXECUTIVE DIRECTOR ELECTION COMMISSION	42EM	1,533.20	80,000.00	2,242.30	117,000.00	DIR ELEC	0987
75	-							
76	EXECUTIVE SECRETARY, RETIREMENT BOARD	47EM	1,916.50	100,000.00	2,721.42	142,000.00	SECY EX RB	0052
77	FINANCIAL COORDINATOR	42EM	1,533.20	80,000.00	2,242.30	117,000.00	COO FI OPCD	0335
78	DEPUTY DIRECTOR / FINANCIAL OFFICER	45EM	1,724.85	90,000.00	2,433.95	127,000.00	CO FINAN	0354
79	GRADUATE LIBRARIAN, GRADE 6	44EM	1,629.02	85,000.00	2,395.62	125,000.00	LIB GR 6	0624

OCCUPATIONAL GROUP EM
EXECUTIVE MANAGEMENT

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MINIMUM SALARY		MAXIMUM SALARY		SHORT TITLE	TITLE NO.
			WEEKLY	ANNUAL	WEEKLY	ANNUAL		
80	GRADUATE LIBRARIAN, GRADE 7	48EM	2,012.32	105,000.00	2,778.92	145,000.00	LIB GRAD 7	0623
81	GRANTS ACQUISITION ADMINISTRATOR	45EM	1,724.85	90,000.00	2,433.95	127,000.00	ADM GRTS ACQ	0372
82	DIRECTOR OF GOLF	44EM	1,629.02	85,000.00	2,395.62	125,000.00	HD GOLF PROF	0197
83	HEAD LIBRARIAN	58CM	2,683.09	140,000.00	4,982.89	260,000.00	LIBRARI HD	0603
84	MARKETING DIRECTOR	53EM	2,242.30	117,000.00	3,066.39	160,000.00	DIR MARKET	0206
85	PRINCIPAL ARCHITECT	48EM	2,012.32	105,000.00	2,778.92	145,000.00	PRIN ARCH	0999
86	DIRECTOR OF IT APPLICATIONS	49EM	2,108.15	110,000.00	2,817.25	147,000.00	DIR IT APPL	0063
87	PURCHASING AGENT	50EM	2,146.48	112,000.00	2,970.57	155,000.00	AGENT PURC	0078
88	SENIOR COMPUTER SYSTEMS ANALYST DBA	47EM	1,916.50	100,000.00	2,721.42	142,000.00	ANL SR DBA	0379
89	SENIOR DEPUTY ASSESSOR OF TAXES	46EM	1,820.67	95,000.00	2,491.44	130,000.00	ASR DEP SR	0159
90	STAFF ASSISTANT FOR OPERATIONS	47EM	1,916.50	100,000.00	2,721.42	142,000.00	STAFF AS OP	0200
91	SUPERVISOR OF FORESTRY	44EM	1,629.02	85,000.00	2,395.62	125,000.00	SPV FORESTRY	0388
92	TECHNICAL SUPPORT MANAGER	47EM	1,916.50	100,000.00	2,721.42	142,000.00	MNG TECH SUPP	0312
93	VETERANS AGENT	42EM	1,533.20	80,000.00	2,242.30	117,000.00	AGENT VETE	0506
94	COMMISSIONER OF HEALTH AND HUMAN SERVICES	58CM	2,683.09	140,000.00	4,982.89	260,000.00	COMM HE HU SER	0381
95	CHIEF OF STAFF	47EM	1,916.50	100,000.00	2,721.42	142,000.00	CHIEF STAFF CM	0433
96	ASSISTANT DEVELOPMENT OFFICER OF SPECIAL PROJECTS	48EM	2,012.32	105,000.00	2,778.92	145,000.00	AST DEV OF SP	0434
97	ASS'T DEVELOPMENT OFFICER ADMINISTRATION & BUSINESS DEV	48EM	2,012.32	105,000.00	2,778.92	145,000.00	AST DEV OF BUS COM	0435
98	SMALL BUSINESS ADVOCATE/CITY MANAGER'S SPEC PROJECT COORD	46EM	1,820.67	95,000.00	2,491.44	130,000.00	CM SP PRO CO	0409
99	-							
100	DEPUTY ASSISTANT CITY MANAGER	50EM	2,146.48	112,000.00	2,970.57	155,000.00	DEP AST CM	0196
101	DIRECTOR OF URBAN INNOVATION	47EM	1,916.50	100,000.00	2,721.42	142,000.00	DIR URBAN INNO	0134
102	YOUTH DIRECTOR	42 EM	1,533.20	80,000.00	2,242.30	117,000.00	YOUTH DIR	0305
103	DEPUTY CITY SOLICITOR OF LITIGATION	50EM	2,146.48	112,000.00	2,970.57	155,000.00	DEP SOL LITIGAT	0356
104	DEPUTY CITY CLERK I	53EM	2,242.30	117,000.00	3,066.39	160,000.00	DEPUTY CLERK I	0553
105	ASSISTANT DEVELOPMENT OFFICER-GRANTS MANAGEMENT & COMPLIAI	48EM	2,012.32	105,000.00	2,778.92	145,000.00	AST DEV OF GR MNG	0416
106	CHIEF EQUITY OFFICER	58CM	2,683.09	140,000.00	4,982.89	260,000.00	CHIEF EQUIT OFF	0393
107	DEPUTY CHIEF OF PUBLIC FACILITIES	51EM	2,184.80	114,000.00	3,008.90	157,000.00	DEPUTY CHIEF PF	0586
108	COMMISSIONER TRANSPORTATION & MOBILITY	58CM	2,683.09	140,000.00	4,982.89	260,000.00	COM TRANSPO	0606
109	ASSISTANT COMMISSIONER OF HEALTH & HUMAN SERVICES	48EM	2,012.32	105,000.00	2,778.92	145,000.00	AST COM HHS	0607
110	DIRECTOR OF SEWER OPERATIONS	47EM	1,916.50	100,000.00	2,721.42	142,000.00	DIR SEW OP	0608
111	-							
112	CULTURAL DEVELOPMENT OFFICER	48EM	2,012.32	105,000.00	2,778.92	145,000.00	CUL DEV OF	0328
113	SUPERVISOR OF PARKS MAINTENANCE	44EM	1,629.02	85,000.00	2,395.62	125,000.00	SPV MAINT PA	0657
114	DEPUTY CITY CLERK II	50EM	2,146.48	112,000.00	2,970.57	155,000.00	DEPUTY CLERK II	0004
115	CENTRAL REGION WIOA YOUTH DIRECTOR	42EM	1,533.20	80,000.00	2,242.30	117,000.00	CR WIOA YOUTH DIR	0944
116	COMMISSIONER PARKS, RECREATION & CEMETERY	58CM	2,683.09	140,000.00	4,982.89	260,000.00	COMM PARKS	0945
117	DIRECTOR OF IT OPERATIONS	49EM	2,108.15	110,000.00	2,817.25	147,000.00	DIR IT OP	0946

SALARY SCHEDULE 9M - MANAGEMENT SERVICES, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM STEP 5	MERIT STEPS STEP 6	STEP 7	STEP 8	STEP 9
38M	HOURLY	35.41	36.48	37.55	38.61	39.67	40.73	41.79	42.85	43.92
	WEEKLY	1,416.40	1,459.20	1,502.00	1,544.40	1,586.80	1,629.20	1,671.60	1,714.00	1,756.80
	ANNUAL	73,905.73	76,138.97	78,372.21	80,584.58	82,796.95	85,009.33	87,221.70	89,434.07	91,667.31
39M	HOURLY	38.95	40.02	41.09	42.15	43.21	44.27	45.33	46.40	47.46
	WEEKLY	1,558.00	1,600.80	1,643.60	1,686.00	1,728.40	1,770.80	1,813.20	1,856.00	1,898.40
	ANNUAL	81,294.21	83,527.45	85,760.70	87,973.07	90,185.44	92,397.81	94,610.18	96,843.43	99,055.80
40M	HOURLY	42.50	43.56	44.63	45.69	46.75	47.82	48.88	49.94	51.00
	WEEKLY	1,700.00	1,742.40	1,785.20	1,827.60	1,870.00	1,912.80	1,955.20	1,997.60	2,040.00
	ANNUAL	88,703.57	90,915.94	93,149.18	95,361.55	97,573.93	99,807.17	102,019.54	104,231.91	106,444.28
41M	HOURLY	43.92	44.98	46.04	47.10	48.16	49.23	50.30	51.36	52.42
	WEEKLY	1,756.80	1,799.20	1,841.60	1,884.00	1,926.40	1,969.20	2,012.00	2,054.40	2,096.80
	ANNUAL	91,667.31	93,879.68	96,092.05	98,304.43	100,516.80	102,750.04	104,983.28	107,195.65	109,408.03
42M	HOURLY	45.33	46.40	47.46	48.52	49.58	50.64	51.70	52.77	53.84
	WEEKLY	1,813.20	1,856.00	1,898.40	1,940.80	1,983.20	2,025.60	2,068.00	2,110.80	2,153.60
	ANNUAL	94,610.18	96,843.43	99,055.80	101,268.17	103,480.54	105,692.91	107,905.28	110,138.53	112,371.77
43M	HOURLY	46.75	47.82	48.88	49.94	51.00	52.06	53.12	54.19	55.25
	WEEKLY	1,870.00	1,912.80	1,955.20	1,997.60	2,040.00	2,082.40	2,124.80	2,167.60	2,210.00
	ANNUAL	97,573.93	99,807.17	102,019.54	104,231.91	106,444.28	108,656.65	110,869.03	113,102.27	115,314.64
44M	HOURLY	48.16	49.23	50.30	51.36	52.42	53.48	54.54	55.60	56.67
	WEEKLY	1,926.40	1,969.20	2,012.00	2,054.40	2,096.80	2,139.20	2,181.60	2,224.00	2,266.80
	ANNUAL	100,516.80	102,750.04	104,983.28	107,195.65	109,408.03	111,620.40	113,832.77	116,045.14	118,278.38
45M	HOURLY	49.58	50.64	51.70	52.77	53.84	54.90	55.96	57.02	58.08
	WEEKLY	1,983.20	2,025.60	2,068.00	2,110.80	2,153.60	2,196.00	2,238.40	2,280.80	2,323.20
	ANNUAL	103,480.54	105,692.91	107,905.28	110,138.53	112,371.77	114,584.14	116,796.51	119,008.88	121,221.25

SALARY SCHEDULE 9M - MANAGEMENT SERVICES, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM STEP 5	MERIT STEPS STEP 6	STEP 7	STEP 8	STEP 9
46M	HOURLY	51.00	52.06	53.12	54.19	55.25	56.31	57.38	58.44	59.50
	WEEKLY	2,040.00	2,082.40	2,124.80	2,167.60	2,210.00	2,252.40	2,295.20	2,337.60	2,380.00
	ANNUAL	106,444.28	108,656.65	110,869.03	113,102.27	115,314.64	117,527.01	119,760.25	121,972.63	124,185.00
47M	HOURLY	52.42	53.48	54.54	55.60	56.67	57.73	58.79	59.85	60.91
	WEEKLY	2,096.80	2,139.20	2,181.60	2,224.00	2,266.80	2,309.20	2,351.60	2,394.00	2,436.40
	ANNUAL	109,408.03	111,620.40	113,832.77	116,045.14	118,278.38	120,490.75	122,703.13	124,915.50	127,127.87
48M	HOURLY	53.84	54.90	55.96	57.02	58.08	59.15	60.21	61.27	62.33
	WEEKLY	2,153.60	2,196.00	2,238.40	2,280.80	2,323.20	2,366.00	2,408.40	2,450.80	2,493.20
	ANNUAL	112,371.77	114,584.14	116,796.51	119,008.88	121,221.25	123,454.50	125,666.87	127,879.24	130,091.61
49M	HOURLY	55.25	56.31	57.35	58.44	59.50	60.57	61.63	62.69	63.75
	WEEKLY	2,210.00	2,252.40	2,294.18	2,337.60	2,380.00	2,422.80	2,465.20	2,507.60	2,550.00
	ANNUAL	115,314.64	117,527.01	119,707.24	121,972.63	124,185.00	126,418.24	128,630.61	130,842.98	133,055.35
50M	HOURLY	56.67	57.73	58.79	59.85	60.91	61.98	63.05	64.11	65.17
	WEEKLY	2,266.80	2,309.20	2,351.60	2,394.00	2,436.40	2,479.20	2,522.00	2,564.40	2,606.80
	ANNUAL	118,278.38	120,490.75	122,703.13	124,915.50	127,127.87	129,361.11	131,594.35	133,806.72	136,019.10
51M	HOURLY	58.08	59.15	60.21	61.27	62.33	63.39	64.45	65.52	66.59
	WEEKLY	2,323.20	2,366.00	2,408.40	2,450.80	2,493.20	2,535.60	2,578.00	2,620.80	2,663.60
	ANNUAL	121,221.25	123,454.50	125,666.87	127,879.24	130,091.61	132,303.98	134,516.35	136,749.60	138,982.84
52M	HOURLY	60.21	61.27	62.33	63.39	64.45	65.52	66.59	67.65	68.71
	WEEKLY	2,408.40	2,450.80	2,493.20	2,535.60	2,578.00	2,620.80	2,663.60	2,706.00	2,748.40
	ANNUAL	125,666.87	127,879.24	130,091.61	132,303.98	134,516.35	136,749.60	138,982.84	141,195.21	143,407.58

SALARY SCHEDULE 9P - PROFESSIONAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM STEP 9
30P	HOURLY	23.74	24.55	25.45	26.43	27.20	28.15	29.17	30.11	30.72
	WEEKLY	949.60	982.00	1,018.00	1,057.20	1,088.00	1,126.00	1,166.80	1,204.40	1,228.80
	ANNUAL	49,548.77	51,239.36	53,117.78	55,163.18	56,770.28	58,753.07	60,881.96	62,843.87	64,117.03
31P	HOURLY	24.55	25.45	26.43	27.20	28.15	29.17	30.11	31.23	31.86
	WEEKLY	982.00	1,018.00	1,057.20	1,088.00	1,126.00	1,166.80	1,204.40	1,249.20	1,274.40
	ANNUAL	51,239.36	53,117.78	55,163.18	56,770.28	58,753.07	60,881.96	62,843.87	65,181.47	66,496.37
32P	HOURLY	25.45	26.43	27.20	28.15	29.17	30.11	31.23	32.35	32.99
	WEEKLY	1,018.00	1,057.20	1,088.00	1,126.00	1,166.80	1,204.40	1,249.20	1,294.00	1,319.60
	ANNUAL	53,117.78	55,163.18	56,770.28	58,753.07	60,881.96	62,843.87	65,181.47	67,519.07	68,854.84
33P	HOURLY	26.43	27.20	28.15	29.17	30.11	31.23	32.35	33.49	34.14
	WEEKLY	1,057.20	1,088.00	1,126.00	1,166.80	1,204.40	1,249.20	1,294.00	1,339.60	1,365.60
	ANNUAL	55,163.18	56,770.28	58,753.07	60,881.96	62,843.87	65,181.47	67,519.07	69,898.41	71,255.06
34P	HOURLY	27.20	28.15	29.17	30.11	31.23	32.35	33.49	34.78	35.48
	WEEKLY	1,088.00	1,126.00	1,166.80	1,204.40	1,249.20	1,294.00	1,339.60	1,391.20	1,419.20
	ANNUAL	56,770.28	58,753.07	60,881.96	62,843.87	65,181.47	67,519.07	69,898.41	72,590.83	74,051.83
35P	HOURLY	28.15	29.17	30.11	31.23	32.35	33.49	34.78	36.03	36.75
	WEEKLY	1,126.00	1,166.80	1,204.40	1,249.20	1,294.00	1,339.60	1,391.20	1,441.20	1,470.00
	ANNUAL	58,753.07	60,881.96	62,843.87	65,181.47	67,519.07	69,898.41	72,590.83	75,199.76	76,702.50
36P	HOURLY	29.17	30.11	31.23	32.35	33.49	34.78	36.03	37.41	38.16
	WEEKLY	1,166.80	1,204.40	1,249.20	1,294.00	1,339.60	1,391.20	1,441.20	1,496.40	1,526.40
	ANNUAL	60,881.96	62,843.87	65,181.47	67,519.07	69,898.41	72,590.83	75,199.76	78,080.01	79,645.37
37P	HOURLY	30.11	31.23	32.35	33.49	34.78	36.03	37.41	38.67	39.45
	WEEKLY	1,204.40	1,249.20	1,294.00	1,339.60	1,391.20	1,441.20	1,496.40	1,546.80	1,578.00
	ANNUAL	62,843.87	65,181.47	67,519.07	69,898.41	72,590.83	75,199.76	78,080.01	80,709.81	82,337.78

SALARY SCHEDULE 9P - PROFESSIONAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM STEP 9
38P	HOURLY	31.23	32.35	33.49	34.78	36.03	37.41	38.67	40.06	40.87
	WEEKLY	1,249.20	1,294.00	1,339.60	1,391.20	1,441.20	1,496.40	1,546.80	1,602.40	1,634.80
	ANNUAL	65,181.47	67,519.07	69,898.41	72,590.83	75,199.76	78,080.01	80,709.81	83,610.94	85,301.53
39P	HOURLY	32.35	33.49	34.78	36.03	37.41	38.67	40.06	41.48	42.33
	WEEKLY	1,294.00	1,339.60	1,391.20	1,441.20	1,496.40	1,546.80	1,602.40	1,659.20	1,693.20
	ANNUAL	67,519.07	69,898.41	72,590.83	75,199.76	78,080.01	80,709.81	83,610.94	86,574.68	88,348.75
40P	HOURLY	33.49	34.78	36.03	37.41	38.67	40.06	41.48	43.01	43.86
	WEEKLY	1,339.60	1,391.20	1,441.20	1,496.40	1,546.80	1,602.40	1,659.20	1,720.40	1,754.40
	ANNUAL	69,898.41	72,590.83	75,199.76	78,080.01	80,709.81	83,610.94	86,574.68	89,768.01	91,542.08
41P	HOURLY	34.78	36.03	37.41	38.67	40.06	41.48	43.01	44.67	45.54
	WEEKLY	1,391.20	1,441.20	1,496.40	1,546.80	1,602.40	1,659.20	1,720.40	1,786.80	1,821.60
	ANNUAL	72,590.83	75,199.76	78,080.01	80,709.81	83,610.94	86,574.68	89,768.01	93,232.67	95,048.48
42P	HOURLY	36.03	37.41	38.67	40.06	41.48	43.01	44.67	46.17	47.09
	WEEKLY	1,441.20	1,496.40	1,546.80	1,602.40	1,659.20	1,720.40	1,786.80	1,846.80	1,883.60
	ANNUAL	75,199.76	78,080.01	80,709.81	83,610.94	86,574.68	89,768.01	93,232.67	96,363.38	98,283.55
43P	HOURLY	37.41	38.67	40.06	41.48	43.01	44.67	46.17	47.93	48.89
	WEEKLY	1,496.40	1,546.80	1,602.40	1,659.20	1,720.40	1,786.80	1,846.80	1,917.20	1,955.60
	ANNUAL	78,080.01	80,709.81	83,610.94	86,574.68	89,768.01	93,232.67	96,363.38	100,036.75	102,040.41
44P	HOURLY	38.67	40.06	41.48	43.01	44.67	46.17	47.93	49.77	50.77
	WEEKLY	1,546.80	1,602.40	1,659.20	1,720.40	1,786.80	1,846.80	1,917.20	1,990.80	2,030.80
	ANNUAL	80,709.81	83,610.94	86,574.68	89,768.01	93,232.67	96,363.38	100,036.75	103,877.10	105,964.24
45P	HOURLY	40.06	41.48	43.01	44.67	46.17	47.93	49.77	51.63	52.66
	WEEKLY	1,602.40	1,659.20	1,720.40	1,786.80	1,846.80	1,917.20	1,990.80	2,065.20	2,106.40
	ANNUAL	83,610.94	86,574.68	89,768.01	93,232.67	96,363.38	100,036.75	103,877.10	107,759.18	109,908.94

SALARY SCHEDULE 9P - PROFESSIONAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM STEP 9
46P	HOURLY	41.48	43.01	44.67	46.17	47.93	49.77	51.63	53.51	54.58
	WEEKLY	1,659.20	1,720.40	1,786.80	1,846.80	1,917.20	1,990.80	2,065.20	2,140.40	2,183.20
	ANNUAL	86,574.68	89,768.01	93,232.67	96,363.38	100,036.75	103,877.10	107,759.18	111,683.01	113,916.25
47P	HOURLY	43.01	44.67	46.17	47.93	49.77	51.63	53.51	55.74	56.87
	WEEKLY	1,720.40	1,786.80	1,846.80	1,917.20	1,990.80	2,065.20	2,140.40	2,229.60	2,274.80
	ANNUAL	89,768.01	93,232.67	96,363.38	100,036.75	103,877.10	107,759.18	111,683.01	116,337.34	118,695.81
48P	HOURLY	44.67	46.17	47.93	49.77	51.63	53.51	55.74	57.61	58.77
	WEEKLY	1,786.80	1,846.80	1,917.20	1,990.80	2,065.20	2,140.40	2,229.60	2,304.40	2,350.80
	ANNUAL	93,232.67	96,363.38	100,036.75	103,877.10	107,759.18	111,683.01	116,337.34	120,240.30	122,661.38
49P	HOURLY	46.17	47.93	49.77	51.63	53.51	55.74	57.61	59.78	60.99
	WEEKLY	1,846.80	1,917.20	1,990.80	2,065.20	2,140.40	2,229.60	2,304.40	2,391.20	2,439.60
	ANNUAL	96,363.38	100,036.75	103,877.10	107,759.18	111,683.01	116,337.34	120,240.30	124,769.40	127,294.84
50P	HOURLY	47.93	49.77	51.63	53.51	55.74	57.61	59.78	62.08	63.31
	WEEKLY	1,917.20	1,990.80	2,065.20	2,140.40	2,229.60	2,304.40	2,391.20	2,483.20	2,532.40
	ANNUAL	100,036.75	103,877.10	107,759.18	111,683.01	116,337.34	120,240.30	124,769.40	129,569.83	132,137.01
51P	HOURLY	49.77	51.63	53.51	55.74	57.61	59.78	62.08	64.49	65.79
	WEEKLY	1,990.80	2,065.20	2,140.40	2,229.60	2,304.40	2,391.20	2,483.20	2,579.60	2,631.60
	ANNUAL	103,877.10	107,759.18	111,683.01	116,337.34	120,240.30	124,769.40	129,569.83	134,599.84	137,313.12
52P	HOURLY	51.63	53.51	55.74	57.61	59.78	62.08	64.49	66.89	68.23
	WEEKLY	2,065.20	2,140.40	2,229.60	2,304.40	2,391.20	2,483.20	2,579.60	2,675.60	2,729.20
	ANNUAL	107,759.18	111,683.01	116,337.34	120,240.30	124,769.40	129,569.83	134,599.84	139,608.98	142,405.75
53P	HOURLY	53.51	55.74	57.61	59.78	62.08	64.49	66.89	69.39	70.78
	WEEKLY	2,140.40	2,229.60	2,304.40	2,391.20	2,483.20	2,579.60	2,675.60	2,775.60	2,831.20
	ANNUAL	111,683.01	116,337.34	120,240.30	124,769.40	129,569.83	134,599.84	139,608.98	144,826.84	147,727.97

SALARY SCHEDULE 9P - PROFESSIONAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM STEP 9
54P	HOURLY	55.74	57.61	59.78	62.08	64.49	66.89	69.39	72.10	73.55
	WEEKLY	2,229.60	2,304.40	2,391.20	2,483.20	2,579.60	2,675.60	2,775.60	2,884.00	2,942.00
	ANNUAL	116,337.34	120,240.30	124,769.40	129,569.83	134,599.84	139,608.98	144,826.84	150,483.00	153,509.35
55P	HOURLY	57.61	59.78	62.08	64.49	66.89	69.39	72.10	74.77	76.27
	WEEKLY	2,304.40	2,391.20	2,483.20	2,579.60	2,675.60	2,775.60	2,884.00	2,990.80	3,050.80
	ANNUAL	120,240.30	124,769.40	129,569.83	134,599.84	139,608.98	144,826.84	150,483.00	156,055.67	159,186.38
56P	HOURLY	59.78	62.08	64.49	66.89	69.39	72.10	74.77	77.68	79.25
	WEEKLY	2,391.20	2,483.20	2,579.60	2,675.60	2,775.60	2,884.00	2,990.80	3,107.20	3,170.00
	ANNUAL	124,769.40	129,569.83	134,599.84	139,608.98	144,826.84	150,483.00	156,055.67	162,129.25	165,406.07
57P	HOURLY	62.08	64.49	66.89	69.39	72.10	74.77	77.68	80.64	82.26
	WEEKLY	2,483.20	2,579.60	2,675.60	2,775.60	2,884.00	2,990.80	3,107.20	3,225.60	3,290.40
	ANNUAL	129,569.83	134,599.84	139,608.98	144,826.84	150,483.00	156,055.67	162,129.25	168,307.20	171,688.37
58P	HOURLY	64.49	66.89	69.39	72.10	74.77	77.68	80.64	83.74	85.40
	WEEKLY	2,579.60	2,675.60	2,775.60	2,884.00	2,990.80	3,107.20	3,225.60	3,349.60	3,416.00
	ANNUAL	134,599.84	139,608.98	144,826.84	150,483.00	156,055.67	162,129.25	168,307.20	174,777.34	178,242.00
59P	HOURLY	66.89	69.39	72.10	74.77	77.68	80.64	83.74	87.00	88.73
	WEEKLY	2,675.60	2,775.60	2,884.00	2,990.80	3,107.20	3,225.60	3,349.60	3,480.00	3,549.20
	ANNUAL	139,608.98	144,826.84	150,483.00	156,055.67	162,129.25	168,307.20	174,777.34	181,581.42	185,192.18
60P	HOURLY	69.39	72.10	74.77	77.68	80.64	83.74	87.00	90.19	91.98
	WEEKLY	2,775.60	2,884.00	2,990.80	3,107.20	3,225.60	3,349.60	3,480.00	3,607.60	3,679.20
	ANNUAL	144,826.84	150,483.00	156,055.67	162,129.25	168,307.20	174,777.34	181,581.42	188,239.41	191,975.39
61P	HOURLY	72.10	74.77	77.68	80.64	83.74	87.00	90.19	93.76	95.63
	WEEKLY	2,884.00	2,990.80	3,107.20	3,225.60	3,349.60	3,480.00	3,607.60	3,750.40	3,825.20
	ANNUAL	150,483.00	156,055.67	162,129.25	168,307.20	174,777.34	181,581.42	188,239.41	195,690.51	199,593.47

SALARY SCHEDULE 1 - GENERAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MAXIMUM STEP 7
16	HOURLY	15.84	16.28	16.89	17.21	17.82	18.51	18.89
	WEEKLY	633.60	651.20	675.60	688.40	712.80	740.40	755.60
	ANNUAL	33,060.34	33,978.68	35,251.84	35,919.73	37,192.88	38,633.01	39,426.13
17	HOURLY	16.28	16.89	17.21	17.82	18.51	19.00	19.39
	WEEKLY	651.20	675.60	688.40	712.80	740.40	760.00	775.60
	ANNUAL	33,978.68	35,251.84	35,919.73	37,192.88	38,633.01	39,655.71	40,469.70
18	HOURLY	16.89	17.21	17.82	18.51	19.00	19.68	20.07
	WEEKLY	675.60	688.40	712.80	740.40	760.00	787.20	802.80
	ANNUAL	35,251.84	35,919.73	37,192.88	38,633.01	39,655.71	41,074.97	41,888.96
19	HOURLY	17.21	17.82	18.51	19.00	19.68	20.17	20.57
	WEEKLY	688.40	712.80	740.40	760.00	787.20	806.80	822.80
	ANNUAL	35,919.73	37,192.88	38,633.01	39,655.71	41,074.97	42,097.67	42,932.53
20	HOURLY	17.82	18.51	19.00	19.68	20.17	21.03	21.47
	WEEKLY	712.80	740.40	760.00	787.20	806.80	841.20	858.80
	ANNUAL	37,192.88	38,633.01	39,655.71	41,074.97	42,097.67	43,892.61	44,810.96
21	HOURLY	18.51	19.00	19.68	20.17	21.03	21.73	22.17
	WEEKLY	740.40	760.00	787.20	806.80	841.20	869.20	886.80
	ANNUAL	38,633.01	39,655.71	41,074.97	42,097.67	43,892.61	45,353.61	46,271.96
22	HOURLY	19.00	19.68	20.17	21.03	21.73	22.46	22.91
	WEEKLY	760.00	787.20	806.80	841.20	869.20	898.40	916.40
	ANNUAL	39,655.71	41,074.97	42,097.67	43,892.61	45,353.61	46,877.23	47,816.44
23	HOURLY	19.68	20.17	21.03	21.73	22.46	23.11	23.55
	WEEKLY	787.20	806.80	841.20	869.20	898.40	924.40	942.00
	ANNUAL	41,074.97	42,097.67	43,892.61	45,353.61	46,877.23	48,233.87	49,152.21

SALARY SCHEDULE 1 - GENERAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MAXIMUM STEP 7
24	HOURLY	20.17	21.03	21.73	22.46	23.11	23.89	24.37
	WEEKLY	806.80	841.20	869.20	898.40	924.40	955.60	974.80
	ANNUAL	42,097.67	43,892.61	45,353.61	46,877.23	48,233.87	49,861.84	50,863.67
25	HOURLY	21.03	21.73	22.46	23.11	23.89	24.74	25.25
	WEEKLY	841.20	869.20	898.40	924.40	955.60	989.60	1,010.00
	ANNUAL	43,892.61	45,353.61	46,877.23	48,233.87	49,861.84	51,635.91	52,700.36
26	HOURLY	21.73	22.46	23.11	23.89	24.74	25.61	26.12
	WEEKLY	869.20	898.40	924.40	955.60	989.60	1,024.40	1,044.80
	ANNUAL	45,353.61	46,877.23	48,233.87	49,861.84	51,635.91	53,451.73	54,516.17
27	HOURLY	22.46	23.11	23.89	24.74	25.61	26.54	27.06
	WEEKLY	898.40	924.40	955.60	989.60	1,024.40	1,061.60	1,082.40
	ANNUAL	46,877.23	48,233.87	49,861.84	51,635.91	53,451.73	55,392.77	56,478.08
28	HOURLY	23.11	23.89	24.74	25.61	26.54	27.53	28.09
	WEEKLY	924.40	955.60	989.60	1,024.40	1,061.60	1,101.20	1,123.60
	ANNUAL	48,233.87	49,861.84	51,635.91	53,451.73	55,392.77	57,459.04	58,627.84
29	HOURLY	23.89	24.74	25.61	26.54	27.53	28.36	28.93
	WEEKLY	955.60	989.60	1,024.40	1,061.60	1,101.20	1,134.40	1,157.20
	ANNUAL	49,861.84	51,635.91	53,451.73	55,392.77	57,459.04	59,191.37	60,381.04
30	HOURLY	24.74	25.61	26.54	27.53	28.36	29.36	29.94
	WEEKLY	989.60	1,024.40	1,061.60	1,101.20	1,134.40	1,174.40	1,197.60
	ANNUAL	51,635.91	53,451.73	55,392.77	57,459.04	59,191.37	61,278.51	62,489.06
31	HOURLY	25.61	26.54	27.53	28.36	29.36	30.42	31.04
	WEEKLY	1,024.40	1,061.60	1,101.20	1,134.40	1,174.40	1,216.80	1,241.60
	ANNUAL	53,451.73	55,392.77	57,459.04	59,191.37	61,278.51	63,490.88	64,784.91

SALARY SCHEDULE 1 - GENERAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MAXIMUM STEP 7
32	HOURLY	26.54	27.53	28.36	29.36	30.42	31.40	32.01
	WEEKLY	1,061.60	1,101.20	1,134.40	1,174.40	1,216.80	1,256.00	1,280.40
	ANNUAL	55,392.77	57,459.04	59,191.37	61,278.51	63,490.88	65,536.28	66,809.44
33	HOURLY	27.53	28.36	29.36	30.42	31.40	32.58	33.23
	WEEKLY	1,101.20	1,134.40	1,174.40	1,216.80	1,256.00	1,303.20	1,329.20
	ANNUAL	57,459.04	59,191.37	61,278.51	63,490.88	65,536.28	67,999.11	69,355.76
34	HOURLY	28.36	29.36	30.42	31.40	32.58	33.72	34.40
	WEEKLY	1,134.40	1,174.40	1,216.80	1,256.00	1,303.20	1,348.80	1,376.00
	ANNUAL	59,191.37	61,278.51	63,490.88	65,536.28	67,999.11	70,378.46	71,797.71
35	HOURLY	29.36	30.42	31.40	32.58	33.72	34.88	35.59
	WEEKLY	1,174.40	1,216.80	1,256.00	1,303.20	1,348.80	1,395.20	1,423.60
	ANNUAL	61,278.51	63,490.88	65,536.28	67,999.11	70,378.46	72,799.54	74,281.41
36	HOURLY	30.42	31.40	32.58	33.72	34.88	36.24	36.96
	WEEKLY	1,216.80	1,256.00	1,303.20	1,348.80	1,395.20	1,449.60	1,478.40
	ANNUAL	63,490.88	65,536.28	67,999.11	70,378.46	72,799.54	75,638.06	77,140.80
37	HOURLY	31.40	32.58	33.72	34.88	36.24	37.50	38.27
	WEEKLY	1,256.00	1,303.20	1,348.80	1,395.20	1,449.60	1,500.00	1,530.80
	ANNUAL	65,536.28	67,999.11	70,378.46	72,799.54	75,638.06	78,267.86	79,874.95
38	HOURLY	32.81	34.05	35.24	36.45	37.87	39.18	39.99
	WEEKLY	1,312.40	1,362.00	1,409.60	1,458.00	1,514.80	1,567.20	1,599.60
	ANNUAL	68,479.16	71,067.21	73,550.91	76,076.36	79,040.10	81,774.25	83,464.84
39	HOURLY	33.72	34.88	36.24	37.50	38.94	40.29	41.09
	WEEKLY	1,348.80	1,395.20	1,449.60	1,500.00	1,557.60	1,611.60	1,643.60
	ANNUAL	70,378.46	72,799.54	75,638.06	78,267.86	81,273.34	84,090.98	85,760.70

SALARY SCHEDULE 1 - GENERAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MAXIMUM STEP 7
40	HOURLY	34.88	36.24	37.50	38.94	40.29	41.75	42.59
	WEEKLY	1,395.20	1,449.60	1,500.00	1,557.60	1,611.60	1,670.00	1,703.60
	ANNUAL	72,799.54	75,638.06	78,267.86	81,273.34	84,090.98	87,138.21	88,891.41
41	HOURLY	36.24	37.50	38.94	40.29	41.75	43.25	44.13
	WEEKLY	1,449.60	1,500.00	1,557.60	1,611.60	1,670.00	1,730.00	1,765.20
	ANNUAL	75,638.06	78,267.86	81,273.34	84,090.98	87,138.21	90,268.93	92,105.61
42	HOURLY	37.50	38.94	40.29	41.75	43.25	44.84	45.75
	WEEKLY	1,500.00	1,557.60	1,611.60	1,670.00	1,730.00	1,793.60	1,830.00
	ANNUAL	78,267.86	81,273.34	84,090.98	87,138.21	90,268.93	93,587.48	95,486.78
43	HOURLY	38.94	40.29	41.75	43.25	44.84	46.51	47.45
	WEEKLY	1,557.60	1,611.60	1,670.00	1,730.00	1,793.60	1,860.40	1,898.00
	ANNUAL	81,273.34	84,090.98	87,138.21	90,268.93	93,587.48	97,073.01	99,034.93
44	HOURLY	40.29	41.75	43.25	44.84	46.51	48.10	49.07
	WEEKLY	1,611.60	1,670.00	1,730.00	1,793.60	1,860.40	1,924.00	1,962.80
	ANNUAL	84,090.98	87,138.21	90,268.93	93,587.48	97,073.01	100,391.57	102,416.10
45	HOURLY	41.75	43.25	44.84	46.51	48.10	49.97	50.96
	WEEKLY	1,670.00	1,730.00	1,793.60	1,860.40	1,924.00	1,998.80	2,038.40
	ANNUAL	87,138.21	90,268.93	93,587.48	97,073.01	100,391.57	104,294.53	106,360.80
46	HOURLY	43.25	44.84	46.51	48.10	49.97	51.91	52.95
	WEEKLY	1,730.00	1,793.60	1,860.40	1,924.00	1,998.80	2,076.40	2,118.00
	ANNUAL	90,268.93	93,587.48	97,073.01	100,391.57	104,294.53	108,343.58	110,514.21
47	HOURLY	44.84	46.51	48.10	49.97	51.91	53.77	54.86
	WEEKLY	1,793.60	1,860.40	1,924.00	1,998.80	2,076.40	2,150.80	2,194.40
	ANNUAL	93,587.48	97,073.01	100,391.57	104,294.53	108,343.58	112,225.67	114,500.65

SALARY SCHEDULE 1 - GENERAL, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MAXIMUM STEP 7
48	HOURLY	46.51	48.10	49.97	51.91	53.77	55.79	56.92
	WEEKLY	1,860.40	1,924.00	1,998.80	2,076.40	2,150.80	2,231.60	2,276.80
	ANNUAL	97,073.01	100,391.57	104,294.53	108,343.58	112,225.67	116,441.70	118,800.17
49	HOURLY	48.10	49.97	51.91	53.77	55.79	58.16	59.31
	WEEKLY	1,924.00	1,998.80	2,076.40	2,150.80	2,231.60	2,326.40	2,372.40
	ANNUAL	100,391.57	104,294.53	108,343.58	112,225.67	116,441.70	121,388.23	123,788.44
50	HOURLY	49.97	51.91	53.77	55.79	58.16	60.04	61.24
	WEEKLY	1,998.80	2,076.40	2,150.80	2,231.60	2,326.40	2,401.60	2,449.60
	ANNUAL	104,294.53	108,343.58	112,225.67	116,441.70	121,388.23	125,312.05	127,816.63

SALARY SCHEDULE 5 - SECURITY, NON-UNION

EFFECTIVE 7/1/2025

2% Salary Increase

PAY GRADE		MINIMUM STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	MAXIMUM STEP 8
4	HOURLY	26.43	27.20	28.15	29.17	30.11	31.23	32.35	32.99
	WEEKLY	1,057.20	1,088.00	1,126.00	1,166.80	1,204.40	1,249.20	1,294.00	1,319.60
	ANNUAL	55,163.18	56,770.28	58,753.07	60,881.96	62,843.87	65,181.47	67,519.07	68,854.84

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.4A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request City Council's review, deliberation, and adoption of the attached resolutions to file and accept entitlement funding under the City of Worcester's Fiscal Year 2026/Program Year 51 Community Development Block Grant (CDBG), Emergency Solutions Grant (ESG), HOME Investment Partnership Program (HOME), and Housing Opportunities for Persons with AIDS (HOPWA) Program, funded through the U.S. Department of Housing and Urban Development (HUD), as received from Peter Dunn, Chief Development Officer, and forwarded for the consideration of your Honorable Body.

As a result of our community's characteristics, such as population size and income demographics, Worcester receives funds from these federal programs on a formula basis, meaning the municipality does not competitively apply for the funds. This year's funding allocations were authorized by the Consolidated Appropriations Act (Public Law 119-4) on March 15, 2025, which is commonly referred to as a "continuing resolution."

The City of Worcester's total allocation consists of $6,854,345 for the CDBG, HOME, HOPWA, and ESG programs combined. This allocation represents a total estimated decrease of 1.8% over last year (Program Year 50), which is largely due to a 4% reduction in CDBG as a result of new entitlement communities being eligible to receive program funds.

The following materials are included in the attached package:

1. City of Worcester Fiscal Year 2026/Year 51 Funding Recommendations for CDBG, ESG, and HOPWA (requires City Council action);

2. City Council resolutions to file and accept CDBG, HOME, ESG, and HOPWA grants (requires City Council action);

The CDBG program has HUD-mandated maximum funding limits for activity areas. As a result of these mandated limits, the following dollars are available for distribution:

Year 49 CDBG Overall Regular Entitlement Funding Available*	$4,088,940
Public Services Category (15% Cap)	$613,341
Other Programs Funding (Public Facilities, City Projects and Programs, etc.)	$2,657,811
Planning/Administration (20% Cap)	$817,788

***** All figures rounded to nearest whole dollar

As described in the communication from Peter Dunn, Chief Development Officer, the final funding decisions for Public Services and other CDBG funded programs and projects represent a continued commitment to supporting local social and human services. Many of these grant subrecipients have demonstrated success in addressing community needs as recent recipients of CARES Act funding, ARPA funds, and other local, state, and federal funding streams during these challenging times in the wake of the COVID-19 pandemic and other macroeconomic challenges.

Overall, this federal funding will also ensure we continue much needed investments in affordable housing, public facilities, public infrastructure, schools, and neighborhoods.

I respectfully request that these recommendations and their accompanying items be referred to the City Council Standing Committee on Health and Human Services for a public hearing and further consideration.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
City Hall, 455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F**|508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: City of Worcester Fiscal Year 2026/Program Year 51 Funding Recommendations for U.S. Housing and Urban Development (HUD) Entitlement Programs – Community Development Block Grant (CDBG), Emergency Solutions Grant (ESG), HOME Investment Partnership Program (HOME), and Housing Opportunities for Persons with AIDS (HOPWA)

I write to provide an overview of the status of the city's Fiscal Year 2026/Program Year 51 funding recommendations for HUD Entitlement Programs, focusing on CDBG, ESG, and HOPWA. Since HOME is not subject to annual appropriations but instead represents multi-year commitments, we regularly communicate HOME program updates in our semi-annual Economic Development reports.

In addition to the entitlement programs, we are including an updated in this report relative to the initial awards of the HOME-ARP funding, for which there was a Request for Proposals process this past winter.

Program Year 51 Federal Allocations

This year the City of Worcester was allocated a total of $6,854,345 for its CDBG, HOME, HOPWA, and ESG programs combined. This total allocation represents an overall decrease of 1.8% from the prior Program Year 50, with a 4% drop in CDBG, offsetting increases in HOME, HOPWA and ESG. The HOME program allocation, for instance, increased by 1.7%, the HOPWA program funding increased by 0.5%, and the ESG amount also increased by 4.5% over the prior year as shown in the table below:

Year 51 Annual Overall Federal Funding Allocations	Amount	Percent Change from Year 50
CDBG	$4,088,940	-4.0%
HOME Program	$1,593,821	+1.7%
HOPWA	$797,060	+0.5%

ESG	$374,524	+4.5%
Total Year 51 Regular Annual Federal Funding	**$6,854,345**	**-1.8%**

Community Development Block Grant (CDBG) Program

The CDBG program has HUD mandated maximum funding limits for each specific activity area. As a result of these mandated limits, the following dollars are available for distribution.

Year 51 CDBG Entitlement Funding Available*	**$4,088,940**
Public Services Category (15% Cap)	$613,341
Other Programs Funding (Public Facilities, City Projects and Programs, etc.)	$2,657,811
Planning/Administration (20% Cap)	$817,788

***** All figures rounded to nearest whole dollar

CDBG - Citizen Input & Participation Process

HUD requires that local Entitlement Communities, such as the City of Worcester, engage in a citizen participation process to identify community needs and obtain community input on activities and programs to fund.

The City of Worcester embarked on the development and implementation of a new Five (5) Year Consolidated Plan (2025 - 2030) process by establishing an updated baseline of community needs. Building on insights from the 2019 neighborhood meetings, the municipality's Neighborhood Development Division launched a targeted outreach effort to engage residents and gather input. A key component of this outreach was the 2024 Community Development Survey, conducted from November to December 2024, which solicited feedback on funding priorities and evolving community needs. The survey included a mix of multiple-choice and open-ended questions, and incorporated data on actual funding allocations from the previous Consolidated Plan (2020–2025) to better understand changing priorities. It was widely distributed both online through the municipality's social media channels and in person at public and private institutions throughout Worcester. A total of 109 people responded, 92 percent of whom were Worcester residents. Survey results, along with interdepartmental collaboration and additional planning efforts such as the *Worcester Now | Next* plan and the FY2025–2029 Strategic Plan, helped inform the 2025-2030 Consolidated Plan and grant application evaluation process for the First Year Action Plan (2025 – 2026).

The Yr. 51/FY26 CDBG, HOPWA and ESG Request for Proposals (RFPs) were announced in late 2024, and the Technical Assistance materials were provided on-line for potential RFP applicants to review.

The Community Development Advisory Committee (CDAC) has traditionally served as the formal citizen body that provides annual input on funding applications submitted as part of the City of Worcester's CDBG RFP process. The CDAC is a citizen advisory committee comprised of 10 members, with two from each of Worcester's five council districts. CDAC began its program Yr. 51 proceedings in early 2025. Their recommendations help form the basis of each annual draft "Action Plan" submitted to HUD.

A final public hearing on the proposed draft Action Plan is anticipated to take place in June, with final submittal of the Action Plan documentation to HUD anticipated by early to mid-July 2025.

CDBG - Public Services Program

Per federal program regulations, spending on the Public Services funding category is capped statutorily at 15% of the total CDBG annual allocation. For the past several years, the CDAC has recommended the idea of setting aside funds for newer and/or smaller organizations. As such, there are three new agencies/programs being supported this year.

Below are the final funding recommendations for the Public Services category, listed in alphabetic order by the applicant agency name. The recommendation is to fund 18 organizations based on their scoring and prioritization through the CDAC process, as well as administrative review of the applications for conformance with program eligibility. This equates to a total of $613,940 dedicated to Public Services, which is a slightly rounded down number to avoid exceeding allowable federal funding cap under the Public Services category.

The funding recommendations for the Public Services activity category for Year 51 include: basic needs/case management programs, food security programs, youth development/recreation programs, programs for the developmentally disabled, help for low-income persons in obtaining the EIC credit, health services programs, assistance to former foster care youth, English for Speakers of Other Languages/literacy programs, job readiness, and programs to assist with transportation for low-income and elderly populations. While we are recommending the above programs and activities for funding, in certain cases, it may require additional detailed reviews of the program to ensure complete eligibility with HUD requirements and agency capacity to deliver said programs prior to execution of an actual CDBG grant contract.

Agency		Proposal	Prior Year Funded Amount	Recommended Funding Amount
1	African Community Education (ACE)	After School Program	$58,800.00	$58,000.00
2	Centro Las Americas	Case Management	$17,600.00	$17,000.00
3	Centro Las Americas	Emergency Food Pantry	$38,896.00	$38,000.00
4	Dismas House	BAR None Legal Advocacy	$7,875.00	$7,000.00
5	Family Health Center of Worcester	Emergency Dental Services	$18,375.00	$18,000.00
6	Family Health Center of Worcester	Healthcare for Homeless Families	$18,375.00	$18,000.00
7	Friendly House	Case Management	$82,425.00	$82,000.00
8	Friendly House	Intensive Case Management	$12,495.00	$12,000.00
9	Friendly House	Youth Development	$61,950.00	$61,950.00
10	Literacy Volunteers of Greater Worcester	ESOL & Workforce Readiness	$0.00	$18,500.00
11	Quinsigamond Village Community Center	Neighborhood Services Youth Development	$35,070.00	$34,890.00
12	Rachel's Table	The Children's Milk Fund	$18,375.00	$18,000.00
13	Safe Exit Initiative (SEI)	The Advocacy Project (TAP)	$0.00	$4,900.00
14	Southeast Asian Coalition of Central MA	Case Management	$57,540.00	$57,000.00
15	United Way	YouthConnect Summer	$85,000.00	$84,000.00
16	Worcester Community Action Council (*VITA funded thru Community Builders in Year 50)	Volunteer Income Tax Assistance (VITA)*	$13,650.00	$13,000.00
17	Worcester Housing Authority	Senior Transportation	$43,050.00	$42,500.00

18	Worcester Refugee Immigrant Support Empowerment (RISE)	Health Systems Navigation Services	$0.00	$28,600.00

PUBLIC SERVICES - TOTAL FUNDING COMMITMENT: $ 613,340.00

CDBG - Other Programs

CDBG can be used for a range of programs designed to address affordable housing, economic development, and public facility improvements, including public infrastructure, elimination of slum and blight, and municipal activities beyond normal municipal maintenance and governmental services. The following activities comprise the *Year 51 CDBG - Other Programs* category.

Housing and Neighborhood Stabilization– Through the Housing Development Division, various citywide housing programs are made possible with CDBG funds. These services include an owner-occupied rehab program, rental and investor-owned property rehab, elder home repair, de-leading, and down payment assistance services for low-to moderate-income first-time homebuyers. In the coming year, the Housing Division, having received multiple supplementary funds over the recent years from the CARES Act (CDBG-CV), as well as the American Rescue Plan Act (ARPA), will continue to utilize existing funding balances from prior year allocations to support these activities, in addition to a recommended amount of $673,852.00 for this year's Action Plan.

The Neighborhood Development Division helps to coordinate strategic improvement of neighborhoods, such as the Union Hill initiative and the Green Island initiative. Neighborhood Development anticipates continued utilization of CDBG funds to provide neighborhood infrastructure improvements. These improvements can include road resurfacing, new sidewalks, public park enhancements, and pedestrian and safety improvements in CDBG eligible neighborhoods. The Neighborhood Development Division is recommended to receive an allocation of $275,000 this year as it continues to work with prior year funds to deliver significant street infrastructure improvements to the Green Island neighborhood.

In tandem with the above, the Inspectional Services Department provides concentrated neighborhood code "sweeps" in target areas, as well as demolition of blighted buildings through the Chapter 139 process.

Lastly, I recommend an amount of $1,000,000 be earmarked in the annual Action Plan for support to eligible Public Facilities & Improvements. This year we anticipate this assistance to be for much needed repairs to schools serving primarily low-to moderate income areas in the City of Worcester's overall portfolio of school properties.

Business Development – CDBG funds can be used by municipal departments to help establish and expand businesses through activities that support job creation and retention. The Business & Community Development Division traditionally uses CDBG in support of its microloan, façade improvement, and small business grant programs that support small business growth and aesthetic improvements to commercial corridors. Given the additional allocations to the Division through the CDBG-CV and ARPA funds, the Division is recommended to receive $215,000 to further support the impact of these activities.

Therefore, the recommendations for continued funding in these important and impactful municipal areas are as follows:

City Division	Program	Amount
EOED - Housing Development Division	Affordable Housing Development	$673,852.00
Inspectional Services Department-Division of Housing and Health Inspections	Enhanced Code Enforcement and Demolition of Slum & Blight	$185,000.00
EOED - Small Business Assistance	Microloan, Small Business Grant, and Façade Programs	$215,000.00
Neighborhood Development	Green Island Initiative	$275,000.00
City of Worcester EOED	Neighborhood Based Public Facility and Safety Improvements	$1,000,000.00

Sub-recipient Public Facilities and Improvements – As part of its annual CDBG RFP, the municipality solicits "project use" proposals for the construction or improvement of Public Facilities - including community facilities that serve CDBG eligible uses and populations through organizations that deliver CDBG eligible services to low- and moderate-income communities. The municipality received six different proposals from potential sub-recipients for public facility improvements. After a careful analysis, the municipality and CDAC opted not to recommend three of the proposals. The public facility improvement proposals for FY26/Year 51 are as follows:

Agency	Public Facility Improvement	Amount
Centro Las Americas	Facility Parking Lot Renovation	$20,000.00
Edward M. Kennedy Community Center	605 Lincoln St. Security Improvements	$93,960.00
Worcester Common Ground	Renovation of Neighborhood Basketball Court	$195,000.00

OTHER PROGRAMS TOTAL FUNDING COMMITMENT: $2,657,812.00

Planning & Administration

As mentioned previously, up to 20% of the total CDBG funding can be used for planning and administration costs. Based on the projected amount of funding that will be received from HUD, the 20% calculation totals $817,788.00, which is utilized for municipal staffing and administration related to managing CDBG funds.

PLANNING & ADMINISTRATION TOTAL FUNDING COMMITMENT: $817,788.00

Emergency Solutions Grant (ESG) Program

The Emergency Solutions Grant (ESG) program was allocated $374,524.00 for Year 51, a 4.5% increase from Year 50, in addition to supplemental funds not expended during Year 50 ($96,456.94) for a total of $470,980.94 to be programmed in Year 51.

The ESG RFP Advisory Committee was comprised of members of the Continuum of Care (COC), local funders of social services, and direct homeless service providers, as well as one lived experience committee member. The Committee followed a similar process to CDAC in its review, including holding a public meeting to introduce the ESG process and guidelines, a technical assistance meeting for interested applicants, an RFP review and applicant presentation, as well as ranking sessions that were held both in person and virtually.

Both proposals submitted by South Middlesex Opportunity Council (SMOC) are recommended for funding. In addition to providing funds for Supportive Services at the Triage Center for $54,431.40, ESG funds will also support Project-Based Rental Assistance and Tenant-Based Rental Assistance programs intended to rapidly-rehouse individuals experiencing homelessness, in the amount of $41,383.16.

Open Sky Community Services Inc., Homeless Initiative Program (HIP) is recommended for $86,682.71 in funding, to provide rental/financial assistance and supportive services to homeless individuals. The HIP targets both homeless individuals with co-occurring mental illness and substance abuse disorders and youth.

Veterans Inc. is recommended for funding to support their Emergency Services & Shelter Program in the amount of $96,353.74, including a shelter Case Manager to provide wrap around services for homeless veterans. In addition, they applied for and are recommended for funding to support their rapid rehousing program in the amount of $28,328.54.

The City of Worcester's Department of Health & Human Services' (HHS) Street Outreach proposal is recommended for funding in the amount of $70,601.89. These funds will partially

support a staff person dedicated to engaging with the unsheltered population. The primary goal of this program is to connect homeless individuals to emergency shelter and/or other critical services in order to reduce the number of homeless individuals staying in places not meant for human habitation.

Dismas House of Massachusetts, Inc.'s proposal is recommended for funding in the amount of $22,296.91. These funds will provide support for the utilities, insurance, transportation, and grocery costs associated with the transitional housing program for homeless and ex-offenders at The Father Brooks House.

RC Bishop of Worcester d/b/a St. John's Food for the Poor proposal is recommended for funding in the amount of $27,813.29. These funds would support the cost of two part-time employees for 12 months as well as the projected cost of water, propane, electricity, towels and laundry service. It also includes the cost of participating in the Homeless Management Information System (HMIS) program. The service will operate for 4 hours a day, Monday-Friday.

The remaining ESG funds of $15,000 are recommended to support Central Massachusetts Housing Alliance, Inc. (CMHA) in the maintenance of the HMIS.

It is important to note that the ESG program has regulatory funding caps associated with the Street Outreach and Emergency Shelter activities. No more than 60% of the ESG fiscal year grant award can be allocated to these activities, combined. A total of 47.01% (Emergency Shelter 32.02% and Street Outreach 14.99%) is allocated to these activities under this recommendation. The City's programmatic allocation for the Year 51 fiscal year grant breakout is as follows:

- Emergency Shelter 32.02%
- Street Outreach 14.99%
- Rapid Re-Housing 37.94%
- Homeless Management Information System 3.18%
- Utilities, Transportation 5.91%
- City of Worcester Grant Administration 5.96%

The final ESG RFP Review Committee recommendations are:

Agency	Activity Proposed	Requested Amount	Recommended Award
Open Sky	Rapid Re-Housing	$100,000.00	$86,682.71
Veteran's Inc.	Emergency Shelter	$100,000.00	$96,353.74

Veteran's Inc.	Rapid Re-Housing-Tenant & Project Based	$30,000.00	$28,328.54
South Middlesex Opportunity Council	Rapid Re-Housing-Tenant & Project Based	$50,000.00	$41,383.16
South Middlesex Opportunity Council	Emergency Shelter Case Management	$54,760.00	$54,431.40
St Johns Food for the Poor	Shower Program	$34,272.00	$27,813.29
Central Massachusetts Housing Alliance	Homeless Management Info. System (HMIS)	$15,000.00	$15,000.00
City of Worcester Department of Health & Human Services (HHS)	Street Outreach	$70,601.89	$70,601.89
Dismas House of Massachusetts	Father Brooks Administration	$25,000.00	$22,296.91
Administration	7.5% Cap		$28,089.30

ESG TOTAL FUNDING COMMITTMENT: $470,980.94

Housing Opportunities for Persons with AIDS (HOPWA) Program

The Housing Opportunities for Persons with AIDS (HOPWA) program was allocated $797,060 for Year 51, which is level funding. Proposals for HOPWA services were vetted by City Administration together with the HOPWA Advisory Committee. The Committee is composed of experts in community health and the HIV/AIDS field in Worcester County and Windham County Connecticut. The process was similar to CDAC in its review, including holding hybrid public meetings to introduce the HOPWA process and guidelines, a technical assistance meeting for interested applicants, applicant presentations, and a review and ranking session.

The Committee has recommended funding in the amount of $216,796.86 to Making Opportunity Count, Inc. (MOC) to support the provision of direct rental assistance and supportive services through their CARE AIDS program. MOC serves the northern Worcester County area.

The Committee has recommended funding for both proposals submitted by AIDS Project Worcester (APW). Funding of $259,453.09 has been recommended to support APW in the provision of supportive services, direct client housing through permanent housing placement, and short-term rent, mortgage and utilities assistance. Funding of $227,085.71 has been recommended to support APW for tenant-based rental assistance as well.

Finally the Committee has recommended funding to Advancing Connecticut Together, Inc. (ACT) in the amount of $69,812.54 to support what they describe as HOPWA East. ACT is requesting funds to support the role of Housing Support Specialist who will provide housing advocacy, referrals, and rental assistance. ACT applied so that clients in Windham County would not experience a gap in services. ACT will be working closely with APW for services to Windham County Connecticut.

A small percentage of each allocation will support the costs of administrative reporting of client data into the Homeless Management Information System (HMIS), operated by the Central Massachusetts Housing Alliance. HOPWA funds will support user fees and administrative costs associated with adding the HOPWA program data to the HMIS. Every year, HOPWA sub-recipients report Annual Performance Report data to the municipality, which the municipality compiles into the Consolidated Annual Performance and Evaluation Report (CAPER) for HUD. The ability to enter HOPWA data into the HMIS greatly increases the accuracy of reporting for our annual requirements to HUD.

The final HOPWA Advisory Committee recommendations are:

Agency	Proposal	Requested Amount	Recommended Amount
Montachusett Opportunity Council	CARE AIDS Rental and Supportive Services	$263,796.00	$216,796.86
AIDS Project Worcester	Housing Supportive Services and Homeless Prevention	$498,794.00	$259,453.09
AIDS Project Worcester	Tenant-Based Rental Assistance	$242,000.00	$227,085.71
Advancing Connecticut Together	ACT HOPWA East	$77,120.00	$69,812.54
Administration	3% Cap		$23,911.80

HOPWA TOTAL FUNDING COMMITTMENT: $797,060.00

HOME-ARP

In response to the COVID-19 pandemic, the federal government appropriated $5 billion to help communities provide housing, shelter, and services for people experiencing homelessness and other qualifying populations through part of the HOME program structure. HOME-ARP funding gives jurisdictions significant new resources to address their homeless assistance needs by creating affordable housing or non-congregate shelter units and providing tenant-based rental assistance or supportive services. HOME-ARP funds are allocated through the HOME formula to all participating jurisdictions that qualified for an annual HOME Program

allocation for FY 2021. HOME-ARP funds must be used for individuals or families from the following qualifying populations: homeless; at-risk of homelessness; fleeing or attempting to flee domestic violence, dating violence, sexual assault, stalking, or human trafficking; other populations where providing assistance would prevent the family's homelessness or would serve those with the greatest risk of housing instability; and veterans and families that include a veteran family member that meet one of the preceding criteria.

The HOME-ARP funds can be used for four eligible activities including the production or preservation of affordable housing; tenant-based rental assistance; supportive services, including homeless prevention services and housing counseling; and the purchase or development of non-congregate shelter for individuals and families experiencing homelessness. HOME-ARP funds are available for expenditure until September 2030.

The City of Worcester allocated $5,969,718 in HUD supplemental HOME-ARP funds to activities including:

- $1,272,049.22 for Supportive Services
- $592,838.57 for acquisition and development of non-congregate shelters
- $770,128.88 for tenant based rental assistance (TBRA)
- $2,185,531.33 for development of affordable rental housing
- $253,713 for non-profit operating and capacity building
- $895,457 for administration and planning.

The Housing Development Division led a Request for Proposals process this past winter and received nine (9) funding proposals from six (6) agencies. The proposals were reviewed by an interdepartmental committee and the following awards were recommended.

Agency	**Category**	**Award Amount**
Central Massachusetts Housing Alliance	Supportive Services	$172,500.00
Eliot CHS, Inc.	Supportive Services	$10,000.00
Eliot CHS, Inc.	Non-profit Operating and Capacity Building	$50,000.00
SMOC	Supportive Services	$133,622.50
Veterans, Inc.	Supportive Services	$175,420.00
AIDS Project Worcester, Inc.	Supportive Services	$276,848.70
AIDS Project Worcester, Inc.	Tenant-Based Rental Assistance	$550,128.88

The Housing Development Division expects to issue a second Request for Proposals in the coming months for the funds that remain available.

I am confident that these grant recommendations will complement other on-going efforts to address the City of Worcester's community needs. I look forward to the success of the Year 51 programs in helping improve the lives of Worcester's residents and neighborhoods with the assistance of our annual entitlement grants. I respectfully request that these recommendations be forwarded to City Council for review, deliberation, and adoption. Please advise if you have any questions.

Sincerely,

Peter Dunn
Chief Development Officer

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND A GRANT FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT FOR THE FEDERAL FISCAL YEAR 2025/ PROGRAM YEAR 51 COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM

WHEREAS: The U.S. Department of Housing and Urban Development (HUD) has made funding available in the amount of $4,088,940 to the City of Worcester through the Federal Fiscal Year 2025/ Program Year 51 Community Development Block Grant (CDBG) Program; and

WHEREAS: The CDBG Program is designed to improve low- to moderate- income areas and to provide services to low- and moderate- income households; and

WHEREAS: The City of Worcester will contract with appropriate agencies for a variety of eligible activities to further the mission of the CDBG Program; and

WHEREAS: The Executive Office of Economic Development has submitted funding recommendations to the City Manager and City Council; and

WHEREAS: The purpose of the CDBG Program is consistent with the goals set forth in the City's Consolidated Submission to HUD for Community Planning and Development Programs.

NOW, THEREFORE BE IT RESOLVED:

1. That the City Manager be and is hereby authorized to file an application with HUD for the Federal Fiscal Year 2025/ Program Year 51 CDBG Program; and

2. That the City Manager be and is hereby authorized to file information as required by HUD; and

3. That the City Manager be and is hereby authorized to accept grant funds and execute contracts and any amendments thereto, in order to carry out the terms, purposes, and conditions of the Federal Fiscal Year 2025/ Program Year 51 CDBG Program and to administer the grant; and

4. That the City Manager be and is hereby authorized to take such actions as necessary to carry out and implement the City's CDBG Program; and

5. That the City Treasurer, under the direction of the City Manager, be and is hereby authorized to accept the allocated CDBG Grant funding.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND A GRANT FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT FOR THE FEDERAL FISCAL YEAR 2025 EMERGENCY SOLUTIONS GRANT PROGRAM

WHEREAS: The U.S. Department of Housing and Urban Development (HUD) has made funding available in the amount of $374,524 to the City of Worcester through the Federal Fiscal Year 2025 Emergency Solutions Grant (ESG) Program; and

WHEREAS: The ESG Program provides grants to support homelessness prevention, emergency shelter, and related services; and

WHEREAS: The City of Worcester will contract with appropriate agencies for a variety of eligible homelessness activities to further the mission of the ESG Program; and

WHEREAS: The Executive Office of Economic Development has submitted funding recommendations to the City Manager and City Council; and

WHEREAS: The purpose of the ESG Program is consistent with the goals set forth in the City's Consolidated Submission to HUD for Community Planning and Development Programs.

NOW, THEREFORE BE IT RESOLVED:

1. That the City Manager be and is hereby authorized to file an application with HUD for the Federal Fiscal Year 2025 ESG Program; and

2. That the City Manager be and is hereby authorized to file information as required by HUD; and

3. That the City Manager be and is hereby authorized to accept grant funds and execute contracts and any amendments thereto, in order to carry out the terms, purposes, and conditions of the Federal Fiscal Year 2025 ESG Program and to administer the grant; and

4. That the City Manager be and is hereby authorized to take such actions as necessary to carry out and implement the City's ESG Program; and

5. That the City Treasurer, under the direction of the City Manager, be and is hereby authorized to accept the allocated Federal Fiscal Year 2025 ESG grant funding.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND A GRANT FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT FOR THE FEDERAL FISCAL YEAR 2025 HOUSING OPPORTUNITIES FOR PERSONS WITH AIDS PROGRAM

WHEREAS: The U.S. Department of Housing and Urban Development (HUD) has made funding available in the amount of $797,060 to the City of Worcester through the Federal Fiscal Year 2025 Housing Opportunities for Persons with AIDS (HOPWA) Program; and

WHEREAS: The HOPWA Program provides grants to support housing assistance and related supportive services to meet the housing needs of low-income persons and their families living with HIV/AIDS; and

WHEREAS: The City of Worcester will contract with appropriate agencies for a variety of eligible homelessness activities to further the mission of the HOPWA Program; and

WHEREAS: The Executive Office of Economic Development has submitted funding recommendations to the City Manager and City Council; and

WHEREAS: The purpose of the HOPWA Program is consistent with the goals set forth in the City's Consolidated Submission to HUD for Community Planning and Development Programs.

NOW, THEREFORE BE IT RESOLVED:

1. That the City Manager be and is hereby authorized to file an application with HUD for the Federal Fiscal Year 2025 HOPWA Program; and

2. That the City Manager be and is hereby authorized to file information as required by HUD; and

3. That the City Manager be and is hereby authorized to accept grant funds and execute contracts and any amendments thereto, in order to carry out the terms, purposes, and conditions of the Federal Fiscal Year 2025 HOPWA Program and to administer the grant; and

4. That the City Manager be and is hereby authorized to take such actions as necessary to carry out and implement the City's HOPWA Program; and

5. That the City Treasurer, under the direction of the City Manager, be and is hereby authorized to accept the allocated Federal Fiscal Year 2025 HOPWA grant funding.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND A GRANT FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT FOR THE FEDERAL FISCAL YEAR 2025 HOME INVESTMENT PARTNERSHIPS PROGRAM

WHEREAS: The U.S. Department of Housing and Urban Development (HUD) has made funding available in the amount of $1,593,821 to the City of Worcester through the Federal Fiscal Year 2025 HOME Investment Partnerships Program (HOME); and

WHEREAS: The HOME Program provides grants to units of general local government to implement local housing strategies designed to increase homeownership and affordable housing opportunities for low- and very low-income households; and

WHEREAS: The City of Worcester will contract with appropriate agencies for a variety of eligible housing activities to further the mission of the HOME Program; and

WHEREAS: The Executive Office of Economic Development has submitted funding recommendations to the City Manager and City Council; and

WHEREAS: The purpose of the HOME Program is consistent with the goals set forth in the City's Consolidated Submission to HUD for Community Planning and Development Programs.

NOW, THEREFORE BE IT RESOLVED:

1. That the City Manager be and is hereby authorized to file an application with HUD for the Federal Fiscal Year 2025 HOME Program; and

2. That the City Manager be and is hereby authorized to file information as required by HUD; and

3. That the City Manager be and is hereby authorized to accept grant funds and execute contracts and any amendments thereto, in order to carry out the terms, purposes, and conditions of the Federal Fiscal Year 2025 HOME Program and to administer the grant; and

4. That the City Manager be and is hereby authorized to take such actions as necessary to carry out and implement the City's HOME Program; and

5. That the City Treasurer, under the direction of the City Manager, be and is hereby authorized to accept the allocated HOME grant funding.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.4B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request City Council's review and consideration of the attached resolution adopting the final draft of the Housing Production Plan and authorizing its submission to the Massachusetts Executive Office of Housing and Livable Communities, as received from Peter Dunn, Chief Development Officer, and forwarded for the consideration of your Honorable Body.

In Massachusetts, Housing Production Plans provide a strategic framework to assess housing needs, establish development priorities, and guide local policies to expand affordable housing. Per 760 CMR 56.03(4), the Housing Production Plan requires adoption by both the Planning Board and the City Council before it can be submitted to the state for final approval. The plan reflects robust data analysis, extensive public input, and targeted policy recommendations aligned with Worcester's evolving housing needs.

The creation of the Housing Production Plan is a key objective of the municipality's FY2025-FY2029 Strategic Plan. I looked forward to working with the City Council, the Executive Office of Economic Development, and our community partners on the implementation of this plan.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F|** 508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: Request for Consideration and Adoption of the FY2026–2030 Worcester Housing Production Plan

---

I am pleased to submit for your consideration the final draft of the FY2026–2030 Worcester Housing Production Plan (HPP), which was formally adopted by the Planning Board on April 30, 2025. This comprehensive plan was developed over the past year with support from JM Goldson, an award-winning team of planners and Massachusetts-certified Women Business Enterprise (WBE).

Overview

In Massachusetts, Housing Production Plans provide a strategic framework to assess housing needs, establish development priorities, and guide local policies to expand affordable housing. While Worcester currently exceeds the Chapter 40B threshold with 12.14% of its year-round housing stock designated as subsidized, the city continues to face significant affordability challenges. Nearly 40% of households are cost-burdened, underscoring the urgency of a clear and coordinated housing strategy. The HPP is designed to address these issues by promoting stability, expanding supply, and improving affordability.

Per 760 CMR 56.03(4), the HPP requires adoption by both the Planning Board and the City Council before it can be submitted to the Massachusetts Executive Office of Housing and Livable Communities for final approval. Enclosed with this memo is the final version of the HPP, which reflects robust data analysis, extensive public input, and targeted policy recommendations aligned with Worcester's evolving housing needs.

Plan Framework: Goals and Strategies

The HPP is built around three strategic pillars that will guide housing development, stability, and affordability over the next five years:

1. **Planning, Policies, and Zoning** - Proposes a citywide rezoning initiative focused on growth corridors identified in *Worcester Now | Next*, with tools such as density bonuses and streamlined regulations for mixed-use and multifamily housing. It also calls for updated parking requirements and continued evaluation of inclusionary zoning policies.

2. **Local Initiatives and Programs** - Recommends expanding First-Time and First-Generation Home Buyer Assistance, supporting small landlords who accept housing vouchers, and investing in public transit to improve housing access. It also prioritizes the redevelopment of vacant or underutilized sites for deeply affordable housing.

3. **Capacity, Education, and Coordination** - Calls for increasing planning staff, launching a quarterly Housing Roundtable, strengthening partnerships with local universities to address student housing demands to ease pressure on the rental market, and exploring a "Build a Better Triple-Decker" competition to encourage innovative and affordable housing designs suited for Worcester's landscape.

Plan Revisions Based on Feedback

At the April 9, 2025, Planning Board meeting, valuable feedback was provided by both Board members and the public. In response, the HPP Steering Committee made several revisions to the draft HPP, including:

- Elevating Planning Staff Capacity as a Priority Strategy

  Original Strategy: 27. Study planning staff capacity in peer cities of similar sizes and increase staffing to boost capacity for program implementation.

  Revised Strategy: 25. Increase planning staffing to boost capacity for proposed policy implementation.

- Adding Three New Strategies

  1. *Strategy 14.* Establish an understanding of vacant rental housing in Worcester by conducting an analysis of data collected through the Rental Registry, such as vacancy rates, unit types, and geographic distribution. Use this data to identify trends, inform policy decisions, and target strategies to increase housing availability and occupancy.

     Context: Some property owners leave rental units, particularly in triple-deckers, vacant due to negative past experiences or potential tax benefits. While specific data on this issue's scope does not currently exist, it is likely a factor in Worcester's housing landscape, particularly in high-opportunity neighborhoods.

  2. *Strategy 34.* Strengthen the municipality's capacity to provide affordable housing monitoring and compliance oversight as well as technical support to property owners with deed-restricted units.

     Context: A resident questioned how the municipality ensures affordable rental units remain truly affordable over time. Affordability compliance is enforced through

regulatory agreements (also known as affordable housing restrictions), annual reporting, and inspections. Developers must regularly document tenant income, rent levels, and occupancy. Monitoring agents review this data, conduct audits, and can impose penalties for non-compliance. Yet, enforcement can face challenges including misreporting, overcharging, and inadequate record-keeping. Providing regular staff training and clear internal systems for monitoring units with affordable housing restrictions imposed by the municipality can help address these issues.

3. *Strategy 35.* Enhance referrals to community partners such as Central West Justice Center for housing stability and fair housing services to prevent displacement.

   Context: Residents expressed a desire for stronger strategies to support current Worcester residents facing displacement from rising rents and gentrification. Housing stability—ensuring people can stay safely and affordably housed—is a documented issue in the HPP. There are opportunities to enhance relationships with community partners to strengthen support for residents facing housing challenges and instability further.

These additions bring the total number of recommended strategies from 32 to 35.

Implementation and Oversight

The Executive Office of Economic Development (EOED) will oversee the implementation of the HPP in collaboration with key stakeholders including the Worcester Affordable Housing Trust Fund (AHTF), which will serve as the coordinating body. The AHTF will track progress, provide quarterly updates, and ensure accountability in meeting the plan's objectives. The accompanying Action Plan Matrix details responsibilities and timelines for each strategy.

Request for Adoption

The HPP Steering Committee respectfully requests the City Council to adopt the final draft of the FY2026–2030 Worcester Housing Production Plan. Your adoption will enable the municipality to formally submit the plan to the Massachusetts Executive Office of Housing and Livable Communities for state review and approval.

Following adoption, our office will begin implementation efforts in coordination with other relevant departments and community partners. We look forward to working closely with the City Council to advance housing stability, equity, and affordability in Worcester.

Thank you for your continued leadership and support.

Sincerely,

Peter Dunn
Chief Development Officer

RESOLUTION
ADOPTING THE FY2026–2030 WORCESTER HOUSING PRODUCTION PLAN

WHEREAS: The City of Worcester has prepared a Housing Production Plan in accordance with 760 CMR 56.03(4), to establish a strategic framework for addressing affordable housing needs in a manner consistent with M.G.L. Chapter 40B and associated regulations;

WHEREAS: The FY2026–2030 Worcester Housing Production Plan was duly adopted by the Worcester Planning Board on April 30, 2025;

WHEREAS: The Executive Office of Economic Development will oversee the implementation of the FY2026–2030 Worcester Housing Production Plan;

WHEREAS: The Executive Office of Economic Development requests formal adoption of the Plan by the Worcester City Council.

NOW, THEREFORE BE IT RESOLVED:

1. That the Worcester City Council hereby adopts the FY2026–2030 Worcester Housing Production Plan and authorizes its submission to the Massachusetts Executive Office of Housing and Livable Communities for review and approval;

2. That the City Manager is hereby authorized and directed to file all necessary information and documentation with the Massachusetts Executive Office of Housing and Livable Communities in support of said Plan;

3. That the City Manager be and is hereby authorized to take any actions necessary to obtain state approval of the FY2026–2030 Worcester Housing Production Plan.

CITY OF WORCESTER

HOUSING PRODUCTION PLAN

FY2026-2030

PREPARED FOR:

City of Worcester

455 Main Street

Worcester, MA 01608

PREPARED BY:

JM Goldson LLC

RKG Associates

FINAL DRAFT 05/12/2025

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DRAFT

ACKNOWLEDGMENTS

Thank you to all community members who gave their time and insights to this project, including those who attended our two community forums, participated in interviews, and took the Housing Production Plan Survey.

SPECIAL THANKS TO:

Worcester Housing Production Plan Steering Committee:
James Brooks, Director of Housing Development and Healthy Homes, City of Worcester
Michelle Smith, Assistant Chief Development Officer - Planning & Regulatory Services, City of Worcester
Penn Ruderman, Director, The Office of Penn Ruderman Architects (OPRCH)
Leah Bradley, Executive Director, Central Massachusetts Housing Alliance
Stephen Teasdale, Executive Director, Main South Community Development Corporation
Yvette Dyson, Executive Director, Worcester Common Ground
Deborah Maruca Hoak, Executive Director, Habitat for Humanity MetroWest/Greater Worcester
Alex Corrales, Chief Executive Officer, Worcester Housing Authority
Peter Proulx, Chief Operating Officer, Worcester Housing Authority
Andrew E. Howarth, Director of Development, Worcester Community Housing Resources

Worcester City Staff:
Jeanette Tozer, Affordable Housing Trust Fund Manager, City of Worcester

With assistance from JM Goldson LLC
Jennifer M. Goldson, AICP, Founder & Managing Director
Noah Harper, AICP, Community Planner for Housing & Equity
Kadineyse Paz, Community Planning Analyst
Flavio Vila Skrzypek, Community Planner for Land Use & Urban Design

RKG Associates
Eric Halvorsen, AICP, Principal
Alison Christensen, Market Analyst

Key Terms

The following definitions are for key terms used throughout the document, many of which are based on definitions in statutes and regulations.

Affordable – in policy discussions in the United States, a home is typically considered affordable to someone if it costs less than 30 percent of their income.

Area Median Income (AMI) – the median gross income for a person or family as calculated by the U.S. Department of Housing and Urban Development, based on the median income for the Metropolitan Statistical Area. For FY2024, the HUD area median family income (AMFI) for the Worcester, MA HUD Metro FMR Area was $117,300.[1] AMI is also referred to in the document as median family income (AMFI).

Cost-Burdened Household – a household that spends 30 percent or more of its income on housing-related costs (such as rent or mortgage payments). Severely cost-burdened households spend 50 percent or more of their income on housing-related costs.

Deeply Affordable Housing – housing policymakers typically differentiate households by Area Median Income (AMI), with 100 percent AMI representing the "middle" income household in a region. Deeply affordable housing refers to housing that is affordable for households earning 30 percent or less of Area Median Income.

Environmental Justice – Environmental justice is the fair treatment and meaningful involvement of all people, regardless of race, color, national origin, or income, concerning the development, implementation, and enforcement of environmental laws, regulations, and policies. Fair treatment means that no population bears a disproportionate share of negative environmental consequences resulting from industrial, municipal, and commercial operations or from the execution of federal, state, and local laws, regulations, and policies. Meaningful involvement requires effective access to decision-makers for all and the ability in all communities to make informed decisions and take positive actions to produce environmental justice for themselves.[2]

Household – all the people, related or unrelated, who occupy a housing unit. It can also include a person living alone in a housing unit or a group of unrelated people sharing a housing unit as partners or roommates. Family households consist of two or more individuals who are related by birth, marriage, or adoption, although they also may include other unrelated people. Nonfamily households consist of people who live alone or who share their residence with unrelated individuals.

> **Family Household –** Family households consist of two or more individuals who are related by birth, marriage, or adoption, although they also may include other unrelated people.
>
> **Non-Family Household –** Non-family households consist of individuals living alone and individuals living with roommates who are not related by birth, marriage, or adoption.

Income Thresholds – the U.S. Department of Housing and Urban Development (HUD) establishes income thresholds that apply to various housing assistance programs. These thresholds are updated annually and are categorized by household size. Worcester is part of the Worcester, MA HUD Metro FMR Area.

> **Extremely Low-Income (ELI) –** the FY 2014 Consolidated Appropriations Act changed the definition of extremely low-income to an individual or family whose annual gross income is greater than 30/50ths (60

[1] U.S. Department of Housing and Urban Development. FY 2024 Income Limits Summary. https://www.huduser.gov/portal/datasets/il/il2024/2024summary.odn (accessed May 2024).
[2] U.S. Department of Energy, Office of Legacy Management, "What is Environmental Justice" https://www.energy.gov/lm/what-environmental-justice

percent) of the Section 8 very low-income limit or the poverty guideline. The FY2024 ELI income limit for a household of one is $27,050, and for a household of four is $38,600.

Very Low-Income (VLI) – an individual or family whose annual gross income is at or below 50 percent AMI. The FY2024 VLI income limit for a household of one is $45,000, and for a household of four is $64,350.

Low/Moderate income (LMI) – an individual or family whose annual gross income is at or below 80 percent of the Area Median Income (AMI).[3] The FY2024 LMI income limit for a household of one is $68,500, and for a household of four is $97,800.

Missing Middle – a term coined by planner and architect Daniel Parolek, describing small and moderately-sized housing types (such accessory units, duplexes, triplexes, townhomes, and cottage courts) that blend well with neighborhoods that primarily consist of single-family homes.

Naturally Occurring Affordable Housing (NOAH) – NOAH refers to residential rental properties that are affordable but are unsubsidized by any federal program. Their rents are relatively low compared to the regional housing market. NOAH properties are typically Class B and Class C rental buildings or complexes built between 1940 and 1990. Rents are lower-ranging and affordable to low- and moderate-income households. NOAH units are the most common affordable housing in the United States.[4]

Short-Term Rental - A short–term rental is typically defined as a rental of any residential home unit or accessory building for a short period of time. This generally includes stays of less than a month (30 days), but the maximum length can vary depending on the state and jurisdiction in which the rental is located.

[3] For purposes of MGL c.40B, moderate income is defined as up to 80 percent AMI.

[4] NOAH Impact Fund. https://noahimpactfund.com/impact-investing-affordable-housing-minnesota/what-is-noah/#:~:text=NOAH%20stands%20for%20Naturally%20Occurring,to%20the%20regional%20housing%20market.

CHAPTER 1: INTRODUCTION

PURPOSE

In Massachusetts, a Housing Production Plan (HPP) is a strategic policy document that identifies local housing challenges and outlines a vision and roadmap for improving housing affordability. An HPP helps to:

- Address the unmet housing needs of low- and moderate-income residents.
- Guide the type, amount, and location of mixed-income and affordable housing development.
- Support compliance with the state's requirement that at least 10% of year-round housing units be affordable by establishing housing production targets.

Worcester's HPP serves as a proactive strategy for developing and preserving housing that aligns with Massachusetts General Laws (M.G.L.) Chapter 40B—commonly known as Chapter 40B. Approved by the Massachusetts Executive Office of Housing and Livable Communities (EOHLC) for a five-year period, the HPP will inform decision-making on public policy, new initiatives, and the prioritization of housing resources. While Worcester currently exceeds the 10% threshold for the Subsidized Housing Inventory (SHI) required by Chapter 40B, the plan ensures continued progress in meeting the city's evolving housing needs.

PLANNING CONTEXT

Housing costs are a major challenge for many Worcester residents. Nearly 40 percent of households in the city spend more than a third of their income on housing, making them "cost burdened." The situation is even more severe for renters—half of all renting households fall into this category. As one resident put it in the community survey: "There is simply not enough affordable housing."

The need for more affordable housing was a clear theme throughout the community engagement process for this plan. Residents who participated in a survey and virtual forums raised concerns about several key issues, including the need to invest in older housing, prevent displacement, improve accessibility, and—above all—make housing more affordable across the city.

A housing market demand analysis by RKG Associates (Chapter 4) found that Worcester faces shortages at both ends of the income spectrum. There aren't enough homes for extremely low-income households, nor are there enough market-rate homes for higher-income households. This imbalance creates competition for moderately priced housing, driving up costs and making it even harder for middle- and low-income residents to find affordable options. The analysis also found that the total estimated demand for new housing units by 2033 is 12,304. This Housing Production Plan was developed to provide a multi-faceted approach—one that expands housing options for both low-income and higher-income residents while ensuring that moderate-income households are not squeezed out.

How can Worcester implement the recommendations of this plan? The Housing Production Plan lays out a series of goals and strategies (Chapter 2) aimed at increasing housing production and affordability citywide. This includes a complete overhaul of the zoning ordinance as recommended in *Worcester Now | Next*, resources to support local neighborhood-scale development, and strengthening partnerships with community organizations to advocate for affordable housing initiatives, tenant protections, and local investment. Through zoning, incentives, partnerships, and thoughtful implementation, Worcester can work to ensure housing affordability for all.

ENGAGING THE PUBLIC IN THIS PLAN

Worcester's 2025 Housing Production Plan is the product of rigorous data analysis, community engagement, and the dedication of steering committee members and staff who met regularly to guide the plan's development.

In October 2024, this data analysis was shared with the Worcester community in a public virtual forum, with the opportunity for members of the public to ask questions and provide input. This was also the launching point for a community survey in which over 700 people shared their perspective on housing challenges and opportunities in the City. This feedback was reviewed by the steering committee and consultant team, who used it to craft draft housing goals and strategies. These were then shared at a second virtual forum in December 2024 to further gather community input and ensure that the plan reflected a community-based vision for addressing the City's pressing housing needs. In all, 755 community members participated in the planning process.

The 2025 Housing Production Plan was presented to the Worcester Planning Board on April 9, 2025, and adopted on April 30, 2025.

UNPACKING AFFORDABILITY

Affordability was one of the most frequently mentioned topics in the community engagement for this plan. In the survey, and both community forums, participants continually articulated that affordability was a key concern.

Affordability is a central focus in this plan. In Chapters 3 and 4, which cover demographic trends and housing conditions in the City, affordability is considered from a data-driven perspective, looking at the ability for households in Worcester to cover their housing costs, as well as the need for additional affordable housing. And, in Chapter 2: Goals and Strategies, the plan puts forth priorities to promote housing affordability in Worcester.

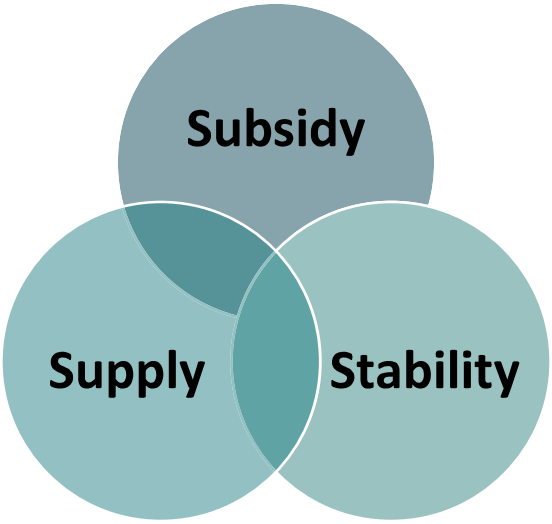
But as a term with overlapping meanings in public discourse and housing policy, affordability warrants some explanation.

From a housing policy standpoint, **affordability refers to a household's ability to pay for housing without contributing more than one-third of their income toward rent or a mortgage and associated costs.** Approximately fifty percent of renters and thirty percent of homeowners in Worcester pay at least one-third of their income for housing. These households, in particular, are in need of affordable housing.

Affordable housing varies by household size and income. The U.S. Department of Housing and Urban Development (HUD) sets income levels for metropolitan areas (such as Worcester), and determines income levels accordingly. In this sense, affordable housing can refer to any deed-restricted units catering to households earning less than 80 percent of Area Median Income (AMI), or $97,800 for a family of four in 2024. **Deeply affordable housing refers to housing units that are priced to be affordable to Extremely Low Income Households—those earning less than 30 percent of Area Median Income, or $38,600 for a family of four in 2024.**

Traditionally, affordable housing has been provided through public subsidies and public housing—such as homes managed by the Worcester Housing Authority—or developed by private nonprofit organizations like Worcester Common Ground, Main South CDC, and similar entities. Today, affordable housing can also be built by for-profit developers, without public subsidy, through requirements in the City's inclusionary zoning ordinance.

While comments about affordable housing can often refer to these types of units, it can also refer to the lack of affordable market-rate homes, which typically consist of older housing stock that has become more affordable over time. These are sometimes called Naturally-Occurring Affordable Housing, or NOAH.



For this plan, we have sought to promote widespread housing affordability through both market-based, non-profit, and public entities. This is an adaptation of a framework by housing advocate Shane Phillips in *The Affordable City* (2021).

Lasting affordability, Phillips argues, is created through:

1. **Supply** (broadly, housing production)
2. **Subsidy** (allocation of funds for subsidized units)
3. **Stability** (a suite of measures designed to prevent displacement)

Only by pursuing initiatives in all three areas can lasting housing affordability be achieved.

CHAPTER 2: HOUSING GOALS AND STRATEGIES

The Merrill Double House. Source: John Phelan, Wikimedia Commons.

This chapter outlines the City of Worcester's housing goals and strategies, designed to address current housing affordability and stability challenges in Worcester. This is a five-year document that contains key recommended actions intended to guide the City in promoting housing affordability in the near future and should be updated to reflect progress and future trends for the following five years.

The following goals and strategies are the culmination of a planning process that included two community forums, a survey, and input from the Housing Production Plan Steering Committee. The implementation of these strategies will help ensure a more affordable Worcester for all.

FIVE-YEAR GOALS

1. **ENHANCE AFFORDABLE HOUSING PRODUCTION AND DEEPEN AFFORDABILITY**

   Collaborate with state, regional, and local partners to increase the production of deed-restricted affordable housing while prioritizing the creation of deeply affordable homes for Low and Extremely Low-Income households (those earning less than 60 percent of Area Median Income, and less than 30 percent of Area Median Income, respectively).

2. **RENEW WORCESTER'S AGING HOUSING STOCK**

   Recognizing the challenges posed by an aging housing stock, the City will encourage targeted investment in repairs, energy efficiency upgrades, and accessibility enhancements. Emphasis will be placed on preserving and revitalizing existing homes and initiatives that empower local residents to reinvest in their neighborhoods.

3. **REDUCE REGULATORY BARRIERS TO INCREASE HOUSING SUPPLY**

   To unlock new housing production, the City will review and modernize its zoning regulations to align with the 2024 comprehensive plan, *Worcester Now | Next*. Updates will aim to reduce barriers by ensuring zoning reflects existing buildings (many of which are currently non-compliant) and supports denser housing where appropriate in line with the plan's Growth Framework. Regulatory requirements impeding housing production, such as high parking minimums codified via zoning, will be modified to be rightsized to enable sustainable, efficient housing development that meets the diverse needs of existing and future residents. Regulatory processes such as Board/Commission approvals and fire/building permit timeframes and guidance to applicants will be audited, and adjusted where feasible to improve ease of use and expediency.

4. **ADVANCE EQUITY AND ADDRESS HISTORICAL DISPARITIES**

   The City is committed to addressing the historical housing inequities caused by practices like redlining. Future housing programs and initiatives (i.e. affordable housing investments and supportive programs) will continue to incorporate equity as a guiding principle, with a focus on producing deeply affordable housing and expanding homeownership opportunities for underserved communities.

5. **PROMOTE HOUSING STABILITY AND PRODUCTION WITH KEY COMMUNITY PARTNERS**

   Housing stability is an essential pillar of long-term housing affordability. The City will work to prevent displacement by strengthening partnerships with local organizations and housing advocates. In addition to housing production, the City should work to ensure that residents are not displaced and are provided with adequate resources to retain their housing for the long term. Initiatives should prioritize tenant protections and adequate resources for vulnerable residents. This aligns significantly with Goal 4 of advancing equity.

6. EXPAND TRANSPORTATION AND MOBILITY OPTIONS TO EQUITABLY SUPPORT HOUSING GROWTH

Housing and transportation are intrinsically linked, and planning for future housing growth must consider how residents will commute, access essential services, and navigate the city. Alongside *Worcester Now | Next,* Worcester's *Mobility Action Plan* (2024) provides a framework for investments in the vehicular network, public transit, cycling, walking, and accessibility infrastructure. By aligning transportation improvements with housing development, the City can ensure equitable mobility options that reduce dependency on cars, enhance access to jobs and services, and support sustainable, inclusive growth.

7. **STRATEGICALLY ALIGN GROWTH WITH THE FRAMEWORK AND FUTURE LAND USE VISION OF *WORCESTER NOW | NEXT***

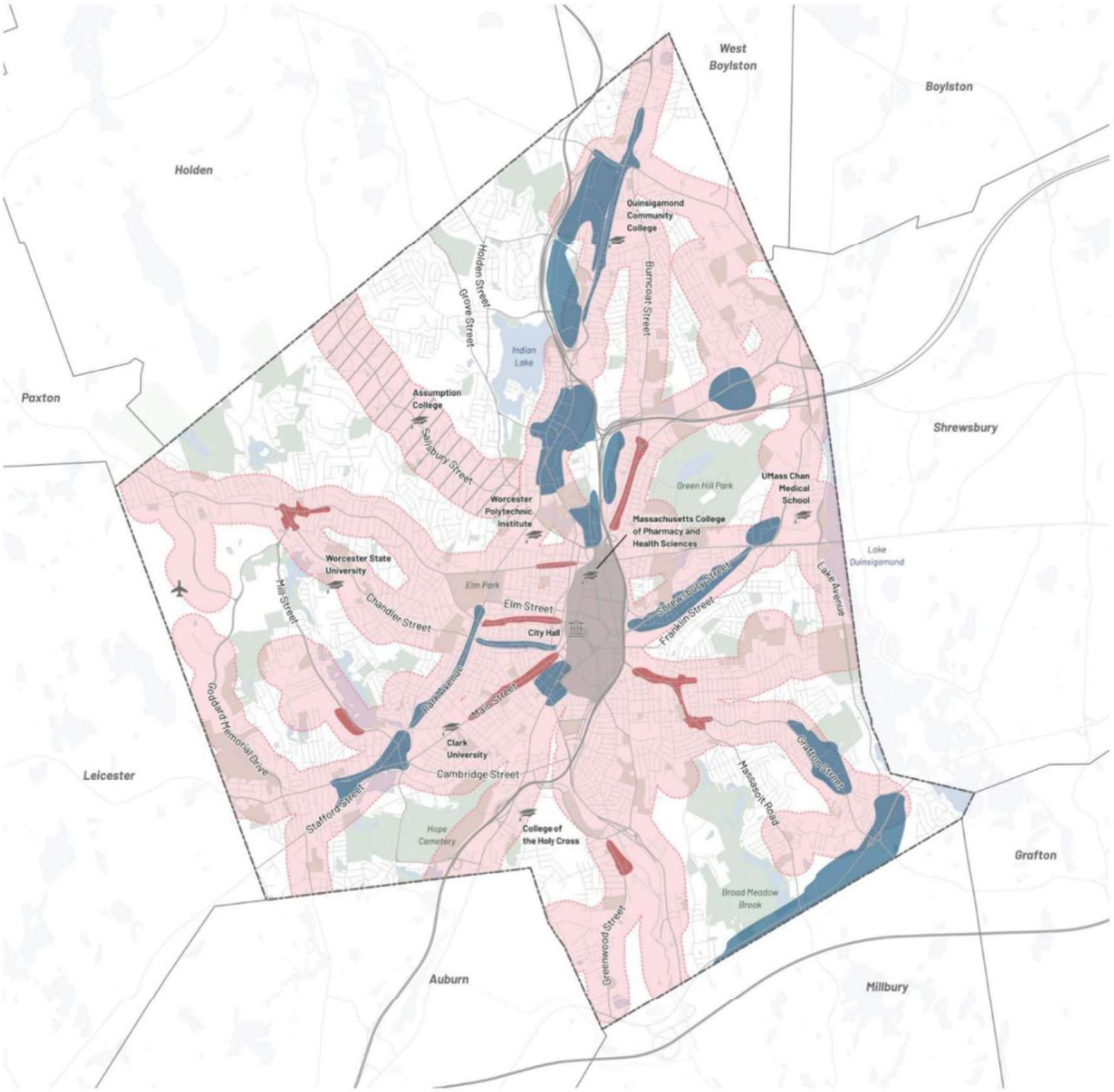
Worcester Now | Next, the City's 2024 comprehensive plan, includes a suite of recommendations for where varying degrees of growth should be accommodated. This vision for the City's future should guide changes to the municipal Zoning Ordinance and Map, aligning growth with areas identified as suitable by the community in the planning process.

8. MAKE HOMELESSNESS IN WORCESTER BRIEF AND NON-RECURRING

The City is committed to reducing homelessness by ensuring families and individuals in need have access to temporary shelter, comprehensive supportive services, and pathways to permanent housing. This will require strengthened collaboration with state, regional, and local partners to enhance existing facilities and programs, invest in transitional and permanent supportive housing, and address systemic barriers.

FIVE-YEAR STRATEGIES

The following strategies are organized into the following categories: **Planning, Policies, and Zoning**; **Local Initiatives and Programs**; and **Capacity, Education, and Coordination.**



The **Growth Framework** will be the foundation for future citywide rezoning as well as focused area planning efforts, starting in the Transformative Growth Areas.

- Downtown / Canal District
- Transformative Growth Area
- Infill Growth Area
- Managed Growth Area—Existing Transit Corridor
- Managed Growth Area—Potential Future Transit Corridor

The Growth Framework presented in Worcester Now | Next *(2024). Source: City of Worcester.*

Planning, Policies, and Zoning

1. **Pursue a targeted rezoning of the growth corridors (managed, infill, and transformative) as identified in *Worcester Now | Next.***

   Worcester's growth corridors, as outlined in the 2024 *Worcester Now | Next* comprehensive plan, offer significant opportunities for sustainable, higher-density residential and mixed-use development. Rezoning these areas can help to address housing needs and encourage economic growth and would be motivated by extensive public engagement and planning work in *Worcester Now | Next.*

   Now | Next provides a framework for future growth in the next twenty years, calling for "incremental, gentle growth everywhere in the city" and, in certain areas, "managed," "infill," and "transformative" growth with varying degrees of change, from moderate increases in housing density to "significant reinvestment and physical transformation."

   Similarly, many other North American cities and states are pursuing broad upzoning initiatives, recognizing that many ordinances may be outdated and not reflective of current needs. Boston's "Squares + Streets" initiative is one such example, a form-based code update for mixed-use development on key corridors and in transit-accessible neighborhoods. Further away, California's SB 2011 allows for mixed-use, multi-family development on virtually all arterial corridors in the state. As recommended by the American Planning Association, reforming exclusionary zoning will further promote mixed-income multifamily housing in these key growth areas.

   Additional background information:

   - **City of Worcester, *Worcester Now | Next***
   - **City of Boston, *Squares + Streets***
   - **Congress For the New Urbanism, *California's 'Grand Boulevards'***
   - **American Planning Association, *Zoning as a Barrier to Multifamily Housing Development***

The City of Boston's planned redevelopment of municipal parking lots into a mixed-use development including 407 income-restricted housing units. Source: City of Boston.

2. Identify underutilized property in the growth corridors that could be used for mixed-use or residential housing development with deep affordability.

Underutilized properties within Worcester's growth corridors present a critical opportunity to serve as catalysts for mixed-use and residential development that balances market-rate and deeply affordable housing. Publicly owned land, in particular, holds significant potential to achieve deeper affordability levels by reducing development costs. Unlocking this potential is vital, as highlighted in the Housing Needs Assessment, which underscores Worcester's pressing need for housing targeted at households earning at or below 30 percent of the Area Median Income (AMI).

To maximize the impact of these efforts, Worcester can draw inspiration from successful models in other cities. In Providence, the Providence Neighborhood Land Bank is a program funded by the City's Housing Trust, in partnership with the Providence Redevelopment Agency. The Land Bank works against displacement by acquiring, holding, and disposing of underused vacant land, with the goal of creating new affordable housing.

Boston's "Public Land for Public Good" initiative is working toward a similar objective, though it is led by the City's Planning Department. The Department conducted an audit of city-owned land, identified "High Opportunity" sites, and is now in the process of disposing and developing them for affordable housing (among other uses). Worcester could adopt a similar approach by auditing city-owned land, prioritizing properties in growth corridors, and streamlining processes for redevelopment.

By systematically identifying and repurposing underutilized properties, Worcester can align public assets with community housing needs. Leveraging partnerships with local housing organizations as well as state and federal funding and incorporating anti-displacement measures will further ensure that new

developments contribute to long-term affordability and equitable growth.

What is deep affordability? Housing policymakers typically differentiate households by Area Median Income (AMI), with 100 percent AMI representing the "middle" income household in a region. In Worcester, the 2024 Median Family Income was $117,300. Deep affordability would refer to households earning 30 percent or less of Area Median Income, or $38,600 for a family of four in 2024. Prioritizing deeply affordable housing can ensure that families struggling to afford market prices can remain in the City.

Additional background information:

- **Providence Redevelopment Agency, *Providence Land Bank***
- **City of Boston, *Public Land For Public Good: Citywide Land Audit***
- **Urban Land Institute, *How Using Public Land Can Help Address Housing Shortages***

One of many properties in the city that does not comply with zoning regulations (i.e. parking, frontage, front, side, and rear yard setbacks).

3. Ensure existing multifamily housing is broadly compliant with updated zoning regulations.

As part of Worcester's comprehensive zoning overhaul, prioritize updating use, dimensional, and parking regulations to bring the city's existing multifamily housing stock into compliance. Many older buildings are classified as non-compliant, similar to Somerville, MA, prior to their zoning recodification. While Worcester's zoning is not quite as restrictive as Somerville's, there are still plenty of older buildings in the city that are non-compliant according to use, dimensional, and parking regulations.

In Worcester many buildings in the city are non-conforming or non-compliant with respect to zoning requirements, This means that when we compare the existing uses, lots, and building relative to the

current zoning requirements for use, dimensional controls (e.g., height, setbacks, lot size) and parking minimums, what exists today does not comply with the requirements on the books. Worcester is in a position similar to Somerville, MA, prior to their zoning recodification.

The intention for the new zoning codification should be to create a legible, accessible document that safeguards the public health and welfare without becoming overly cumbersome or disincentivizing reinvestment in a property.

Additional background information:

- **Massachusetts Municipal Association, *Somerville Rewrites Zoning To Address Economic, Housing and Climate Pressures***
- **Form-Based Codes Institute, *Hartford Zoning Code***
- **Congress for the New Urbanism, *Ten Code Reform Priorities For the Housing Crisis***
- **Strong Towns, *South Bend, Indiana Zoning Code Rewrite—"A High School Education and an Hour of Your Time"***

South Bend, Indiana's pattern book of pre-approved building types. Source: City of South Bend.

4. Create a menu of pre-approved housing types that are economically feasible and can be built with minimal permitting approvals.

Pre-approved housing types (and accompanying "Pattern Zones") are an emerging solution for municipalities looking to spur housing development while retaining some community control over what is built. Pre-approved housing designs would be compliant with all applicable building requirements, including, but not limited to, the Specialized Stretch Code and relevant zoning requirements.

Some cities, such as Kalamazoo, Michigan, and South Bend, Indiana, have published pattern books with dozens of pre-approved structures. Other municipalities, such as Claremore, Oklahoma, and Overland Park, Kansas, have worked with consulting firms to conduct a community engagement process that results in a tailored catalogue of approved homes in a particular area.

Because plans are already vetted according to local and state guidelines, project delivery is significantly faster; delays due to plan review and zoning relief are sharply reduced. These plans would still be subject to the typical building permit process but would be able to bypass site review requirements and be subject to administrative review only.

Pre-approved housing designs (such as a triple decker, as well as multifamily and mixed-use structures) could help to speed housing development in the City while enhancing a community-driven aesthetic.

Additional background information:

- **City of South Bend, Indiana, *Build South Bend: Pre-Approved Building Plan Sets***
- **Congress for the New Urbanism, *Cities Moving Forward With Pre-Approved House Plans***
- **Strong Towns, *Pre-Approved Plans Help Kalamazoo Bring Housing Back***

Courthouse Lofts, part of the redevelopment of the former Worcester County Courthouse. National Register Historic Rehabilitation Tax Credits were used in part to finance the project. Source: Kenneth C. Zirkel, Wikimedia Commons.

5. Continue to bolster the redevelopment of vacant and underutilized parcels for housing by supporting the leveraging of tax credits.

While the city has a longstanding track record of supporting projects with a suite of different tax credits, the utility of various tax incentive programs should continue to be explored and communicated with potential developers. Tax credit processes can be complicated and slow. Wherever possible the city should help advocate for streamlining these external processes and maintaining these important subsidies and explore ways to support emerging developers navigating them.

Tax credits available for the rehabilitation and adaptive reuse of historic structures include the Massachusetts Historic Rehabilitation Tax Credit (MHRTC) program, which offers up to 20 percent in state tax credits for qualified rehabilitation expenses incurred during the restoration of historic

structures. Additionally, a federal 20 percent income tax credit is also available for buildings that are "certified historic structures" by the National Park Service.

The utility of various tax incentive programs should be explored and communicated with potential developers.

Additional background information:

- **Preservation Massachusetts, *MA Historic Rehabilitation Tax Credit Expansion***
- **National Park Service, *20% Tax Credit Basics***
- **National Park Service, *Case Study: Worcester County Courthouse, Worcester County Massachusetts***

6. Reduce or eliminate parking minimums in appropriate areas city-wide, giving property owners and developers flexibility to provide an appropriate amount of parking.

Scholars have long linked minimum parking requirements with high housing costs, limiting land for development, and requiring the construction of spaces which may not be needed. One alternative that many cities have pursued in recent years has been to eliminate minimum requirements for the provision of parking in new construction, essentially letting the market decide how many spaces to provide.

While Worcester has both eliminated parking requirements and imposed parking maximums in the BG-6.0, the city should evaluate other areas of the city are appropriate for and would benefit from the introduction of the maximums and reduce or eliminate parking minimums citywide.

Northeastern cities that have eliminated parking requirements city-wide:

1. **Hartford, CT (2016)**
2. **Dover, NH (2020**
3. **Auburn, ME (2021)**
4. **Bridgeport, CT (2022)**
5. **Cambridge, MA (2022)**
6. **Portland, ME (2023)**
7. **Somerville, MA (2024)**

Source: Parking Reform Network.

Additional background information:

- **Commonwealth Beacon, *Parking Minimums Topple In Somerville***
- **Congress for the New Urbanism, *Reforming Parking By Changing One Word***
- **Smart Growth America, *Parking Minimums Are A Barrier to Housing Development***

52 New Street, by affordable housing developer Just a Start, was permitted under Cambridge's 100% Affordable Housing Overlay, and is currently under construction. Source: Just A Start.

7. Adopt zoning citywide that provides density bonuses and streamlined permitting for developers of 100% affordable housing.

An Affordable Housing Overlay (AHO) or other similar requirements in the base zoning code provide an advantage to developers of affordable housing, offering additional density and a by-right approval pathway that can increase the number of affordable homes and speed their delivery.

Implementing an Affordable Housing Overlay (AHO) city-wide can significantly enhance Worcester's capacity to develop affordable housing by offering density bonuses and streamlined permitting processes for projects that are 100 percent affordable. This approach reduces regulatory barriers, incentivizes developers, and ensures equitable development across various neighborhoods.

Cambridge, Massachusetts, serves as a leading example, having adopted a “100% Affordable Housing Overlay” in 2020. This policy allows for increased density and expedited approval processes for affordable housing projects, enabling developers to create permanently affordable homes more efficiently and in diverse areas of the city. As of January 2025, there were 643 affordable homes in the planning pipeline utilizing this overlay.

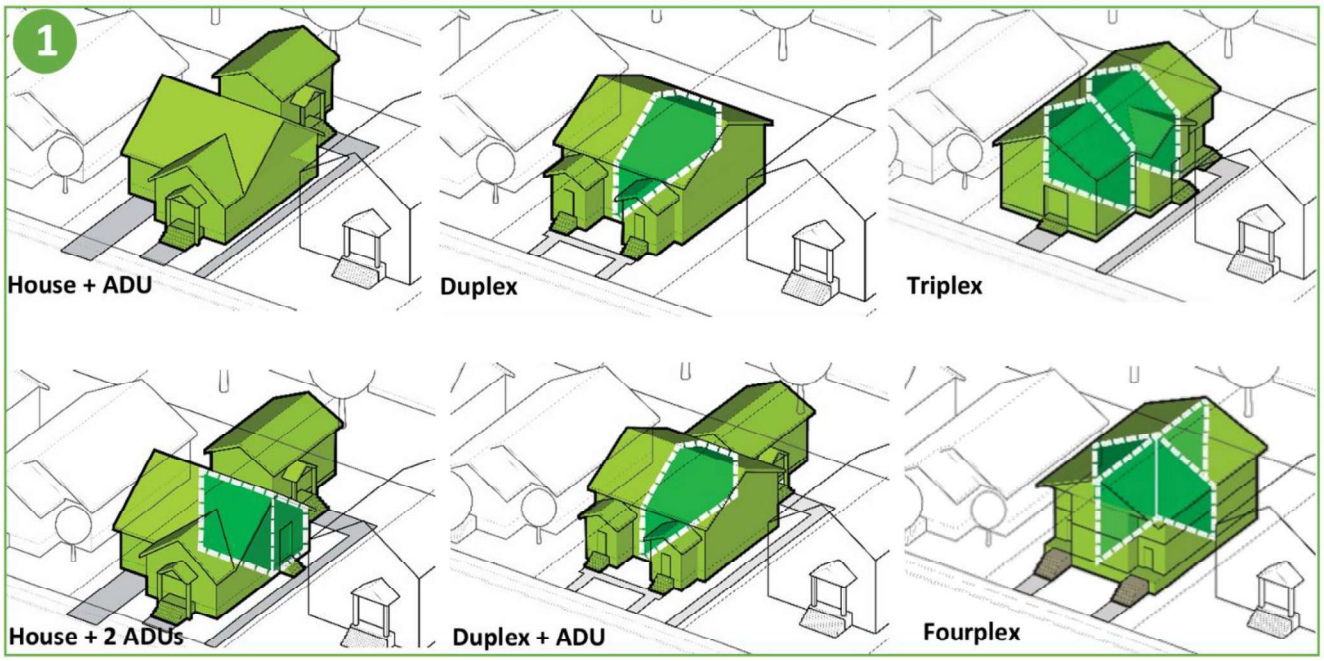
Similarly, Somerville, Massachusetts, has implemented an Affordable Housing Overlay District aimed at increasing the supply of affordable dwelling units. This district provides flexibility in dimensional

standards and streamlines the development process for qualifying projects, thereby promoting the creation of affordable housing throughout the city.

By adopting similar zoning, via an AHO or another mechanism, Worcester can attract both mission-driven and private developers to invest in affordable housing projects, effectively encouraging the construction of affordable homes. The zoning can also be strategically located to ensure access to amenities and opportunities for residents.

Additional background information:

- **Joint Center for Housing Studies of Harvard University, *What Has Zoning Reform Accomplished in Cambridge, Massachusetts?***
- **City of Cambridge, *100 Percent Affordable Housing Overlay***
- **City of Somerville, *Affordable Housing (AH) Overlay District***
- **Terner Center for Housing Innovation, *Affordable Housing Overlay Zones: Oakley***



Additional permitted density, in exchange for affordability, in residential areas under Portland, Oregon's Residential Infill Project.

8. Monitor the effectiveness of Worcester's inclusionary zoning ordinance and make changes overtime as needed to ensure it's as effective as possible to remain responsive to changing market conditions and needs.

Inclusionary zoning requires developers to include affordable units in new housing projects that meet or

exceed a certain threshold. Effectively optimizing this requirement will ensure that developers contribute to the city's affordable housing goals without deterring investment at the same time.

The Urban Land Institute's report, "The Economics of Inclusionary Development," emphasizes the importance of calibrating inclusionary zoning policies to local market conditions. It suggests that offering incentives such as density bonuses, expedited permitting, or tax abatements can offset the costs to developers, making the inclusion of affordable units more feasible.

The ordinance could allow optional incentives for smaller projects (i.e., under the mandatory 12 unit threshold) that are elective but help to encourage and reward smaller projects that seek to provide affordable units with a small density bonus. The City of Portland, Oregon's Residential Infill Project, which promotes residential infill and missing middle housing with extra density in exchange for additional affordability, is one model that the City could emulate.

By refining its inclusionary zoning ordinance to include appropriate incentives and requirements, Worcester can promote the development of mixed-income communities, fostering economic diversity and social integration across the city.

Additional background information:

- **Urban Land Institute, *The Economics of Inclusionary Development***
- **City of Portland, Oregon, *Residential Infill Project***
- **Grounded Solutions Network, *Strengthening Inclusionary Housing Feasibility Studies***

9. Create an economically feasible pathway for the creation of affordable ownership units in the City's inclusionary zoning ordinance.

Encouraging affordable homeownership within Worcester's inclusionary zoning ordinance can provide lower-income families with opportunities to build equity and achieve long-term financial stability.

While Worcester's current IZ ordinance requires projects with 12 or more units of housing to provide affordable units, or pay a fee in lieu, few projects have proposed ownership units due to the economic viability. A 2024 economic feasibility analysis (EFA) found that that a 20-unit homeownership development was not viable in Worcester even without the additional inclusionary requirement. Additional incentives, on top of the current 25 percent Gross Floor Area bonus offered today, will be required.

While Cambridge, Massachusetts offers additional density (up to 30 percent of Gross Floor Area) is provided to offset affordable housing costs, Worcester may need to both add and finetune incentives to promote more affordable homeownership production.

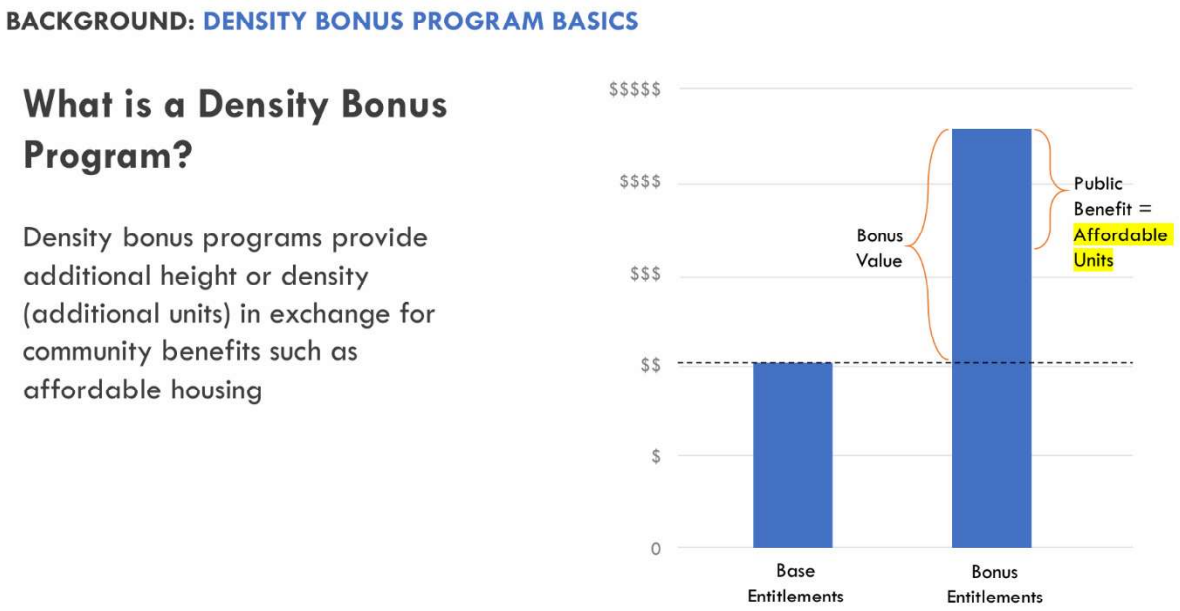
Incentives such as density bonuses, expedited permitting, or financial subsidies can offset construction costs and make the development of affordable homeownership opportunities more economically

feasible. By incorporating similar strategies and refining existing strategies, Worcester can create economically feasible pathways for affordable homeownership within its inclusionary zoning ordinance, thereby promoting community stability and affordability.

Additional background information:

- **City of Cambridge, *Inclusionary Housing Program For Developers***
- **Grounded Solutions Network, *Inclusionary Zoning Incentives***
- **Joint Center For Housing Studies of Harvard University, *Inclusionary and Incentive Zoning In the Six New England States***

The City of Austin, Texas's Density Bonus Program



A slide from the City of Austin's presentation on the efficacy of its density bonus program.

10. Implement a significantly higher density bonus for the provision of 30 percent AMI units ($38,600 for a family of four) in the City's inclusionary zoning ordinance.

As demonstrated in the Housing Needs Assessment, Worcester lacks sufficient housing affordable for Extremely Low Income households (30 percent AMI). Similar to homeownership units, additional incentives are likely needed to promote the production of even more deeply affordable units. While the City has density bonus incentives as part of Inclusionary Zoning today, it's available only to projects with 5 percent of units available at 60 percent AMI or lower. This standard incentive does not help offset the

cost of providing deeply affordable units. The City may consider a tiered system for density bonuses that provides even greater incentives for deeper levels of affordability.

The Washington Municipal Research and Services Center (MRSC) found that density bonuses can make affordable housing projects more financially viable by offsetting the reduced revenue from lower rents. By offering a higher density bonus for 30 percent AMI units, Worcester can encourage the inclusion of deeply affordable housing in new developments.

The City of Austin's Density Bonus Program provides developers with increased buildable area, such as additional floor area or height, in exchange for including affordable units in their projects. This approach has successfully incentivized the creation of affordable housing in Austin and can serve as a model for Worcester.

Additional background information:

- **Municipal Research and Services Center, *Affordable Housing Techniques and Incentives***
- **Banker and Tradesman, *More Towns Turn To Density Bonuses To Produce More Affordable Housing***
- **City of Austin, *Density Bonus Briefing Presentation***

11. In the City's next HUD Five-Year Consolidated Plan, recommend prioritizing accessibility, permanent affordability, and homeownership in initiatives.

A Five-Year Consolidated Plan is a strategic planning document required by the U.S. Department of Housing and Urban Development (HUD) for communities, states, and local governments that receive federal funding for housing and community development programs. The plan outlines the community's housing and economic development needs, sets priorities, and establishes goals for using federal funds to address those needs.

As the City prepares its next Five-Year Consolidated Plan, it should incorporate community engagement from this Housing Production Plan—in particular, the need for both accessible and permanently affordable housing in Worcester. The Plan should prioritize investments that make progress toward these objectives.

Additional background information:

- **City of Worcester, *Five Year Consolidated Plan (2020-2025)***

Accessory Dwelling Units (ADUs) are permitted in Worcester in a variety of typologies. Source: EOHLC.

12. Continue to promote Accessory Dwelling Units (ADUs) by adjusting dimensional requirements, coordinating with lenders, and translating educational materials to ensure widespread adoption and implementation. Consider offering financing in exchange for deed-restricted affordability.

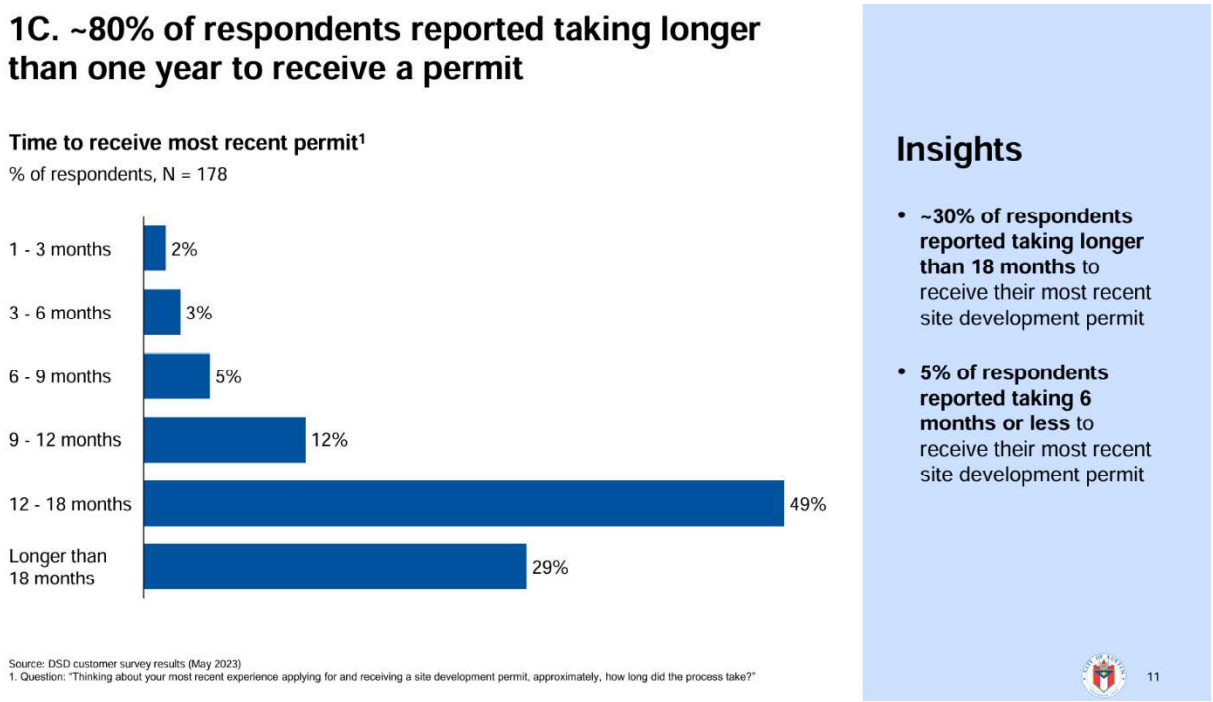
The City adopted sweeping provisions promoting the production of Accessory Dwelling Units (ADUs) in the municipal Zoning Ordinance in 2024. Currently, the City is working to adjust some standards (such as height for detached units) that have led to unanticipated difficulties with permitting, as well as reconciling the ordinance with recent changes to the State laws to eliminate owner occupancy restrictions. Worcester should continue to coordinate with lenders to promote an understanding of the opportunities of this type of housing type and ensure that materials about ADUs are widely available and translated into commonly-spoken languages in Worcester. This should also include conversations with local realtors.

While presently the City has no programs available to assist property owners with constructing an ADU, the City may want to consider financial support in exchange for deed-restrictions on affordability of ADUs, particularly where there are owner-occupants of one of the units. The City may also wish to consider pre-approved plans for ADUs as part of Strategy 4.

Additional background information:

- **City of Worcester, *Accessory Dwelling Units Quick Guide***
- **Executive Office of Housing and Livable Communities, *Accessory Dwelling Units***
- **American Planning Association, *Expanding ADU Development and Occupancy: Solutions for Removing Local Barriers to ADU Construction***

A Slide from the City of Austin's Site Plan Review Audit



Findings from an audit of the City of Austin's site plan review process in 2023. Source: City of Austin.

13. Audit the City's development permitting processes to identify and implement strategies that enhance efficiency and expedite approvals for modern housing.

Streamlining Worcester's development permitting processes is essential to accelerate housing approvals and meet the demand for modernized housing stock. Time is money. By conducting a comprehensive audit of current procedures, the City can identify bottlenecks and inefficiencies, enabling implementation of reforms that facilitate timely project approvals and set forth clear expectations to those navigating the processes. At a minimum, audits should include the processes associated with implementation of the zoning, building, fire, and sanitary codes at various scales of development. Audit findings requiring corrective actions should be adequately resourced to ensure the city is able to quickly implement changes to improve customer experience and avoid unnecessary delays.

A modern housing stock can help the City to achieve its energy efficiency and accessibility objectives, as new homes will be subject to the provisions of the Specialized Stretch Code and, in the case of multifamily homes, accessibility requirements.

In early 2023, Austin, Texas commissioned an independent assessment of its site plan review process, which resulted in 45 recommended initiatives aimed at improving customer experience and efficiency. The first phase of implementation led to a 56 percent reduction in initial site plan review times, decreasing from an average of 87-99 days to 32 days. Follow-up review cycles also saw a significant decrease, from 50 days to just under 15 days, nearing the city's 14-day target.

Additional background information:

- **City of Austin, Texas, *Site Plan Review Audit***
- **Joint Center for Housing Studies of Harvard University, *Legalizing Mid-Rise Single-Stair Housing in Massachusetts***
- **Lincoln Institute for Land Policy, *The State of Local Zoning: Reforming a Century-Old Approach to Land Use***
- **Boston Planning Department, *Reforming the Boston Zoning Code***

14. Establish an understanding of vacant rental housing in Worcester by conducting an analysis of data collected through the Rental Registry, including vacancy rates, unit types, and geographic distribution. Use this data to identify trends, inform policy decisions, and target strategies to increase housing availability and occupancy.

Under a section of the City of Worcester Revised Ordinances of 2008 ordained on September 29, 2022, all rental properties must be registered annually to provide up-to-date owner and property manager contact information. These registration requirements apply to non-owner occupied single family homes, as well as all other dwellings including two-family, three-family, and multi-family dwellings; commercial, retail, office or industrial rented spaces or units; and/or lots that are rented for commercial purposes.

The purpose of the program is to ensure the City has the most up-to-date contact information for the owners or agents of a property that are authorized to make decisions, repairs or corrections as may be required. While registration for owner-occupied properties is not mandatory, it is free of charge and highly recommended by the City.

Housing advocates can also consider supporting state legislation (e.g., Bill H. 3058) enabling a local vacant unit tax. This bill targets intentionally vacant units and aims to bring them back into the housing market.

Additional background information:

- **City of Worcester, *Online Rental Property Registry***
- **City of Worcester, *City of Worcester Revised Ordinances Chapter Nine – Public Safety, § 18 - Rental Property Registration Program***

15. Building on the City's annual Landlord Summit, consider incorporating emerging developers and existing property owners as well as launching an annual Homeownership Summit.

By broadening the summit's scope, the City can bridge knowledge gaps, encourage investment in both affordable and market-rate housing, and strengthen relationships between stakeholders.

The 2024 and 2025 Worcester Landlord Summits, held on March 9, 2024, and May 10, 2025, at the DCU Center exemplifies the city's commitment to engaging with property owners. The events offered sessions on topics such as owning historic properties, healthy home requirements, fire prevention, and housing grant programs, providing valuable information to landlords and potential investors.

Incorporating emerging developers into such events can be further enhanced by collaborating with organizations like the Incremental Development Alliance (IncDev). IncDev offers workshops focused on small-scale real estate development, providing participants with insights into project formation, financing, and regulatory compliance. These workshops help aspiring developers understand what makes a good project, how buildings generate revenue, and how to navigate the broader ecosystem of professionals in the built environment.

Additional background information:

- **City of Worcester, *2024 Landlord Summit***
- **City of South Bend, Indiana, *Build South Bend Events & Workshops***
- **Incremental Development Alliance, *Workshops***

16. Create educational materials that help explain and guide landlords, property owners, and emerging developers through the development process.

Providing clear, accessible educational materials is essential for equipping stakeholders with the knowledge to navigate Worcester's housing development landscape. These materials can include step-by-step guides, FAQs, and contact information for relevant City departments. By simplifying complex processes, Worcester can reduce barriers for small developers and landlords, encouraging broader participation in housing initiatives.

The Massachusetts Housing Partnership's "Housing Development Toolbox" offers a practical guide for navigating zoning, permitting, and financing affordable housing projects. Similarly, Vermont's "Homes For All: A 'Design & Do' Toolkit" provides templates and resources tailored to small-scale developers and property owners, emphasizing user-friendly solutions. The Terner Center's "Demystifying Development Math" translates financial feasibility concepts into accessible language, empowering stakeholders to assess and undertake projects confidently.

Drawing inspiration from these examples, Worcester can create tailored educational materials that demystify the development process and foster a more inclusive housing ecosystem.

Additional background information:

- **Massachusetts Housing Partnership, *The Housing Development Toolbox***
- **Vermont Agency of Commerce and Community Development, *Homes For All: A 'Design & Do' Toolkit***
- **Terner Center for Housing Innovation, *Demystifying Development Math***

17. Continue to offer First Time Home Buyer Assistance, and work with the state to determine the potential for a First Generation Home Buyer Assistance program.

First-time homebuyer assistance programs provide critical support for residents seeking to enter the housing market. Expanding these programs to include first-generation buyers—those whose parents did not own homes—can address generational wealth disparities and promote economic mobility. Targeted outreach and financial literacy workshops can ensure that these opportunities reach underserved communities.

Massachusetts's Affordable Housing Alliance (MAHA) provides a valuable model through its STASH program, which offers down payment assistance to first-generation homebuyers, helping families achieve homeownership for the first time. Similarly, RIHousing's FirstGenHomeRI initiative focuses on closing the racial homeownership gap by providing grants and educational resources to support sustainable ownership.

This strategy should include enhancing the *Live Worcester Now* public-private partnership promoting first-time homeownership throughout the city by increasing programmatic marketing, events and workshops. Relatedly, *Live Worcester Now* initiative should encourage local housing ecosystem business participation in the program to increase offers and discounts to first time buyers including Realtors©, banks, real estate attorneys, insurance agents, moving companies, and home furniture and appliance businesses.

Additional background information:

- **Massachusetts Affordable Housing Alliance, *STASH First-Gen Home***
- **RIHousing, *FirstGenHomeRI***
- **Fannie Mae, *First-Generation Homebuyer Fact Sheet***
- **Live Worcester Now, *Live Worcester | Live. Work. Play. Stay!***

The new Yawkey Housing Resource Center, which includes temporary and permanent shelter, as well as a clinic, kitchen, and classroom space in Quincy. Source: Father Bill's & MainSpring.

18. Continue to support Worcester's population of people struggling with homelessness and substance abuse, including with integrated supportive housing models, as well as pathways to long-term housing stability and homeownership.

The City should build on successful partnerships with local non-profits, such as the Central Massachusetts Housing Alliance (CMHA), including the recent plan to open a day resource center for homeless residents at 134 Gold Street. Addressing homelessness will require sustained investment and collaboration with local, regional, and state partners to allocate additional resources and support (including long-term housing options) for this vulnerable population.

Additional background information:

- **American Planning Association, *Policy Guide on Homelessness***
- **Local Housing Solutions, *Reducing Homelessness and Meeting the Emergency Needs of Individuals and Families Experiencing Homelessness***

19. Build on the success of local home rehabilitation and energy efficiency and weatherization programs by leveraging Mass Save audits and prioritizing cost-effective measures with a payback period of under seven years and net costs below $1,000 per unit.

Mass Save is a program that provides incentives, rebates, and financing to help residents and businesses become more energy efficient and reduce energy costs. The state's major utility companies and energy providers—Eversource, National Grid, and others—sponsor the program.

Worcester currently offers an Energy Advocate who can advise residents on taking advantage of energy saving programs like Mass Save or solar power.

The City should explore implementing a requirement within local housing programs and initiatives for housing units to undergo a Mass Save audit and prioritize investments that offer a short-term payback and low per-unit cost. This approach would accelerate the adoption of cost-effective energy efficiency measures, such as insulation and air-sealing, helping to retrofit older homes and reduce energy costs across Worcester.

Additional background information:

- **City of Lowell, *City Manager's Neighborhood Impact Initiative***
- **City of Hartford, Connecticut, *Housing Preservation Loan Fund (HPLF) Program***
- **City of Somerville, *Home Improvement Program***

In 2024 Cambridge's CPA Committee allocated $18.75 million to assist in the construction of 95 units of affordable housing in the Walden Square II development. Source: WinnCompanies.

20. Ensure that CPA funds are consistently allocated to Community Housing projects and the Worcester Affordable Housing Trust Fund, preferably above the statutory minimum.

Community Preservation Act (CPA) funds provide a vital resource for affordable housing initiatives. Ensuring that these funds are allocated strategically to the Worcester Affordable Housing Trust Fund can support a variety of projects, including new construction, rehabilitation, and preservation efforts. By allocating funds above the 10% statutory minimum, Worcester can amplify its impact on housing affordability.

The City of Cambridge sets a strong example, consistently channeling significant CPA funds into its Affordable Housing Trust, which has supported numerous projects to create and preserve affordable housing units. The Massachusetts Housing Partnership's CPA guidebook highlights how funds can be used creatively to foster local housing initiatives, such as leveraging these funds for gap financing in mixed-income developments. Dedicated, recurring funding for the Affordable Housing Trust Fund can help to ensure a steady pipeline of affordable housing development.

Additional background information:

- **City of Cambridge, *Funding for the Trust***
- **Tufts University, *Missed Opportunities: Funding Housing Through the Community Preservation Act***
- **Massachusetts Housing Partnership, *Create, Preserve, Support: using Community Preservation Act Funds to Foster Local Housing Initiatives***

21. Preserve existing affordable housing in Worcester by ensuring that subsidized units are not lost due to expiration of affordability restrictions. When possible, pursue opportunities for permanent affordability.

Some affordable housing restrictions (such as those units financed with Low Income Housing Tax Credits) can expire, leading to the loss of their affordability. In addition to production, the City should work to ensure that the number of affordable homes in Worcester does not decrease.

According to the Executive Office of Housing and Livable Communities (EOHLC) Subsidized Housing Inventory (SHI) list for Worcester, there are ten properties that may expire between 2025 and 2030—**760 units in total.**

Year	Expiring SHI Units
2025	42
2026	0
2027	24
2028	371
2029	269
2030	54

The City should work to prevent these affordable homes from losing their income-restricted status. One mechanism could be to make deed-restrictions publicly available to assist realtors in understanding available affordable units to offer.

Additional background information:

- **Community Economic Development Assistance Corporation, *Chapter 40T at 5: A Retrospective Assessment of Massachusetts' Expiring Use Preservation Law***

22. Prior to construction, coordinate between the City Assessor's Office and affordable housing providers to ensure that property tax rates do not threaten the viability of producing and managing deed-restricted affordable housing in Worcester.

Property taxes can affect the financial feasibility of affordable housing projects, particularly for deed-restricted units. Coordination between the City Assessor's Office and housing providers can mitigate these challenges, ensuring that tax policies align with affordability goals.

Provincetown's Affordable Housing Property Tax Exemption demonstrates the impact of targeted tax policies. By exempting deed-restricted affordable housing units from certain property taxes, Provincetown has reduced operational costs for housing providers, enhancing long-term affordability. Similarly, Seattle's Multifamily Tax Exemption Program offers property tax exemptions to developers of income-restricted housing, incentivizing the creation and preservation of affordable units.

Additional background information:

- **Town of Provincetown, *FY 2025 Affordable Housing Property Tax Exemption***
- **City of Seattle, Washington, *Multifamily Tax Exemption***
- **Local Housing Solutions, *Tax Abatements of Exemptions***

23. Work to create additional support for small, owner-occupant landlords to accept tenants with state and federal funding while minimizing financial risk.

Small, owner-occupant landlords are vital providers of naturally occurring affordable housing in Worcester. Offering targeted support can incentivize these landlords to accept tenants with HomeBASE or other assistance funds while minimizing financial risks. By ensuring these landlords feel secure in participating, Worcester can enhance housing stability for vulnerable tenants.

The City of Boston's Landlord Incentive Program serves as a model, providing financial guarantees and damage mitigation funds to encourage landlords to rent to tenants with housing subsidies. Similarly, Northampton's Landlord Incentive Program offers reimbursement for unpaid rent and access to a dedicated landlord liaison, fostering trust and participation. RIHousing's Landlord Partnership Program further demonstrates how streamlined reimbursement processes and supportive resources can incentivize landlords while ensuring tenant placement success.

Additional background information:

- **City of Boston, *Landlord Incentive Program***
- **City of Northampton, *Landlord Incentive Program***
- **RIHousing, *Landlord Partnership Program***

24. Support healthy housing workforce training and certification programming to develop a skilled pipeline of home rehabilitation professionals, ensuring Worcester can renew aging housing stock and maintain safe, affordable homes.

To enhance Worcester's capacity to renew its aging housing stock, the City should actively support and expand healthy housing workforce training and certification programs. These initiatives will help build a pipeline of skilled professionals trained in critical areas such as home rehabilitation, lead hazard mitigation, mold remediation, and energy-efficient retrofitting. A well-prepared workforce is essential for ensuring safe, affordable housing, maintaining compliance with health and safety standards, and preserving existing housing at scale.

The Worcester Building Pathways Pre-Apprenticeship Training Program, managed by the MassHire Central Region Workforce Board (MassHire), provides a strong model for this effort by preparing

students for careers in the building and construction trades. MassHire has also provided training opportunities for environmental remediation, climate critical, and green building maintenance through funding from the U.S. Environmental Protection Agency. Additionally, the Worcester Public Schools Night Life Program offers courses in trades such as plumbing and electrical work. By leveraging these and similar workforce development initiatives, the City can establish a Healthy Housing Workforce Training & Certification Program to equip local workers with specialized skills for sustainable and safe housing rehabilitation.

Additional background information:

- **National League of Cities, *Healthy Housing Workforce Toolkit***
- **Worcester Jobs Fund, *Worcester Building Pathways Pre-Apprenticeship Training Program***
- **Worcester Public Schools, *Worcester Night Life***

Capacity, Education, and Coordination

25. Study planning staff capacity in peer cities of similar sizes and increase staffing to boost capacity for program implementation.

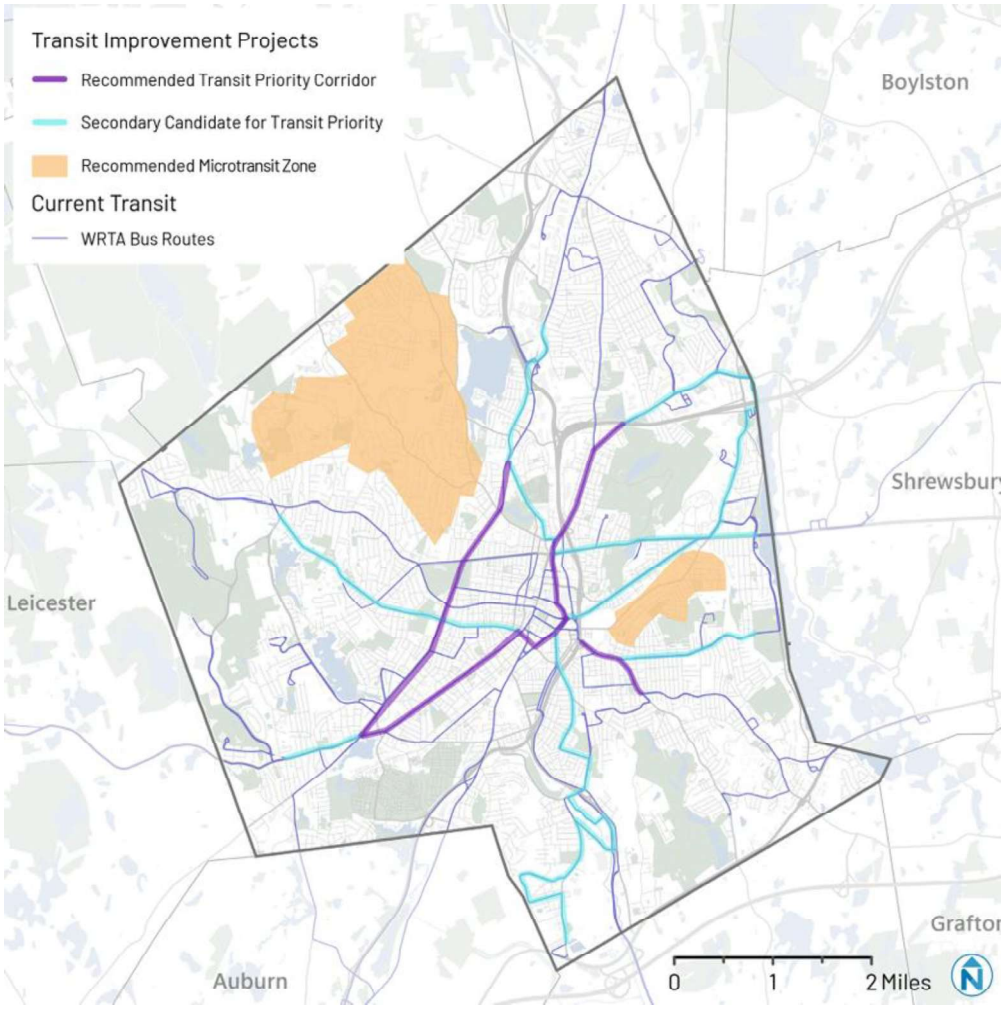
Adequate staffing is critical for effectively implementing Worcester's housing and economic development goals. Conducting a comparative analysis of planning staff capacity in peer cities can provide benchmarks for ensuring the City has the resources needed to efficiently manage complex projects.

Municipality	Population	Planning Department Staff
Worcester, MA	207,621	9
Providence, RI	190,792	18
Springfield, MA	153,672	10
Somerville, MA	80,407	19
Salem, MA	44,744	13

**Note: includes leadership and support staff*

The consultant team undertook a cursory analysis of planning department staffing levels in comparison with Providence, Springfield, Somerville, and Salem, and found that Worcester may have the lowest staff capacity of the cities that were studied. It should be noted that this analysis did not consider variations in the organizational structure of other planning departments, including, for example, the presence or allocation of roles such as GIS, accounting, and conservation staff.

Increasing staffing levels can enhance program efficiency, reduce bottlenecks, and enable proactive engagement with stakeholders, ensuring that the strategies in this plan can be adequately implemented.



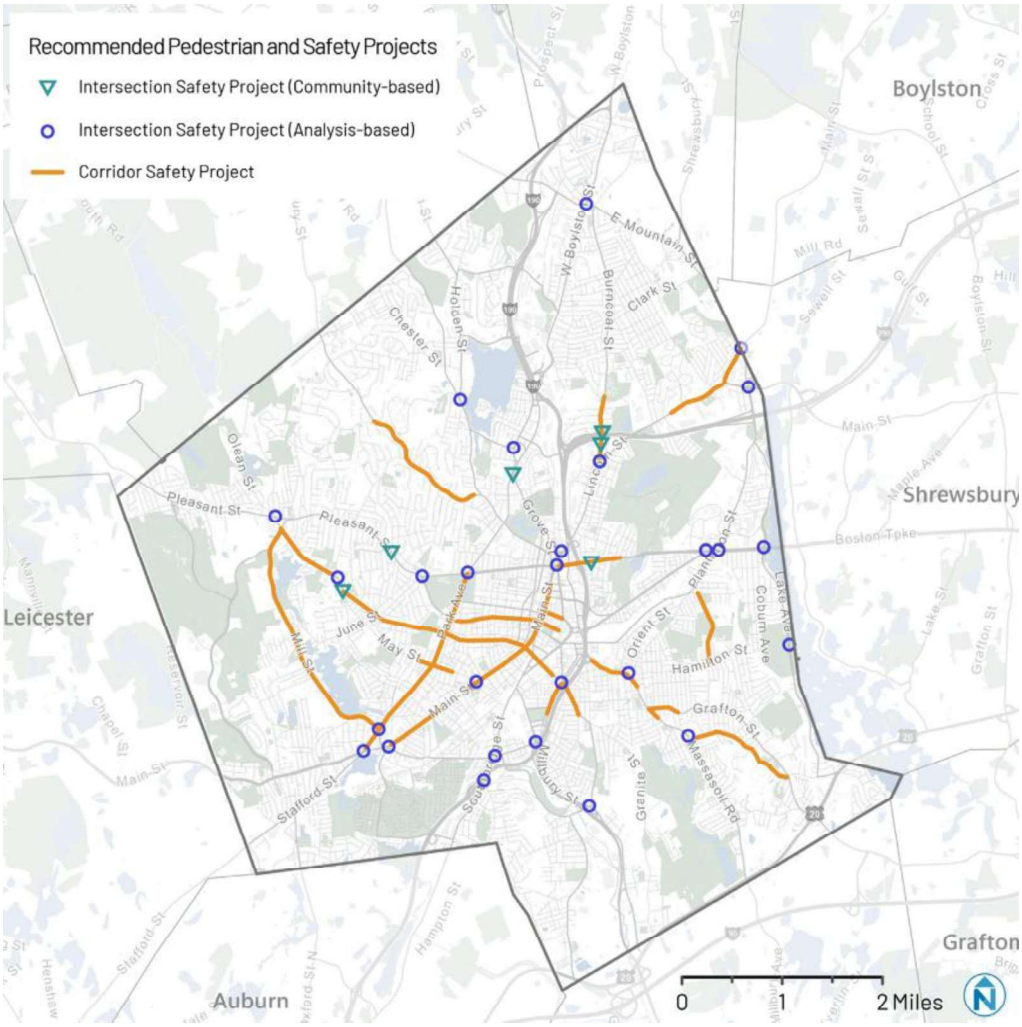
Recommended transit improvement projects from Worcester's Mobility Action Plan *(2024). Source: City of Worcester.*

26. Advocate for funding and support planning for public transit that promotes access to jobs and destinations in Worcester, particularly along the growth corridors identified in the City's 2024 *Worcester Now | Next Plan*, and the transit priority corridors identified in the 2024 *Mobility Action Plan* (MAP).

Accessible and reliable transit options reduce car dependency and improves access to jobs, making housing in transit-rich areas more attractive. The City's investments should prioritize equitable transit access, ensuring that currently underserved neighborhoods benefit from the improved connectivity. Worcester's MAP provides a framework for these investments: targeting transit corridors and aligning with housing growth goals outlined in *Worcester Now | Next.*

Additional background information:

- City of Worcester, ***Mobility Action Plan***
- City of Boston, ***Better Bus Project***
- City of Los Angeles, ***Transit-Oriented Communities Incentives Program***



The Mobility Action Plan *also includes recommended projects to improve safety and circulation for residents who bike, walk, and roll. Source: City of Worcester.*

27. In addition to transit, ensure funding for infrastructure projects and planning and regulatory changes to support active transportation modes such as cycling, walking, and rolling, as well as implementing the proposed Bike and Micromobility Network identified in the *Mobility Action Plan* (MAP), and the recommended Pedestrian and Safety Projects.

Similarly, Worcester's *MAP* highlights key projects to expand active transportation options, fostering connectivity between neighborhoods. Prioritizing these modes also complements transit investments, creating a multimodal transportation ecosystem.

Additional background information:

- **City of Somerville, *Bike Network Plan***
- **City of Boston, *Safety Surge***
- **City of Cambridge, *Cycling Safety Ordinance***

Capacity, Education, and Coordination

The Somerville Housing Authority's Clarendon Hill Redevelopment, with 216 replacement public housing units, 80 new affordable units, and 295 market-rate homes. Source: Somerville Housing Authority.

28. Support similar initiatives to the Worcester Housing Authority's Lakeside and Curtis Redevelopment Projects, working with local organizations with deeply-affordable housing units to renew affordable homes, add accessibility, and increase Worcester's affordable and market-rate housing stock.

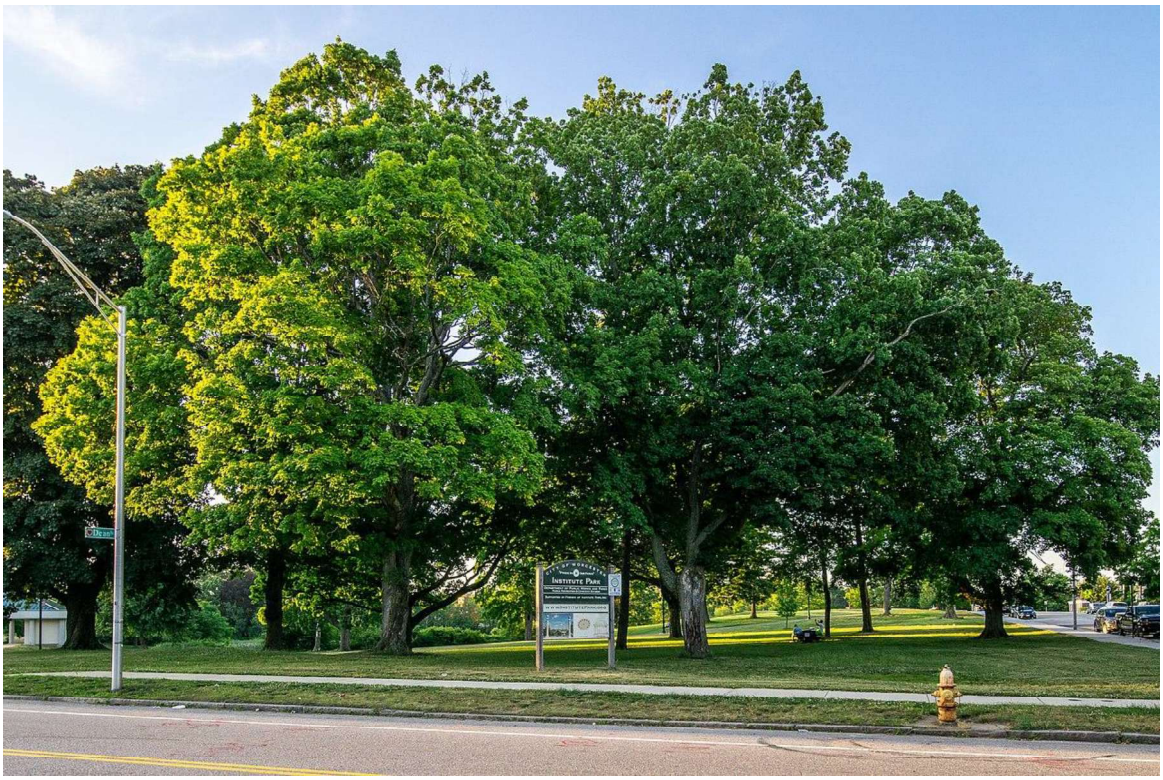
Building on the success of the Lakeside and Curtis Redevelopment Projects, Worcester can collaborate with local organizations to replicate these achievements citywide. These projects not only renew

affordable homes but also integrate accessibility features and increase the overall housing stock through mixed-income models.

HUD's Rental Assistance Demonstration (RAD) program has been the catalyst for many of these public housing conversions. Beyond the Worcester Housing Authority, the model has been successfully utilized in the Commonwealth, with notable examples in Cambridge, Salem, Boston, and Somerville.

Additional background information:

- **Department of Housing and Urban Development, *Restore Rebuild: A Case Study in Worcester, MA***
- **Cambridge Housing Authority, *RAD Program***
- **Somerville Housing Authority, *Clarendon Hill Redevelopment***
- **Salem Housing Authority, *Leefort Terrace Redevelopment***



The City's Green Worcester Plan *(2021) is a strategic framework for making Worcester more sustainable and resilient. Source: Kenneth C. Zirkel, Wikimedia Commons.*

29. As part of the comprehensive zoning overhaul, coordinate with the Department of Sustainability and Resilience to balance the zoning objectives of the *Green Worcester Plan* with the economic feasibility of housing production.

Development feasibility refers to the fiscal analysis that developers perform before undertaking a project. Often, existing city and state policies (such as zoning, wetlands protection, and open space requirements) can affect whether or not a project is economically viable.

The *Green Worcester Plan* (2021) recommends adoption of additional sustainability performance outcomes in the future zoning ordinance revision recommended by *Worcester Now | Next.* These sustainable performance outcomes should be balanced and considered in context with economic feasibility of housing production.

Additional background information:

- **City of Worcester, *Green Worcester Plan***
- **City of Worcester, *Green Worcester Dashboard***
- **Massachusetts Institute of Technology, *Public Policy For Net Zero Homes and Affordability***

30. Ensure the monitoring and implementation of this plan through quarterly updates from the Affordable Housing Trust Fund, promoting accountability and transparency in achieving the plan's goals.

Housing affordability is a challenging, ongoing issue that should continue to be discussed between the City, local organizations and regional entities. As the body monitoring the plan's implementation, the Worcester Affordable Housing Trust Fund will help to promote its careful, sustained implementation. The Trust Fund can also work to include and incorporate other City boards, committees, organizations, and community groups, creating a collaborative format for sharing updates, coordinating initiatives, and addressing emerging issues. This could be through a "Housing Roundtable" structure that brings various housing-focused entities in the City together to continue to promote housing affordability.

Concord convenes a quarterly Housing Roundtable between local organizations, boards, and committees to advance efforts and build alignment. This model could help to ensure the continued implementation of strategies in this plan, as well as the new development of new initiatives and partnerships to promote housing affordability in Worcester.

Additional background information:

- **Town of Concord, *Housing Roundtable***
- **Town of Chatham, *Chatham Community Housing Partnership***

Boston's annual Student Housing Trends *report, which shares data on and off-campus housing in the City, as well as neighborhood rental markets that are most impacted. Source: City of Boston.*

31. Coordinate with Worcester's higher-educational institutions to manage student housing demand, particularly by promoting the creation of more on-campus housing for students, without infringing on surrounding neighborhood fabric.

Worcester's higher-education institutions contribute to the local housing market, with students and residents in competition for limited rental units. Collaborating with universities and colleges to increase on-campus housing can alleviate pressure on the housing supply while improving the quality of life for students and community members alike.

This strategy can include conversations with higher-education leaders, and joint planning efforts to align student housing with broader city goals. Partnerships between the City and educational institutions ensure transparent and sustainable growth that provides equitable housing opportunities for all.

For example, in Davis, California, the University of California at Davis entered into a Memorandum of Understanding (MOU) with the city and county to address concerns about expansion and housing availability, including a commitment to provide on-campus housing for projected student growth.

Additionally, Boston requires that universities report both enrollment and living arrangements for their students, with the data analyzed and summarized in an annual *Student Housing Trends* report.

Additional background information:

- **Local Housing Solutions, *From Conflict To Collaboration, How Davis, CA, Built a Partnership With UC Davis To Address Housing Concerns***
- **City of Boston, *Housing Accountability Ordinance***
- **City of Boston, *Student Housing Trends***

Designs from Boston's "Future Decker" initiative, imagining the next iteration of the triple decker. Source: City of Boston.

32. Hold a 'Build a Better Triple-Decker' competition to envision and vet new, economically feasible and affordable housing typologies under current building regulations.

Triple-deckers are iconic features of Worcester's housing stock, but many lack accessibility features and are in need of rehabilitation. A "Build a Better Triple-Decker" competition can inspire innovative designs that modernize this housing typology while maintaining affordability and historical character. This initiative can engage architects, developers, and community members to create practical and scalable solutions.

The competition could focus on incorporating energy-efficient materials, universal design principles, economic feasibility, and cost-effective construction techniques, while considering Worcester's unique hilly terrain. Winning designs could be piloted in city-sponsored projects or showcased as templates for developers. In structuring the competition, the City can learn from past efforts and lessons learned, such as the Massachusetts Clean Energy Center's Triple Decker Design Challenge.

Additional background information:

- **City of Boston, *Co-Creating The Future Decker***
- **Massachusetts Clean Energy Center, *Triple Decker Design Challenge***
- **Northeast Sustainable Energy Association (NESEA), Scaling Residential Decarbonization**
- **Dwell, *These Winning Low-Rise Designs Are a Blueprint For Better Housing—And Better Living In LA***

LeClair Village, in Mashpee, a 39-unit affordable housing complex, was developed on surplus municipal land. Source: Housing Assistance Corporation.

33. Prioritize the production of affordable, deed-restricted housing units on surplus municipal land with local organizations that build deeply affordable and supportive housing.

Utilizing surplus municipal land for affordable housing production is a cost-effective strategy to address housing affordability in the city. And, by removing land costs, there is additional opportunity to provide deeper levels of affordability. Where possible, permanent affordability and homeownership should be prioritized.

The City should first continue to identify appropriate surplus municipal land—particularly land in identified growth corridors—and then work with local partners to produce affordable housing. There are a variety of resources available to guide the transformation of municipal land into affordable housing, as well as examples across the Commonwealth of successful projects, with the 39-unit LeClair Village development on Town-owned land in Mashpee as one example.

Additional background information:

- **Massachusetts Housing Partnership, *Developing Affordable Housing on Public Land***
- **Lincoln Institute of Land Policy, *Lessons From a Small City's Big Commitment to Affordability***
- **U.S. Department of Housing and Urban Development, *Unlocking Surplus Land for Affordable Housing***

34. Strengthen the City's capacity to provide affordable housing monitoring and compliance oversight as well as technical support to property owners with deed-restricted units.

Affordability compliance is enforced through regulatory agreements (also known as affordable housing restrictions), annual reporting, and inspections. Developers must regularly document tenant income, rent levels, and occupancy. Monitoring agents review this data, conduct audits, and can impose penalties for non-compliance. Yet, enforcement faces challenges including misreporting, overcharging, and inadequate record-keeping. Providing regular staff training and clear internal systems for monitoring units with affordable housing restrictions imposed by the City can help address these issues.

Programs like Low Income Housing Tax Credits (LIHTC) allow some flexibility. For example, if a tenant's income rises above 140% of the eligibility threshold, the unit can remain compliant as long as the next available similar unit is rented to a qualifying household—the "next available unit rule." Most programs maintain affordability based on unit designation, not the tenant's current income.

Additional background information:

- **MA Executive Office of Housing and Livable Communities, *Regulatory Agreement for Rental Developments***
- **MassHousing, *Third-Party Affordability Monitoring for MassHousing 40B Homeownership***
- **Massachusetts Housing Partnership, *Local Action Units (LAU) Guidelines***

35. Enhance referrals to community partners such as Central West Justice Center for housing stability and fair housing services to prevent displacement.

Throughout the planning process, community members and stakeholders expressed a need for stronger strategies to support current Worcester residents facing displacement from rising rents and gentrification. Housing stability—ensuring people can stay safely and affordably housed—is a documented issue. Opportunities to enhance relationships with community partners to strengthen support for residents facing housing challenges and instability further should be identified and pursued.

Additional background information:

- **City of Worcester, *Office of Human Rights***
- **Central West Justice Center, *What We Do***
- **Legal Services Corporation, *Beyond Eviction: Landlords as Essential Partners in Housing Stability***

ACTION PLAN MATRIX

The City's Executive Office of Economic Development will oversee the Housing Production Plan's implementation in coordination with other City departments and local institutions. This Action Plan Matrix provides a detailed framework for the responsible and supporting entities who will lead the implementation of each strategy, as well as a proposed timeline for each initiative.

Abbreviations used in the matrix below:
AHTF = Affordable Housing Trust Fund
CA = City Assessor
CC = City Council
CPC = Community Preservation Committee
EODEI = Executive Office of Diversity, Equity & Inclusion
EOED = Executive Office of Economic Development Department
HHS = Department of Health & Human Services
ISD = Inspectional Services Department
PB = Planning Board
DSR = Department of Sustainability & Resilience
WHA = Worcester Housing Authority

#	Housing Strategy	FY2026	FY2027	FY2028	FY2029	FY2030	Responsible Entity	Supporting Entities
1	Pursue a targeted rezoning of the growth corridors (managed, infill, and transformative) as identified in *Worcester Now | Next.*						EOED	PB, CC
2	Identify underutilized property in the growth corridors that could be used for mixed-use or residential housing development with deep affordability.						EOED	
3	Ensure existing multifamily housing is broadly compliant with updated zoning regulations.						EOED	
4	Create a menu of pre-approved housing types that are economically feasible and can be built with minimal permitting approvals.						EOED	ISD
5	Continue to bolster the redevelopment of vacant and underutilized parcels for housing by supporting the leveraging of tax credits.						EOED	CC
6	Eliminate parking minimums City-wide, giving property owners and developers flexibility to provide an appropriate amount of parking.						EOED	PB
7	Adopt an Affordable Housing Overlay citywide that provides density bonuses and streamlined permitting for developers of 100 percent affordable housing.						EOED	PB, CC
8	Monitor the effectiveness of Worcester's inclusionary zoning and make changes overtime as needed to ensure it's as effective as possible to remain responsive to changing market conditions and needs.						EOED	PB, CC

#	Housing Strategy	FY2026	FY2027	FY2028	FY2029	FY2030	Responsible Entity	Supporting Entities
9	Create an economically feasible pathway for the creation of affordable ownership units in the City's inclusionary zoning ordinance.						EOED	PB, CC
10	Implement a significantly higher density bonus for the provision of 30 percent AMI units in the City's inclusionary zoning ordinance. In addition, and in other City funding programs, consider ways to promote accessible units and universal design.						EOED	PB, CC
11	In the City's next Five-Year Consolidated Plan for HUD, recommend prioritizing accessibility, permanent affordability, and homeownership in initiatives.						EOED	
12	Continue to promote Accessory Dwelling Units (ADUs) by adjusting dimensional requirements, coordinating with lenders, and translating educational materials to ensure widespread adoption and implementation. Consider offering financing in exchange for deed-restricted affordability.						EOED	
13	Audit the City's development permitting processes to identify and implement strategies that enhance efficiency and expedite approvals for modern housing.						EOED	PB, CC, ISD
14	Establish an understanding of vacant rental housing in Worcester by conducting an analysis of data collected through the Rental Registry, including vacancy rates, unit types, and geographic distribution. Use this data to identify trends, inform policy decisions, and target strategies to increase housing availability and occupancy.						EOED	ISD
15	Building on the City's annual Landlord Summit, consider incorporating emerging developers and existing property owners as well as launching an annual Homeownership Summit.						EOED	

#	Housing Strategy	FY2026	FY2027	FY2028	FY2029	FY2030	Responsible Entity	Supporting Entities
16	Create educational materials that help explain and guide landlords, property owners, and emerging developers through the development process.						EOED	
17	Continue to offer First Time Home Buyer Assistance, and work with the state to determine the potential for a First Generation Home Buyer Assistance program.						EOED	
18	Continue to support Worcester's population of people struggling with homelessness and substance abuse, including with integrated supportive housing models, as well as pathways to long-term housing stability and homeownership.						HHS	EOED, AHTF
19	Build on the success of local home rehabilitation and energy efficiency and weatherization programs by leveraging Mass Save audits and prioritizing measures that have a payback of less than seven years and net costs of under $1,000 per unit.						DSR	EOED
20	Ensure that CPA funds are consistently allocated to Community Housing projects and the Worcester Affordable Housing Trust, preferably above the statutory minimum.						CPC	AHTF
21	Preserve existing affordable housing in Worcester by ensuring that subsidized units are not lost due to expiration of affordability restrictions. When possible, pursue opportunities for permanent affordability.						EOED	AHTF
22	Prior to construction, coordinate between the City Assessor's Office and affordable housing providers to ensure that property tax rates do not threaten the viability of producing and managing deed-restricted affordable housing in Worcester.						CA	

#	Housing Strategy	FY2026	FY2027	FY2028	FY2029	FY2030	Responsible Entity	Supporting Entities
23	Work to create additional support for small, owner-occupant landlords to accept tenants with state and federal funding while minimizing their financial risk.			■	■	■	EOED	
24	Support healthy housing workforce training and certification programming to develop a skilled pipeline of home rehabilitation professionals, ensuring Worcester can renew aging housing stock and maintain safe, affordable homes.		■	■	■	■	EOED	CC
25	Increase planning staffing to boost capacity for proposed policy implementation.		■				EOED	CC
26	Advocate for funding and support planning for public transit that promotes access to jobs and destinations in Worcester, particularly along the growth corridors identified in the City's 2024 *Worcester Now ⁄ Next Plan*, and the transit priority corridors identified in the 2024 *Mobility Action Plan* (MAP).	■	■	■			CC	EOED
27	In addition to transit, ensure funding for infrastructure projects and planning and regulatory changes to support active transportation modes such as cycling, walking, and rolling, as well as implementing the proposed Bike and Micromobility Network identified in the MAP, and the recommended Pedestrian and Safety Projects.	■	■	■			CC	EOED
28	Support similar initiatives to the Worcester Housing Authority's Lakeside and Curtis Redevelopment Projects, working with local organizations with deeply-affordable housing units to renew affordable homes, add accessibility, and increase Worcester's affordable and market-rate housing stock.	■	■	■	■	■	WHA	
29	As part of the comprehensive zoning overhaul, coordinate with the Department of Sustainability and Resilience to balance the zoning objectives of the Green Worcester Plan with the economic feasibility of housing production.		■	■	■		EOED, DSR	

#	Housing Strategy	FY2026	FY2027	FY2028	FY2029	FY2030	Responsible Entity	Supporting Entities
30	Ensure the monitoring and implementation of this plan through quarterly updates from the Affordable Housing Trust Fund, promoting accountability and transparency in achieving the plan's goals.						PB, AHTF, CPC	EOED
31	Coordinate with Worcester's higher-educational institutions to manage student housing demand, particularly by promoting the creation of more on-campus housing for students.						EOED	
32	Hold a 'Build a Better Triple-Decker' competition to envision and vet new, economically feasible and affordable housing typologies under current building regulations.						EOED	
33	Prioritize the production of affordable, deed-restricted housing units on surplus municipal land with local organizations that build deeply-affordable and supportive housing.						EOED	AHTF
34	Strengthen the City's capacity to provide affordable housing monitoring and compliance oversight as well as technical support to property owners with deed-restricted units.						EOED	CC
35	Enhance referrals to community partners such as Central West Justice Center for housing stability and fair housing services to prevent displacement.						EOED	EODEI

GOALS AND STRATEGIES MATRIX

The following matrix shows how each strategy aligns with the City's overarching housing goals.

#	Housing Strategy	Affordable Housing Production	Renew Aging Housing	Reduce Barriers	Housing Equity	Housing Stability	Transportation Options	Strategic Growth	Homelessness
1	Pursue a targeted rezoning of the growth corridors (managed, infill, and transformative) as identified in *Worcester Now | Next.*	X	X	X				X	
2	Identify underutilized property in the growth corridors that could be used for mixed-use or residential housing development with deep affordability.	X			X			X	
3	Ensure existing multifamily housing is broadly compliant with updated zoning regulations.		X	X				X	
4	Create a menu of pre-approved housing types that are economically feasible and can be built with minimal permitting approvals.		X	X				X	
5	Continue to bolster the redevelopment of vacant and underutilized parcels for housing by supporting the leveraging of tax credits.		X	X					
6	Eliminate parking minimums City-wide, giving property owners and developers flexibility to provide an appropriate amount of parking.			X					

#	Housing Strategy	Affordable Housing Production	Renew Aging	Reduce Barriers	Housing Equity	Housing Stability	Transportation Options	Strategic Growth	Homelessness
7	Adopt an Affordable Housing Overlay citywide that provides density bonuses and streamlined permitting for developers of 100 percent affordable housing.	X		X	X	X			
8	Monitor the effectiveness of Worcester's inclusionary zoning and make changes overtime as needed to ensure it's as effective as possible to remain responsive to changing market conditions and needs.	X			X	X			
9	Create an economically feasible pathway for the creation of affordable ownership units in the City's inclusionary zoning ordinance.	X			X	X			
10	Implement a significantly higher density bonus for the provision of 30 percent AMI units ($38,600 for a family of four) in the City's inclusionary zoning ordinance. In addition, and in other City funding programs, consider ways to promote accessible units and universal design.	X			X	X			
11	In the City's next Five-Year Consolidated Plan for HUD, recommend prioritizing accessibility, permanent affordability, and homeownership in initiatives.	X			X	X			

#	Housing Strategy	Affordable Housing Production	Renew Aging Housing	Reduce Barriers	Housing Equity	Housing Stability	Transportation Options	Strategic Growth	Homelessness
12	Continue to promote Accessory Dwelling Units (ADUs) by adjusting dimensional requirements, coordinating with lenders, and translating educational materials to ensure widespread adoption and implementation. Consider offering financing in exchange for deed-restricted affordability.		X	X				X	
13	Audit the City's development permitting processes to identify and implement strategies that enhance efficiency and expedite approvals for modern housing.		X	X				X	
14	Establish an understanding of vacant rental housing in Worcester by conducting an analysis of data collected through the Rental Registry, including vacancy rates, unit types, and geographic distribution. Use this data to identify trends, inform policy decisions, and target strategies to increase housing availability and occupancy.	X							
15	Building on the City’s annual Landlord Summit, consider incorporating emerging developers and existing property owners as well as launching an annual Homeownership Summit.		X	X					
16	Create educational materials that help explain and guide landlords, property owners, and emerging developers through the development process.		X	X					
17	Continue to offer First Time Home Buyer Assistance, and work with the state to determine the potential for a First Generation Home Buyer Assistance program.				X	X			

#	Housing Strategy	**Affordable Housing Production**	**Renew Aging Housing**	**Reduce Barriers**	**Housing Equity**	Housing Stability	Transportation Options	Strategic Growth	Homelessness
18	Continue to support Worcester's population of people struggling with homelessness and substance abuse, including with integrated supportive housing models, as well as pathways to long-term housing stability and homeownership.				X				X
19	Build on the success of local home rehabilitation and energy efficiency and weatherization programs by leveraging Mass Save audits and prioritizing cost-effective measures with a payback period of under seven years and net costs below $1,000 per unit.		X					X	
20	Ensure that CPA funds are consistently allocated to Community Housing projects and the Worcester Affordable Housing Trust, preferably above the statutory minimum.	X			X				
21	Preserve existing affordable housing in Worcester by ensuring that subsidized units are not lost due to expiration of affordability restrictions. When possible, pursue opportunities for permanent affordability.	X			X	X			
22	Prior to construction, coordinate between the City Assessor's Office and affordable housing providers to ensure that property tax rates do not threaten the viability of producing and managing deed-restricted affordable housing in Worcester.	X			X				

#	Housing Strategy	**Affordable Housing Production**	**Renew Aging Housing**	**Reduce Barriers**	**Housing Equity**	Housing Stability	Transportation Options	Strategic Growth	Homelessness
23	Work to create additional support for small, owner-occupant landlords to accept tenants with state and federal funding without putting them at risk.				X	X			X
24	Support healthy housing workforce training and certification programming to develop a skilled pipeline of home rehabilitation professionals, ensuring Worcester can renew aging housing stock and maintain safe, affordable homes.		X			X			
25	Increase planning staffing to boost capacity for proposed policy implementation.			X				X	
26	Advocate for funding and support planning for public transit that promotes access to jobs and destinations in Worcester, particularly along the growth corridors identified in the City's 2024 *Worcester Now ⁄ Next* Plan, and the transit priority corridors identified in the 2024 *Mobility Action Plan* (MAP).						X	X	
27	In addition to transit, ensure funding for infrastructure projects and planning and regulatory changes to support active transportation modes such as cycling, walking, and rolling, as well as implementing the proposed Bike and Micromobility Network identified in the MAP, and the recommended Pedestrian and Safety Projects.						X	X	
28	Support similar initiatives to the Worcester Housing Authority's Lakeside and Curtis Redevelopment Projects, working with local organizations with deeply-affordable housing units to renew affordable homes, add accessibility, and increase Worcester's affordable and market-rate housing stock.	X			X	X		X	

#	Housing Strategy	**Affordable Housing Production**	**Renew Aging Housing**	**Reduce Barriers**	**Housing Equity**	Housing Stability	Transportation Options	Strategic Growth	Homelessness
29	As part of the comprehensive zoning overhaul, coordinate with the Department of Sustainability and Resilience to balance the zoning objectives of the Green Worcester Plan with the economic feasibility of housing production.		X	X					
30	Ensure the monitoring and implementation of this plan through quarterly updates from the Affordable Housing Trust Fund, promoting accountability and transparency in achieving the plan's goals.	X	X		X				
31	Coordinate with Worcester's higher-educational institutions to manage student housing demand, particularly by promoting the creation of more on-campus housing for students.				X	X			
32	Hold a 'Build a Better Triple-Decker' competition to envision and vet new, economically feasible and affordable housing typologies under current building regulations.		X					X	
33	Prioritize the production of affordable, deed-restricted housing units on surplus municipal land with local organizations that build deeply-affordable and supportive housing.	X			X	X		X	
34	Strengthen the City's capacity to provide affordable housing monitoring and compliance oversight as well as technical support to property owners with deed-restricted units.				X	X			
35	Enhance referrals to community partners such as Central West Justice Center for housing stability and fair housing services to prevent displacement.				X	X			X

CHAPTER 3: DEMOGRAPHIC PROFILE

KEY FINDINGS

- Worcester's population is expected to grow to over 230,000 residents by 2050, with young professionals and young families moving to the city.
- There has been a 22.5% increase in residents with a bachelor's degree or higher over the past ten years. This increase is often associated with higher household incomes.
- Worcester has experienced faster growth in higher-income households (55.9%) compared to the county (24.7%) and state (17.3%). The city saw a 43.7% increase in households earning $100,000-$149,999 and a 90.9% increase in households earning $150,000-$199,999.
- The average household size for renters increased by 2.2% to 2.3 people per household, with larger family households becoming more common.
- Renter households earning over $100,000 per year increased by 112.6% or 3,700 households, emphasizes the rising home prices that are being experienced, as higher-income individuals increasingly opt to rent rather than purchase homes.
- There is a substantial affordability gap, with nearly one-third of renter households earning less than $50,000 annually, limiting their ability to afford rising rents.
- Worcester's employment base has increased over the past ten years, adding over 8,000 jobs. Key sectors include Administrative Services, Health Care, and Government, with average earnings per job around $77,000.
- 40% of Worcester's workforce commutes from nearby communities. The city could see demand for an additional 4,300 housing units if job growth continues.
- The number of residents working from home increased from 3,716 in 2013 to 9,782 in 2022, accelerated by the COVID-19 pandemic.
- Most workers in Worcester's top ten largest occupations cannot afford the median sales price of homes at $460,000 and median rent of $1,718.
- Employment projections indicate the potential for Worcester to add 14,000 jobs by 2034, which could further drive housing demand.

POPULATION AND HOUSEHOLD CHARACTERISTICS

Population Growth and Projections

According to the 2022 US Census American Community Survey (ACS) five-year estimates, Worcester's population is approximately 204,191.[5] These estimates indicate that the city has been steadily growing since the year 2000. Between 2000 and 2020, the city's population increased by 20%, or just over 34,000 residents.

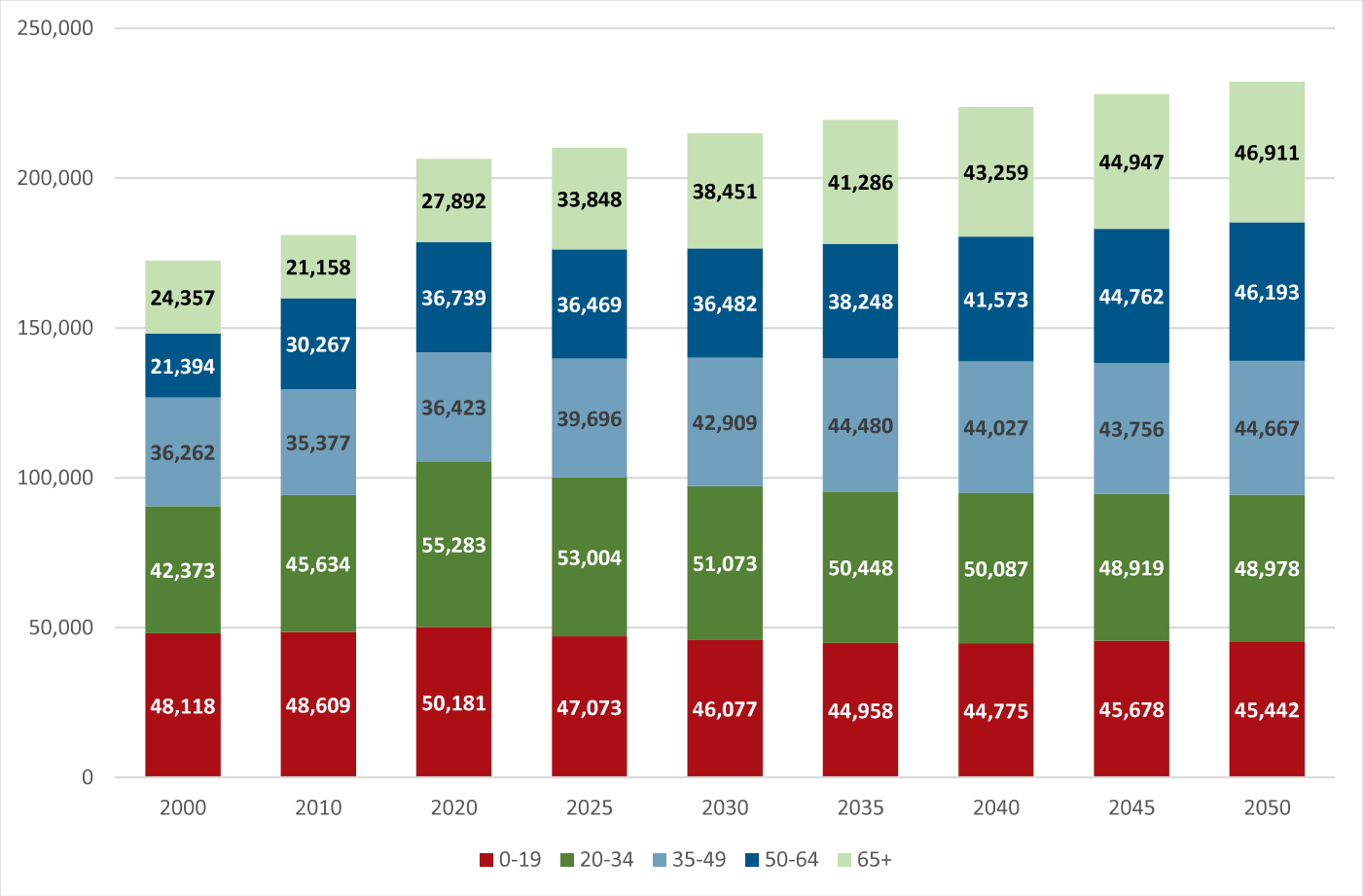
Over the same period (2000 – 2020), much of the growth was seen in the age cohorts of 20-34 and 50-64 years-old. These two age cohorts represent strong demographic segments for Worcester: the younger college-aged to early career residents and middle-aged residents possibly becoming empty nesters and edging closer to retirement. Many residents in both age cohorts tend to look for similar housing choices which may include smaller unit sizes located in maintenance-free buildings in a walkable, amenity-rich environment.

By 2050, Worcester is expected to have a population exceeding 232,000 residents.[6] There is an expected decline, albeit slight, in the number of residents ages 20-34 as they age into the next cohort (34-49 years old), and the residents who were in the 50-64 cohort age into the 65+ older adult cohort. Additionally, there is expected to be a decline in residents under the age of 19 by 2025. Much of the population growth in Worcester post-2025 is projected to be driven by older adult age cohorts of residents over 50 years of age. The expected trend of declining residents under the age of 19 and the growth of older residents may also signify a growing opportunity for smaller units closer to amenities, healthcare options, and transportation. Figure 1 below presents the population projections.

[5] US Census Bureau ACS 5-year Estimates
[6] UMass Donahue Institute Population Estimates Program

Figure 1. Population Growth and Projections, City of Worcester 2000 – 2050

Source: UMass Donahue Institute



Age

Recent five-year estimates from the ACS show the population increasing in nearly every age cohort in Worcester except for those residents aged 45-54, which dipped slightly. This is not a surprising finding as the total population of Worcester increased by 10.5% between 2013 and 2022 with large increases in residents under 18, those 35-44, and residents over the age of 55.

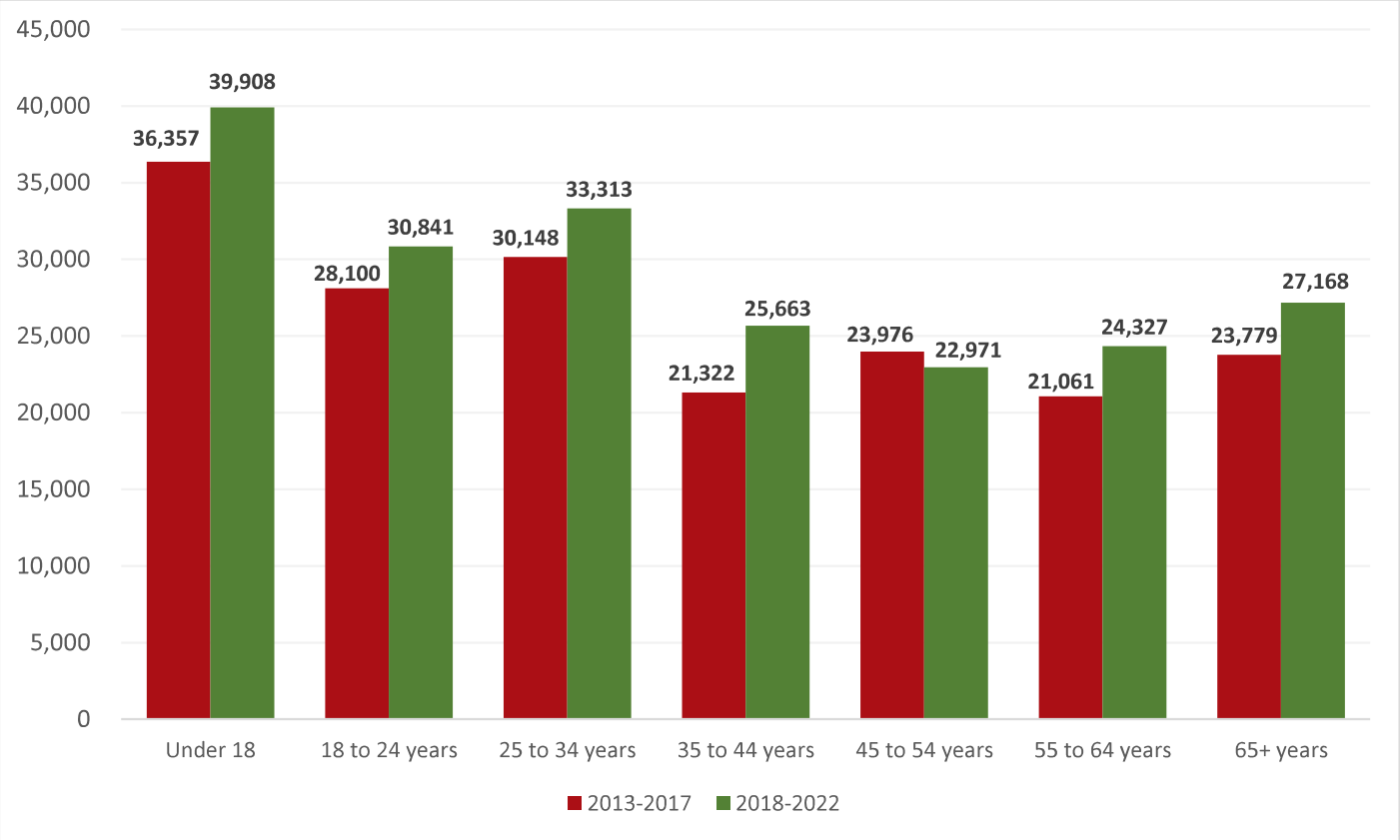
Worcester is an urban city and as such, it is not surprising to see most city residents are under the age of 44. Almost 20% of the city's resident population is under the age of 18, speaking to the large presence of families with children residing in Worcester.[7]

The city has numerous education and healthcare anchors, as well as other large private sector employers that provide opportunities for a younger workforce and potential residents.

[7] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Figure 2. Worcester Population by Age, 2017 and 2022

Source: US Census Bureau 5-Year Estimates



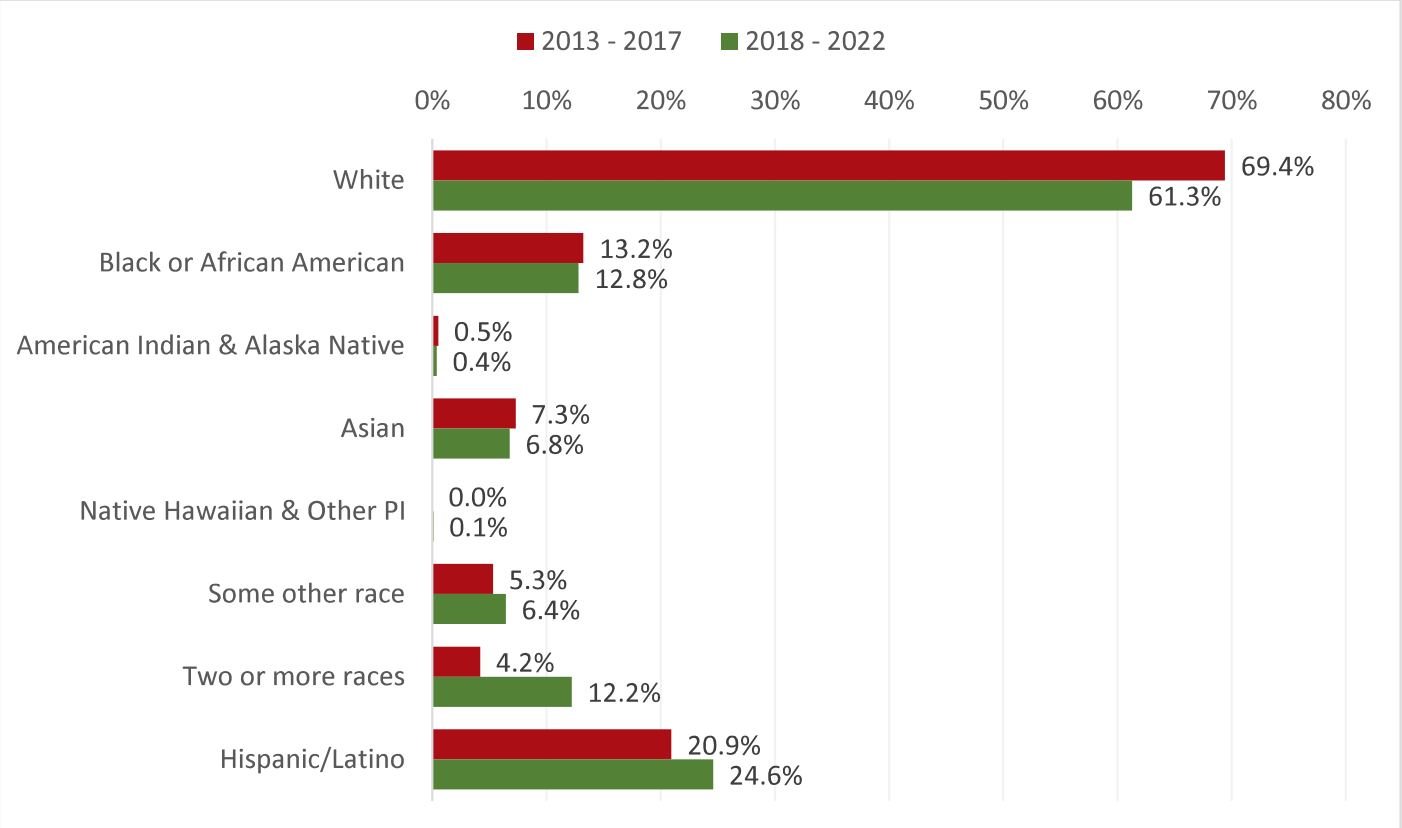
Race and Ethnicity

Worcester's demographic landscape is evolving to reflect broader societal shifts. Historically predominantly White, the city's population is becoming increasingly diverse. The Hispanic/Latino community has grown significantly, with its numbers rising by nearly 30%. This trend is complemented by a marked increase in multiracial residents, with over 17,000 individuals now identifying as Two or More races. These shifts underscore Worcester's evolving identity and its embrace of a richer tapestry of cultural and racial backgrounds.[8]

[8] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Figure 3. Population by Race/Ethnicity, 2017 and 2022

Source: US Census Bureau 5-Year Estimates



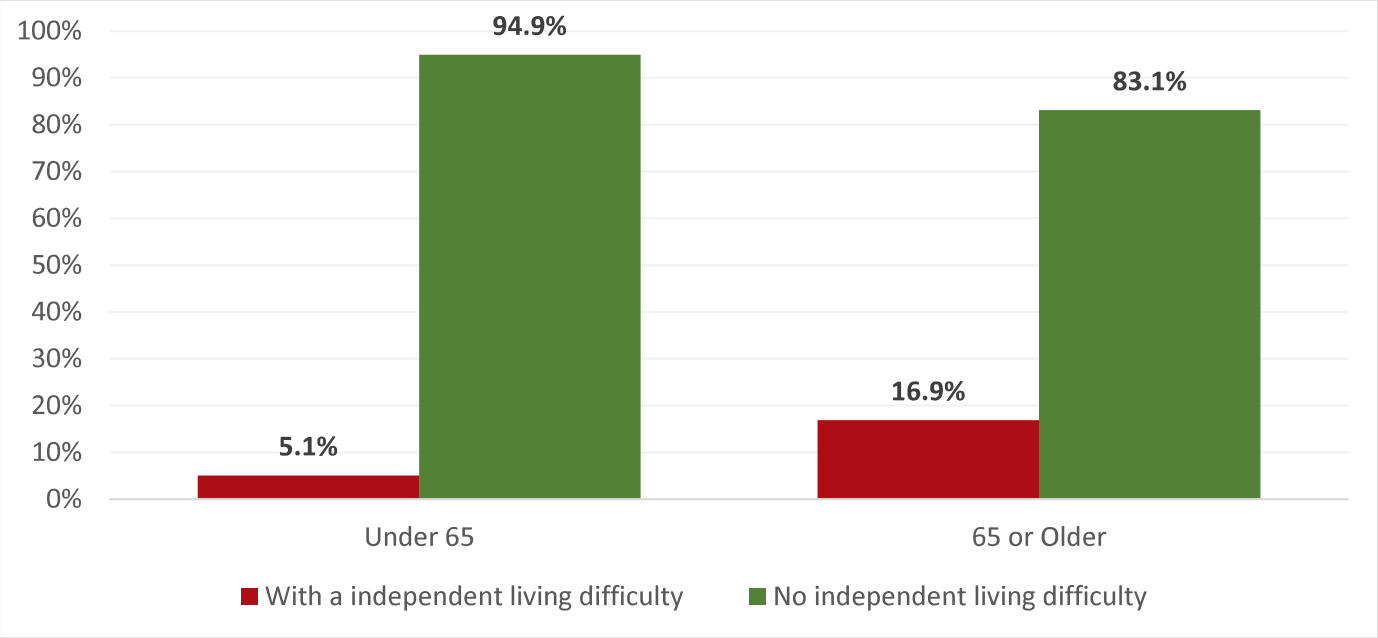
Independent Living

From 2018 to 2022, 22% of Worcester residents faced challenges with independent living, defined as the ability to perform activities of daily living (ADLs) such as self-care, household tasks, and mobility without assistance. This represents a decrease compared to the period from 2013 to 2017, when 26.8% of the population faced similar challenges. Among those experiencing difficulties, 16.9% were 65 years or older between 2018 and 2022. Residents under 65 experienced a decline in independent living difficulties, with an 11.6% reduction, compared to a more modest 5.4% decrease among those aged 65 and over, which is a likely result of the influx of younger residents and families moving into Worcester. This demographic shift is likely contributing to the improved independent living conditions for the overall population, as younger residents generally experience fewer challenges with daily activities.[9]

[9] US Census Bureau ACS 5-Year Estimates, 2022

Figure 4. Percent of Residents with Independent Living Difficulties, 2022

Source: US Census Bureau ACS 5-Year Estimates



Geographic Mobility

Like Worcester County and the Commonwealth, 85.4% of Worcester residents have remained in their homes from the previous year. It is worth noting that 15% of Worcester residents moved within a year, which is not surprising for a more urban location with a wider range of housing options, price points, and amenities.

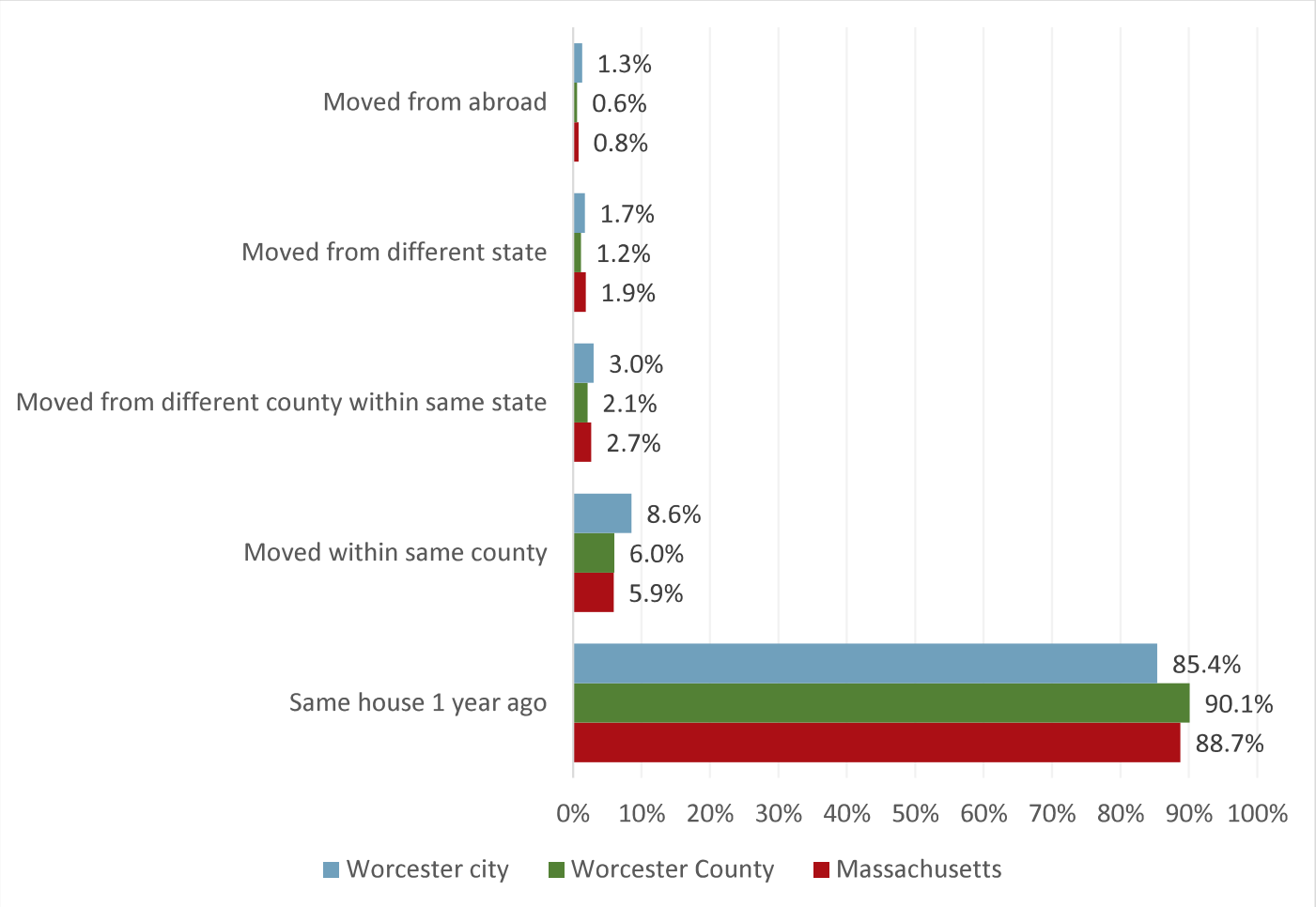
For those who moved into Worcester within the last year, almost 9% of residents moved from somewhere else within Worcester County while 3% moved from a different county within Massachusetts.

Worcester is a diversifying city in terms of the racial and ethnic composition of the population, and that is reinforced by 1.3% of new residents coming from abroad. This compares to only 0.6% for the county and 0.8% for the state.[10]

[10] US Census Bureau ACS 5-Year Estimates, 2022

Figure 5. City of Worcester Geographic Mobility, 2022

Source: US Census Bureau ACS 5-Year Estimates



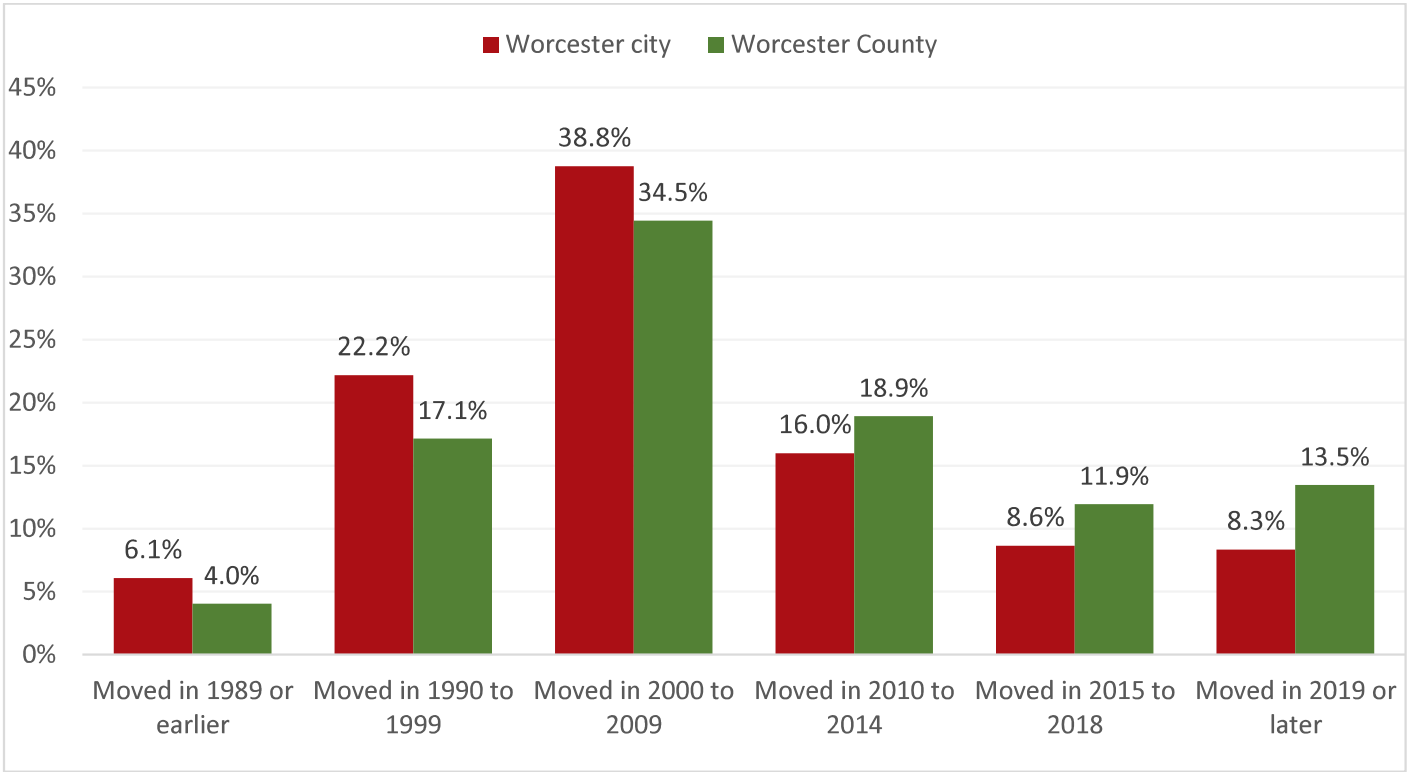
Year Householders Moved In

Interestingly, once Worcester residents move into their homes, they tend to stay there for longer periods compared with residents elsewhere in Worcester County. Figure 6 presents data related to moving. Approximately 66% of Worcester residents have lived in their current home since 2009, or 13 years at the time this 5-year ACS estimate was produced.[11] As more rental units are built in Worcester the composition of this data may change as renters tend to move more frequently than homeowners.

[11] US Census Bureau ACS 5-Year Estimates 2022

Figure 6. Year Householder Moved into Unit, 2022

Source: US Census Bureau 5-Year Estimates



Household Composition

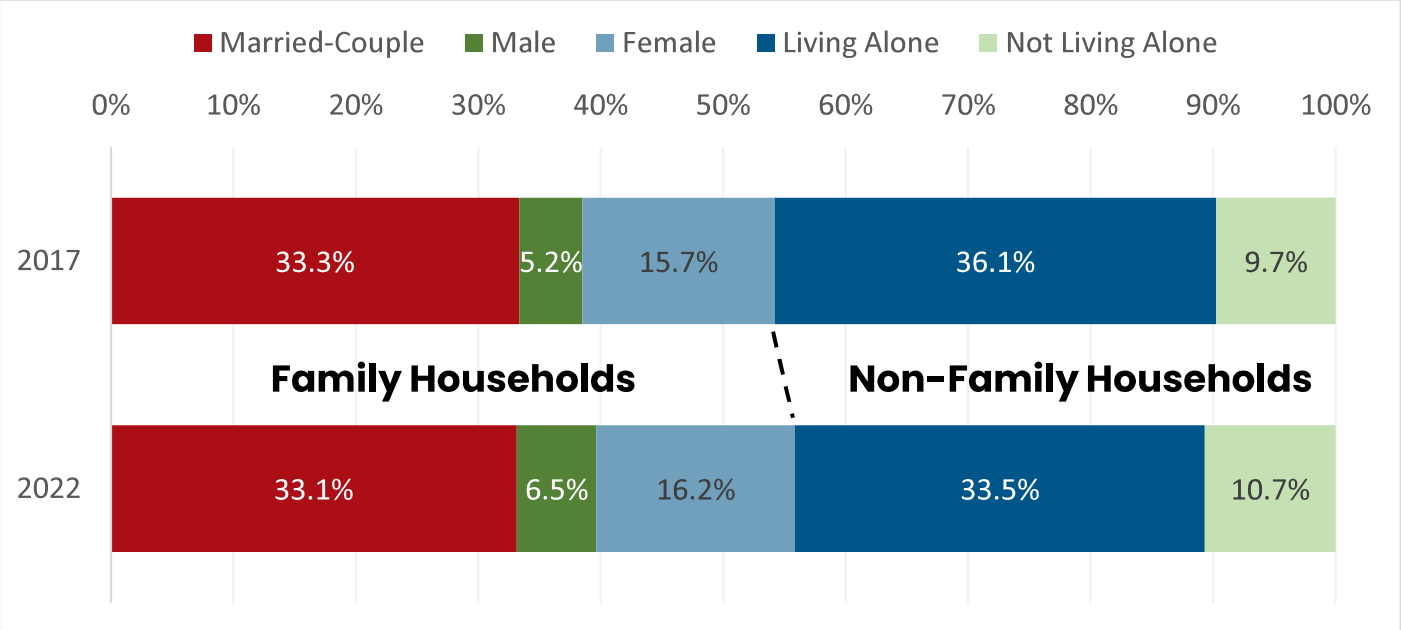
The total number of households increased in Worcester by 8,185 between 2017 and 2022, of the increase 70% of new households were family households. Family households are households with two or more individuals related by blood or marriage. The city saw over 5,700 new family households compared to 2,400 new non-family households. Interestingly, a higher percentage of the family household growth was attributed to single-parent households with children which increased by over 3,100 households.

The growth in non-family households is largely attributed to two or more unrelated individuals living together through a roommate situation or non-married couples. Although there were fewer new single-person households, they still comprise the vast majority of all non-family households in Worcester at over 26,400 or 76% of all non-family households. The city still added over 900 new single-person households between 2017 and 2022, adding to the potential demand for smaller housing units.[12] The total number of single-person households may continue to grow as the population ages and younger people delay marriage and family formation into later years.

[12] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Figure 7. Household Composition in Worcester, 2017 and 2022

Source: US Census Bureau ACS 5-Year Estimates



Household Size

Unlike Worcester County and the Commonwealth, the average household size for renter households in Worcester increased over the past ten years from 2.27 to 2.32. This increase was largely driven by more 3-, 4-, and 6- 6-person renter households compared to ten years earlier. The increasing household size for renters may correspond to the increasing number of family households with children as well as non-family households with two or more individuals.[13]

Although the city has seen an increase in larger renter household sizes, many renter households still fall into the 1- and 2-person household size categories. These two categories of renter households comprise over 64% of all renter households in Worcester and make up a large demand segment for multifamily housing.[14]

It is also worth noting that as owner-occupied housing prices continue to escalate, it may be more financially attainable for a family to rent in Worcester so having family-sized rental units available is important to supporting the city's growing population.

[13] A family household is defined as two or more related individuals, by blood or by marriage, living in the same household.
[14] US Census Bureau 5-Year Estimates, 2017 and 2022

Figure 8. Change in Households by Size and Tenure, 2017 and 2022

Source: US Census Bureau ACS Estimates

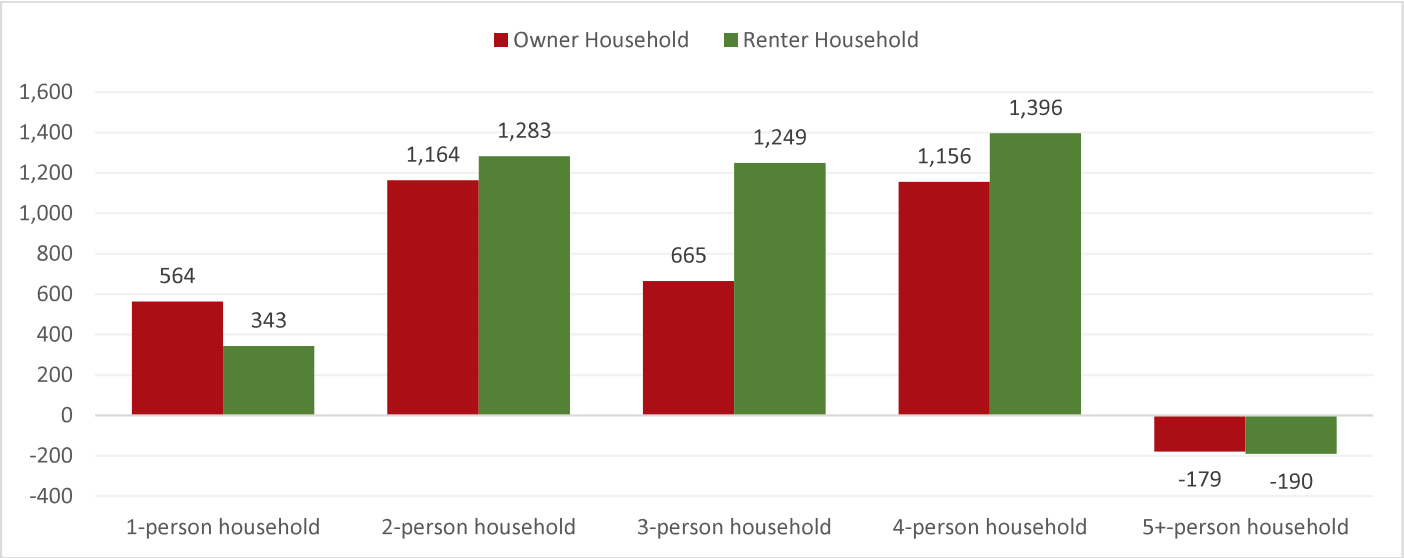
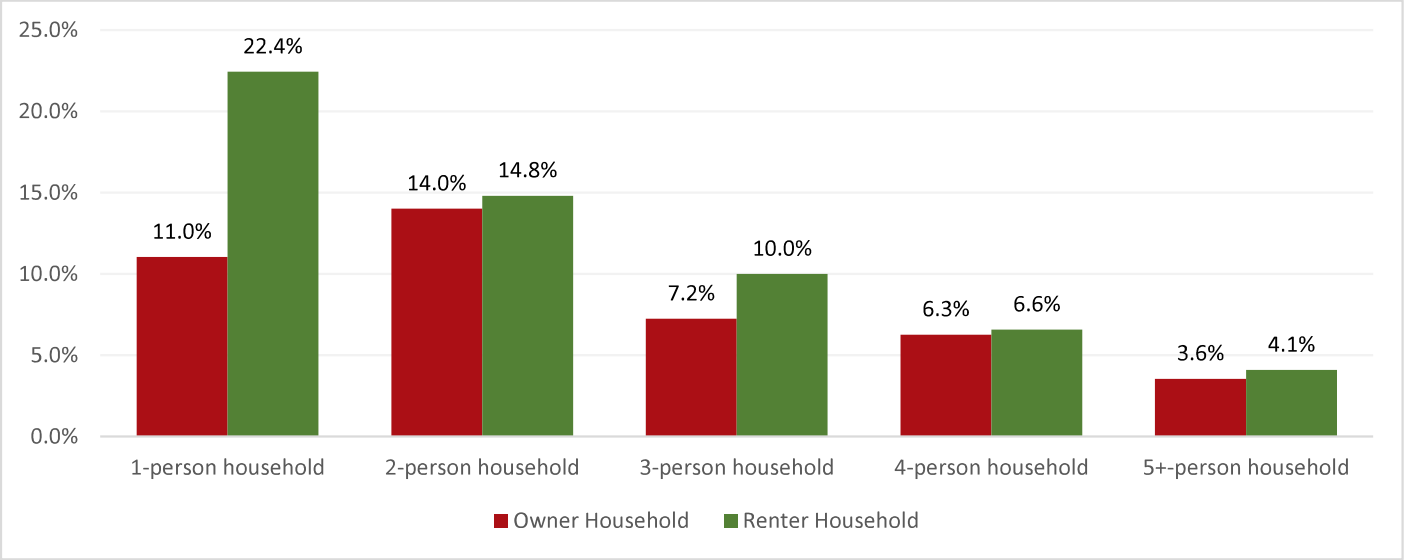


Figure 9. Distribution of Households by Size and Tenure, 2022

Source: US Census Bureau ACS Estimates



Bedroom and Household Size

On both the owner- and renter-occupied sides of the housing stock there are mismatches between the number of households at a given size and the number of bedrooms in a housing unit. In a perfect world, there would be a one-to-one ratio of one-bed units to single-person households. The same could be said for three-bed units where a three-person household could live.

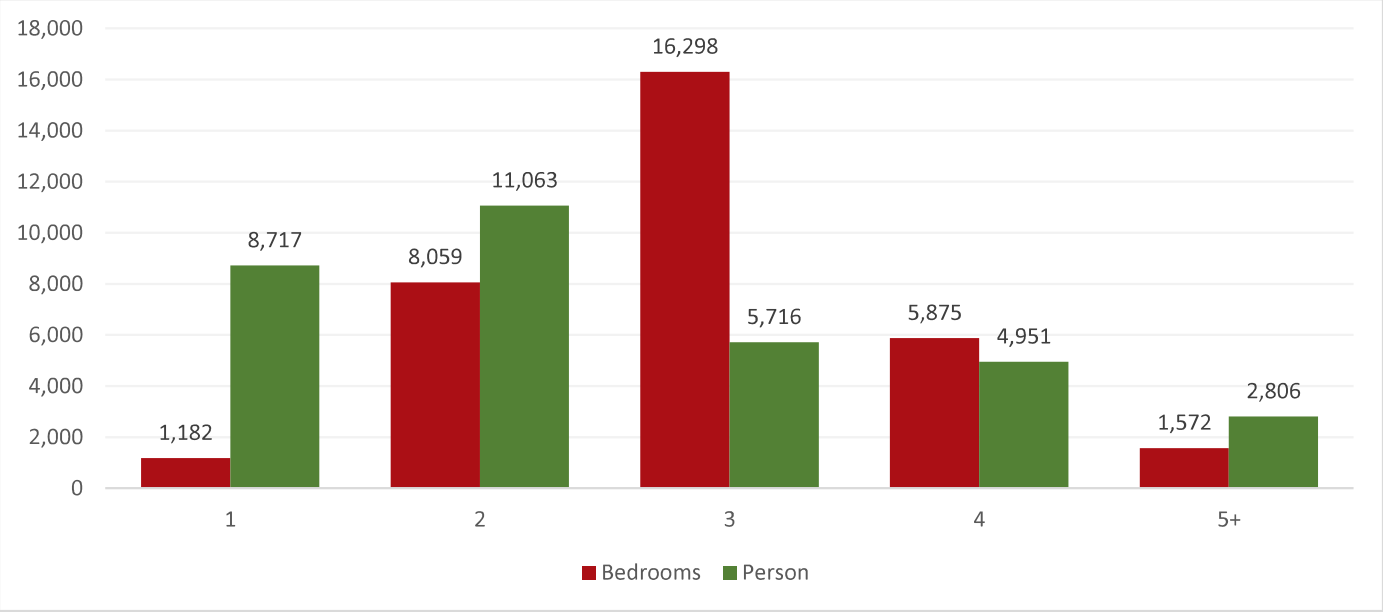
In Worcester, while there is a significant number of one- and two-person owner households, most of the ownership units feature three or more bedrooms. This mismatch may have arisen because many of these homes were constructed between the 1950s and 1990s, a period when families were generally larger, and housing was more affordable. Consequently, as older adults age in place and their children move out, along with smaller households moving in, Worcester now has a housing stock that no longer aligns with the current demand for smaller units. This suggests an opportunity to address the mismatch between current housing stock and household needs by introducing smaller ownership units, such as townhomes, condos, or accessory dwelling units, which would allow those in larger homes to downsize while making room for families to move into the more spacious properties.

On the renter-occupied side, a different issue exists. The number of 4+ person households far outweighs the number of 4+ bedroom rental units available in the city. Most of the rental units in Worcester (and in most places with rental units) have between one and three bedrooms.[15]

Adding smaller-sized rental units could help older adult households transition from a larger single-family home to a smaller-sized unit, thereby opening up the larger family-sized housing stock for larger households that need them.

Figure 10. Number of Bedrooms and Household Size: Owner Occupied, 2022

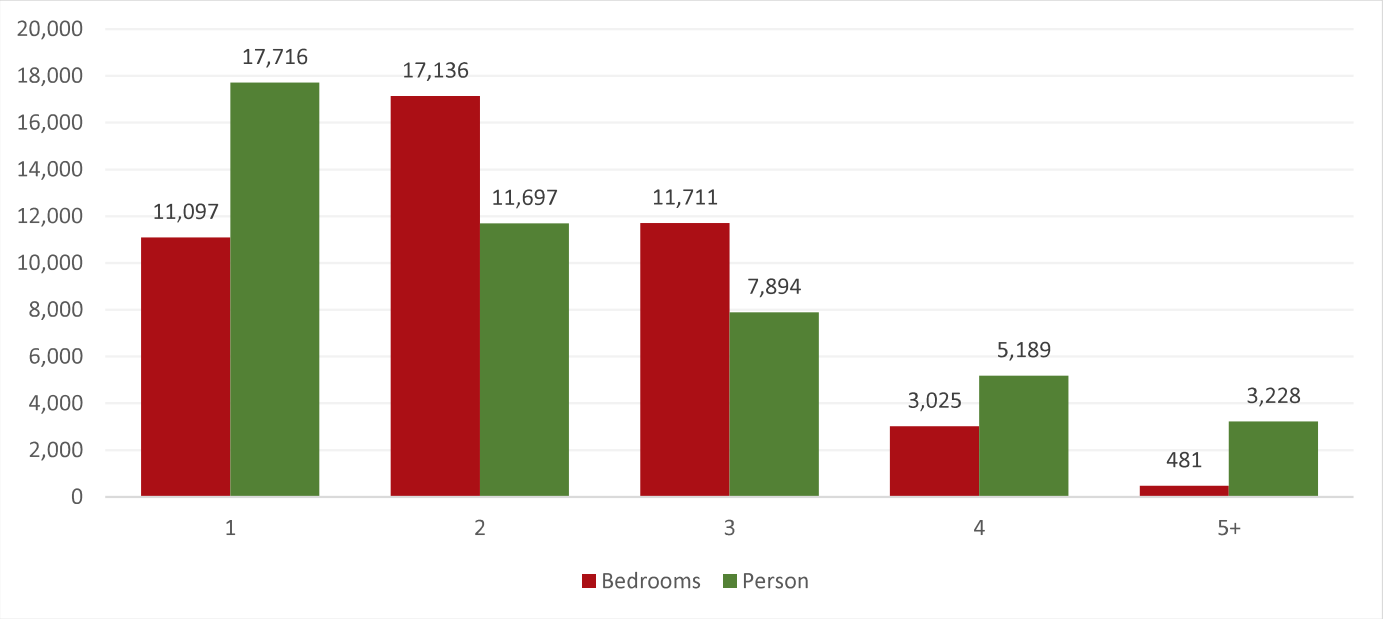
Source: US Census Bureau 5-Year Estimates



[15] US Census Bureau 5-Year Estimates, 2022

Figure 11. Number of Bedrooms and Household Size: Renter Occupied, 2022

Source: US Census Bureau 5-Year Estimates

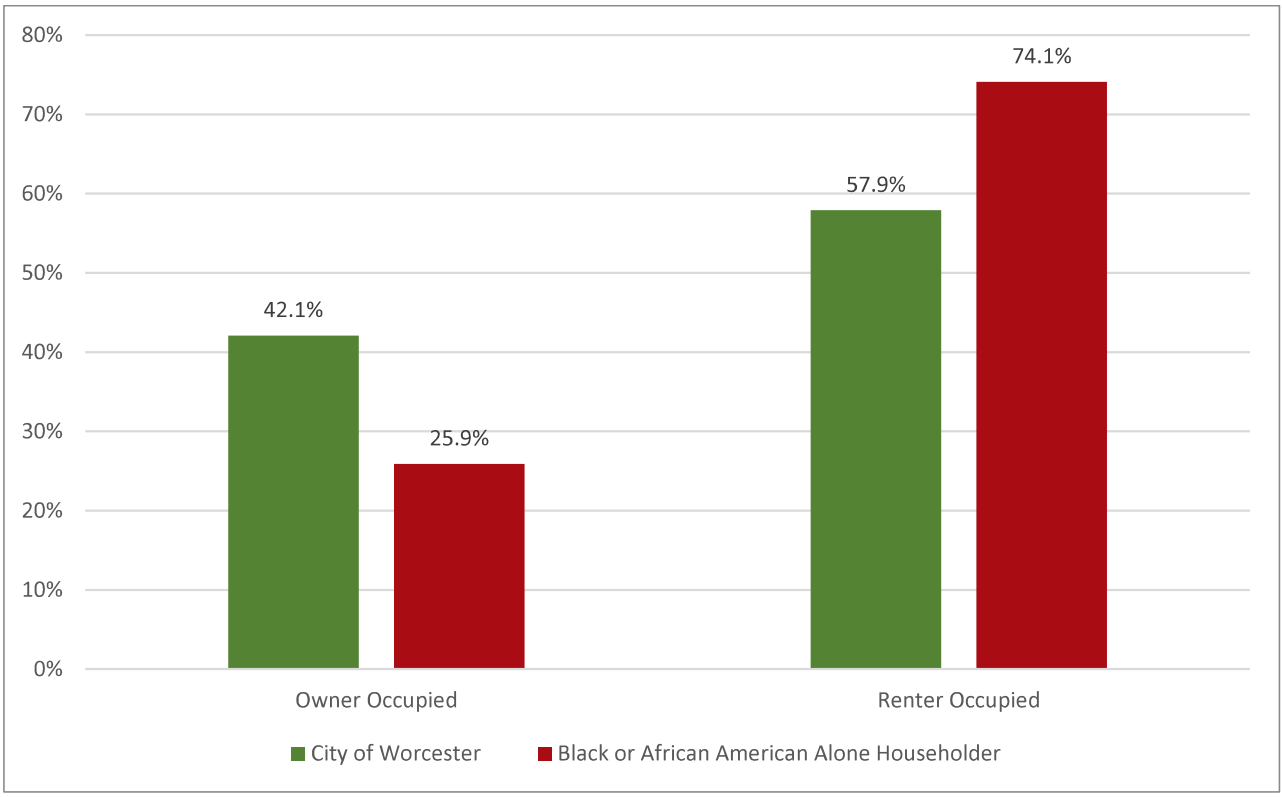


Black or African American Tenure

Black housing ownership in Worcester reveals significant disparities. While accounting for about 13.0% of the city's total population, only 25.9% of Black or African American residents own their homes, compared to 42.1% of the total population. Additionally, 74.1% of Black or African American residents rent their homes, whereas 57.9% of the overall population rents. These figures highlight the substantial barriers faced by Black residents in accessing homeownership, emphasizing the need for targeted policies and support to address these inequities and improve housing opportunities for the community.

Figure 12. Black or African American Alone Householder and Total Population Tenure, 2018 – 2022

Source: US Census Bureau ACS 5-Year Estimates

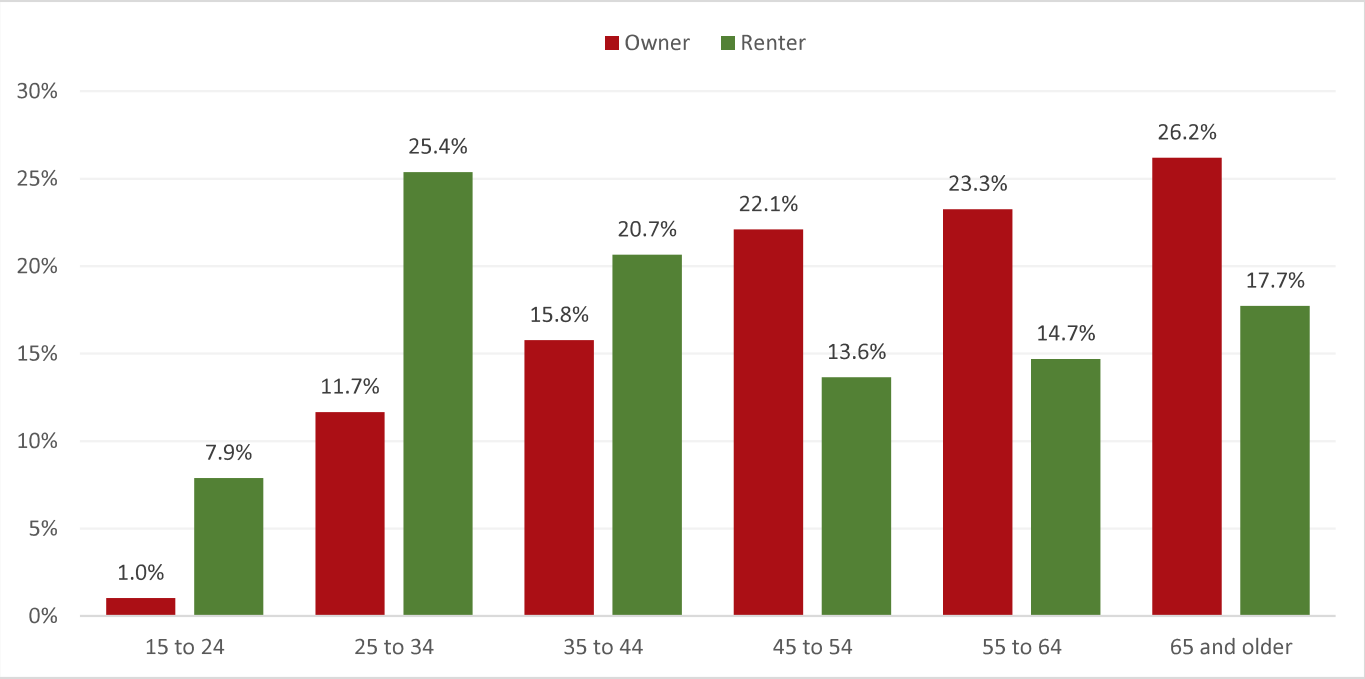


Age of Householder

The graph below in Figure 13, shows the percentage of Worcester households by both age and housing tenure. ACS estimates from 2022 show 71.5% of owner households are over the age of 45 while 53.9% of renter households are under the age of 44.[16] As the number of adults (45 years or older) owner households grows with time, they will look for other housing options in Worcester (or surrounding communities) that provides them with accessible units and buildings, transportation services, in-building amenities, and low or no maintenance facilities. This may open a market opportunity for additional multifamily housing in Worcester to serve both the growing older adult population as well as maintain/attract the younger age cohort.

Figure 13. Age of Householder by Tenure, 2022

Source: US Census Bureau ACS 5-Year Estimates



[16] US Census Bureau ACS 5-Year Estimates, 2022

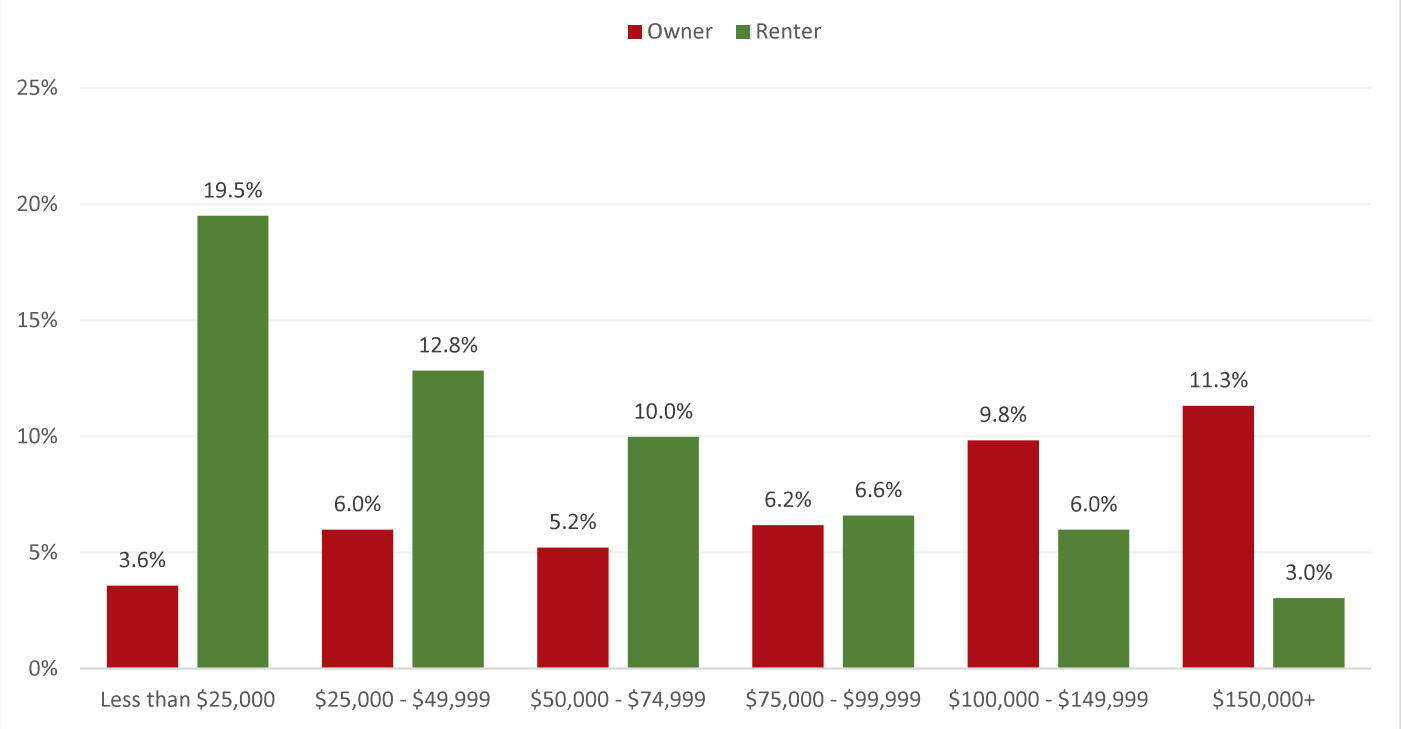
Household Income

The median household income in Worcester increased by $17,000, or 37%, to $63,011 between 2013 and 2022 with the largest numerical growth occurring for those households earning between $100,000 and $149,000 and those earning over $200,000 a year.[17] In some respects, growth in household income can be a positive indicator of economic prosperity and the ability to attract more household spending to the local economy. On the other hand, more high-income households may result in higher priced owner and renter housing leading to a reduction in economic diversity and the potential for displacement of lower-income households. This issue is particularly challenging for renter households that already comprise the majority of low- to middle-income households in Worcester. Nearly one-third of Worcester's renter households earn less than $50,000 per year, which indicates that an affordable monthly rent is approximately $1,250 per month.

For newly built multifamily, the growth in higher income renter households is a positive sign as they can typically afford top-of-market rents which are required to support today's high interest rate and construction cost environment. Between 2013 and 2022, Worcester saw an increase of 3,700, or a 112.6% growth, in renter households earning over $100,000 a year.[18]

Figure 14. Household Income by Tenure, 2017 and 2022

Source: US Census Bureau ACS 5-Year Estimates



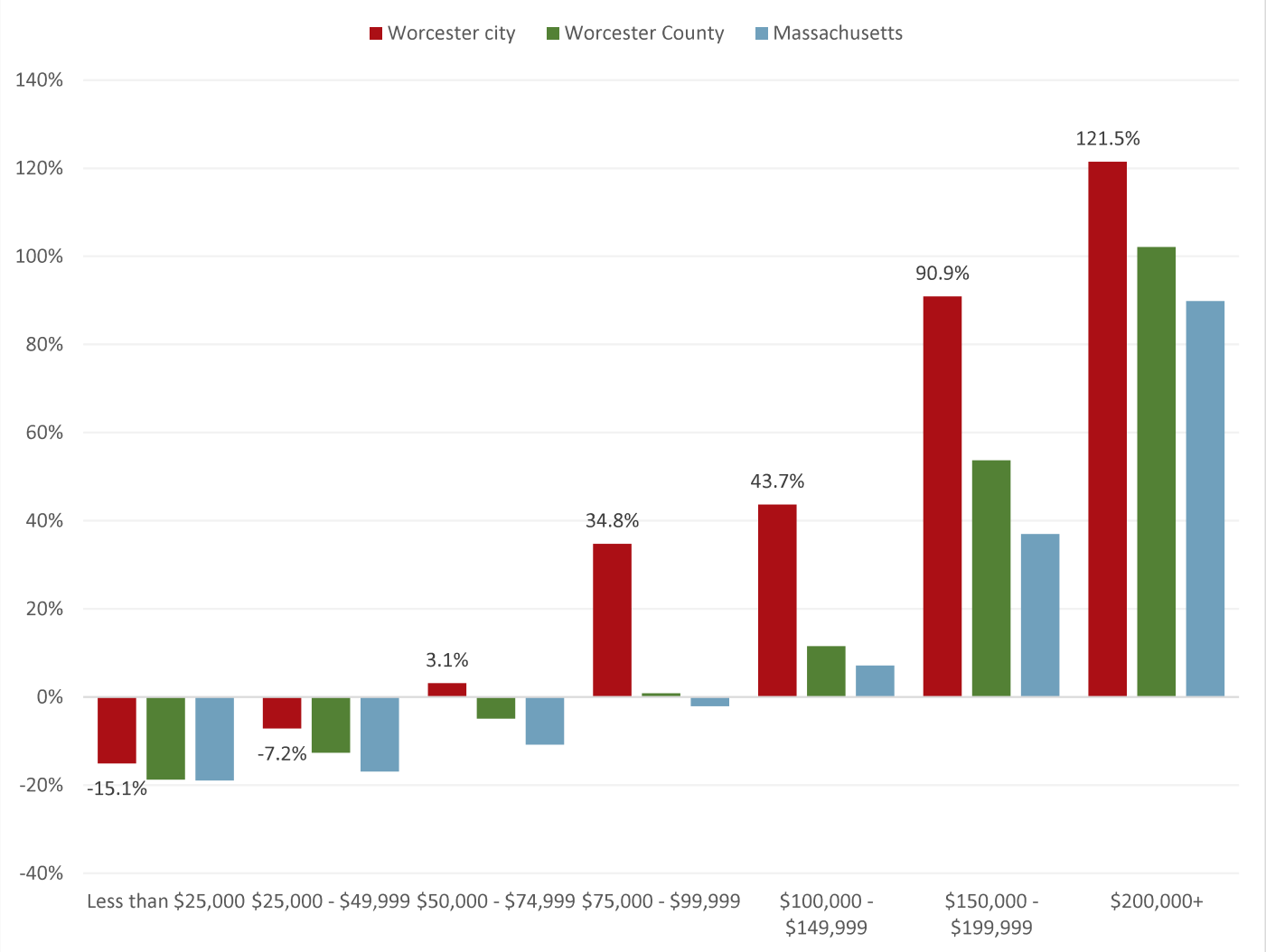
[17] US Census Bureau ACS 5-Year Estimates, 2017 and 2022
[18] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Change in Household Income

Worcester is experiencing a faster rate of growth in wealth compared to the state and region, particularly for the highest-income households. The city saw 9,600 more households earning over $100,000 a year compared to ten years ago. At the same time, the city also saw a decrease in the number of households earning less than $50,000 a year compared to ten years ago.[19] This could be the result of households earning more than they did prior as well as some lower-income households moving out of the city.

Figure 15. Change in Household Income, 2013 – 2022

Source: US Census Bureau ACS 5-Year Estimates



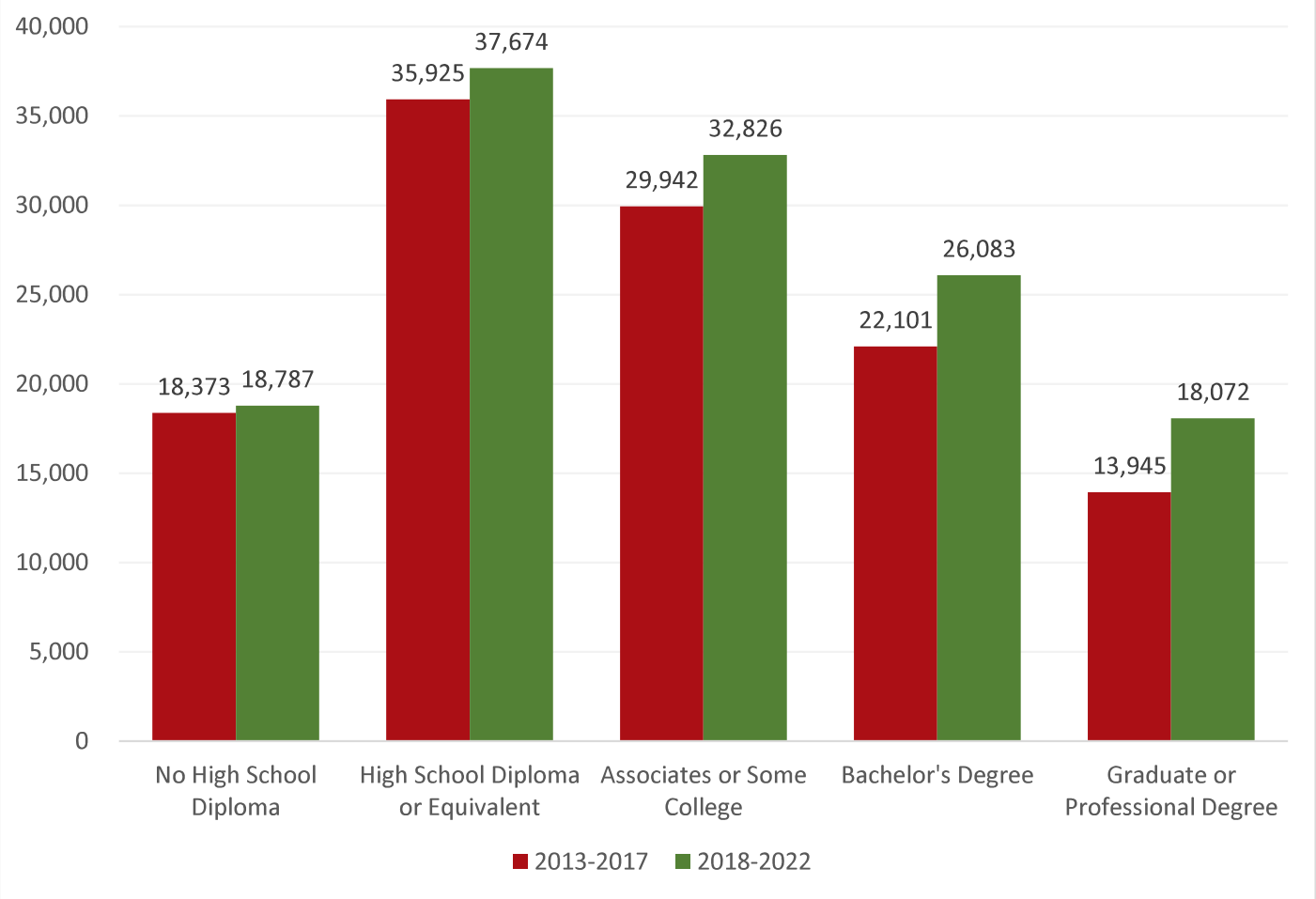
[19] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Educational Attainment

Alongside the increase in median household income are increases in educational attainment for residents over the age of 25. Worcester saw significant gains in the number of residents who achieved a bachelor's degree or higher over the past ten years.[20] Typically, higher educational attainment tracks with higher incomes because of greater employment opportunities. The higher household incomes can support higher housing prices on both the owner and renter side. This is another positive indicator that new households in Worcester may be able to support top-of-market rents for new multifamily housing.

Figure 16. Change in Educational Attainment in the City of Worcester, 2013 – 2022

Source: US Census Bureau 5-Year Estimates



ECONOMIC CHARACTERISTICS

[20] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Employment and Occupation

In addition to looking at population and household change in Worcester, it is also important to consider how the city's employment base is changing. Employees working in Worcester but living elsewhere represent a potential demand segment for housing as they are already coming into the city to work. Providing the right type of housing at a price point that matches their earnings could help support new multifamily development in the city.

Despite the impacts of the COVID-19 pandemic, Worcester's total employment base continues to grow, adding over 8,000 jobs between 2013 and 2023. Most of those jobs were added in three specific industry sectors: Administrative Services, Health Care, and Government. These sectors have average earnings per job of around $77,000 a year, which equates to an affordable rent of $1,900 per month.[21]

The city has also seen job growth in other high-earning sectors such as Professional and Technical Services and Construction. However, job losses did occur in other high-paying sectors like Information, Finance, Management of Companies, and Manufacturing.

[21] Lightcast, 2024.

Table 1. Changes in Industry, City of Worcester 2013 – 2023

Source: Lightcast, 2024

NAICS	Description	2013 Jobs	2023 Jobs	2013 - 2023 Change	2013-2023 % Change	Avg. Earnings Per Job
56	Administrative and Support Services	3,518	6,979	3,462	98.4%	$59,163
62	Health Care and Social Assistance	28,276	31,277	3,001	10.6%	$76,119
90	Government	7,378	9,636	2,258	30.6%	$97,945
54	Professional, Scientific, and Technical Services	2,426	3,224	798	32.9%	$129,047
72	Accommodation and Food Services	5,787	6,566	779	13.5%	$31,253
23	Construction	2,305	2,948	643	27.9%	$101,501
48	Transportation and Warehousing	2,306	2,572	266	11.5%	$76,157
11	Agriculture, Forestry, Fishing and Hunting	17	91	74	435.3%	$50,799
22	Utilities	321	386	65	20.2%	$192,497
81	Other Services (except Public Administration)	2,373	2,428	55	2.3%	$40,045
53	Real Estate and Rental and Leasing	516	513	(3)	-1%	$84,678
42	Wholesale Trade	1,939	1,866	(73)	-3.8%	$98,121
51	Information	1,112	999	(114)	-10.3%	$157,280
52	Finance and Insurance	4,460	4,206	(254)	-5.7%	$125,848
71	Arts, Entertainment, and Recreation	874	596	(278)	-29.5%	$34,589
61	Educational Services	9,099	8,629	(470)	-5.2%	$64,367
55	Management of Companies and Enterprises	1,076	542	(533)	-49.5%	$131,661
44	Retail Trade	7,896	7,233	(663)	-8.4%	$48,736
31	Manufacturing	5,543	4,641	(902)	-16.3%	$93,535
TOTAL JOBS		**87,235**	**95,331**	**8,096**	**9.3%**	

Occupational job data looks more specifically at what a worker does for their job compared to the industry sector they work in. This can be helpful in understanding the types of jobs, and more importantly earnings, within each industry sector. For example, within the Healthcare industry, the average earnings may be skewed by highly paid surgeons, doctors, and hospital administrators but overlook the fact that many workers in healthcare are supporting staff maintaining day-to-day operations.

The occupation table below highlights the growing segment of the Healthcare industry with Support Occupations increasing by 3,166 jobs. However, these positions have median annual earnings of $35,800 compared to the average earnings in the Healthcare industry sector of $76,000. While several of the fastest-growing occupations in Worcester earn less than $70,000 per year – allowing residents in that income bracket to

afford rent up to $1,750 – there are still several high-growth occupations in Worcester where earnings are over $90,000 per year.[22]

Table 2. Changes in Occupation, City of Worcester 2013 – 2023

Source: Lightcast, 2024

SOC	Description	2013 Jobs	2023 Jobs	2013 - 2023 Change	Median Annual Earnings
31-0000	Healthcare Support Occupations	7,423	10,588	3,166	$35,798
13-0000	Business and Financial Operations Occupations	3,842	5,290	1,448	$78,984
11-0000	Management Occupations	5,773	7,111	1,338	$121,974
35-0000	Food Preparation and Serving Related Occupations	6,349	7,378	1,029	$32,509
25-0000	Educational Instruction and Library Occupations	7,234	7,994	760	$68,708
53-0000	Transportation and Material Moving Occupations	5,296	5,930	634	$39,141
47-0000	Construction and Extraction Occupations	2,161	2,648	488	$68,408
19-0000	Life, Physical, and Social Science Occupations	1,109	1,475	365	$92,013
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,272	2,557	285	$36,989
15-0000	Computer and Mathematical Occupations	2,020	2,264	244	$100,646
23-0000	Legal Occupations	538	762	224	$102,287
33-0000	Protective Service Occupations	1,635	1,835	200	$59,798
49-0000	Installation, Maintenance, and Repair Occupations	2,234	2,342	108	$56,580
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	944	1,009	65	$58,685

Workers

Data from OnTheMap from 2021 (latest available) shows that 40% of all people working in Worcester (41,000 employees) commute in from surrounding communities, while 31.3% of workers live and work in Worcester.

Employment projections for Worcester over the next ten years show the potential for the city to add another 14,000 jobs through 2034. If 31% of those new workers were to live and work in Worcester, that could equate to demand for another 4,300 housing units. If housing production does not keep pace with job growth, then those working in Worcester will likely have to look for housing options in other communities surrounding Worcester.[23]

[22] Lightcast, 2024.
[23] U.S. Census Bureau OnTheMap 2021

Figure 17. Map of Communities Where Workers Live

Source: U.S. Census Bureau OnTheMap 2021

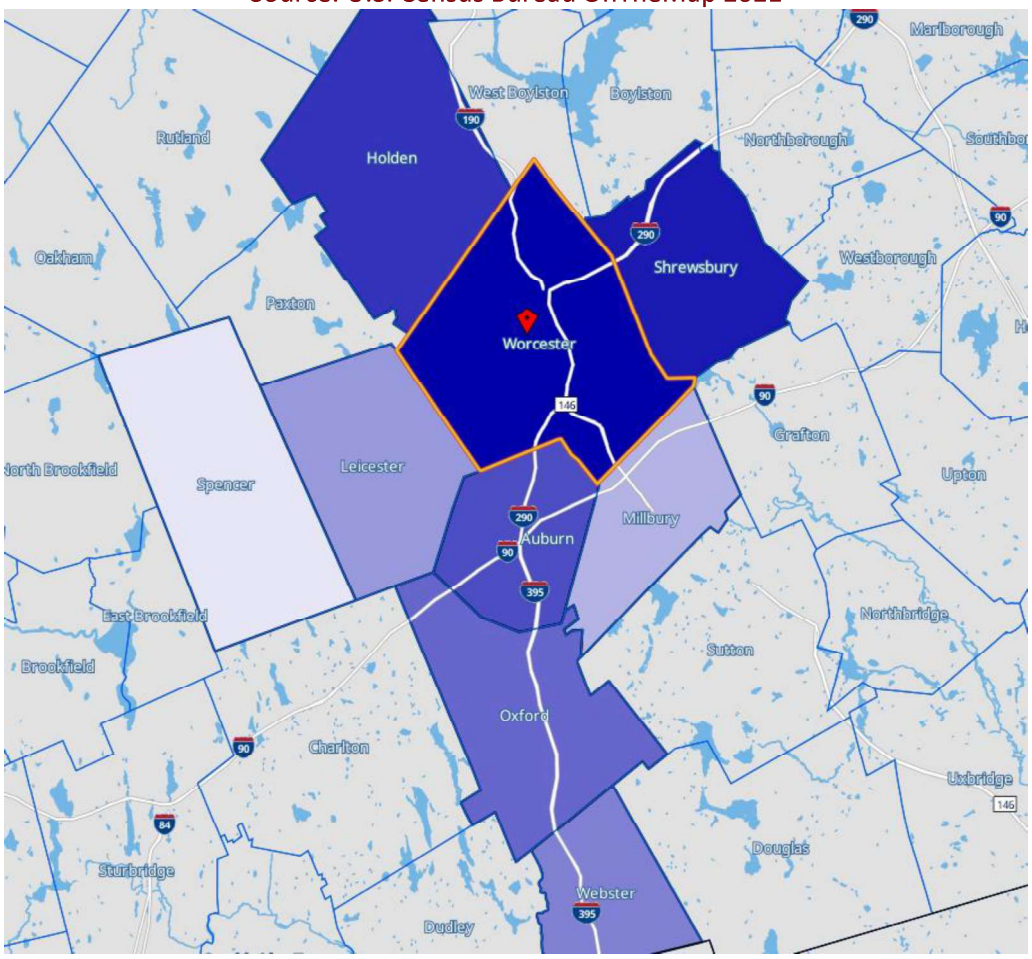


Table 3. Top Ten Places of Residence for People Employed in Worcester, 2021

Source: U.S. Census Bureau OnTheMap 2021

Place	Job Count	Share
Worcester, MA	32,111	31.3%
Boston, MA	1,557	1.5%
Southbridge, MA	1,181	1.1%
Leominster, MA	1,071	1.0%
Webster, MA	1,016	1.0%
Fitchburg, MA	1,014	1.0%
Marlborough, MA	845	0.8%
Springfield, MA	825	0.8%
Spencer, MA	677	0.7%
Oxford, MA	627	0.6%

The number of Worcester residents working from home grew by over 5,000 in the past ten years. This trend accelerated with the onset of and recovery from the COVID-19 pandemic. Workers living in Worcester can live in a more affordable location and commute to jobs in places like Boston where the cost of living is significantly higher. The presence of the commuter rail and highway system provides transportation options for workers who need to come to the office on a hybrid schedule.

Residents Working from Home in 2013:
3,716

Residents Working from Home in 2022:
9,782

CHAPTER 4: HOUSING CONDITIONS

KEY FINDINGS

- Worcester added an estimated 6,700 new housing units over the past decade, with notable growth in single-family homes and buildings with 50+ units.
- The city has shifted toward permitting more multifamily housing in recent years, with over 1,000 multifamily units permitted between 2021 and 2023.
- Approximately 59% of Worcester's housing stock is over 50 years old, with only 7.7% built in the last 20 years. The aging housing stock indicates a prevalence of housing quality issues, a tremendous amount of deferred maintenance, and a significant need for modernization.
- The percentage of vacant units available for sale or rent declined from 3.4% to 2.1% over ten years, reflecting a tighter housing market. A healthy vacancy rate is usually considered as being between 5% and 8%.
- The number of rental units increased by 11.6% over the past decade, with a significant rise in buildings with 50+ units.
- Median home values for owner-occupied units increased by 45.1% over the past ten years, reaching $305,600 in 2022.
- The city saw a decrease of 7,600 rental units priced under $1,000 and an increase of 12,300 units priced over $1,500 from 2013 to 2022.
- Since 2021, Worcester's for-sale housing supply has remained at around one month's inventory, driving up prices.
- New multifamily units have been quickly absorbed, keeping vacancy rates low and rents steadily increasing.
- Multifamily rents increased from $1,218 to $1,718 over ten years, with strong demand for new units despite rising costs.
- Worcester's multifamily market is expected to maintain a sub-5% vacancy rate, promoting competition and ongoing rent growth.
- Worcester’s strong population and employment projections over the next ten years indicate a need for 12,304 new units.
- Having a mix of unit sizes that can accommodate single-person households, two-person family and non-family households, and some larger family-sized units would help balance supply with current and future demand.
- Deed-restricted affordable units priced to households at or below 80% AMI are in demand today and with demand likely growing as existing housing in Worcester continues to become more expensive over time.

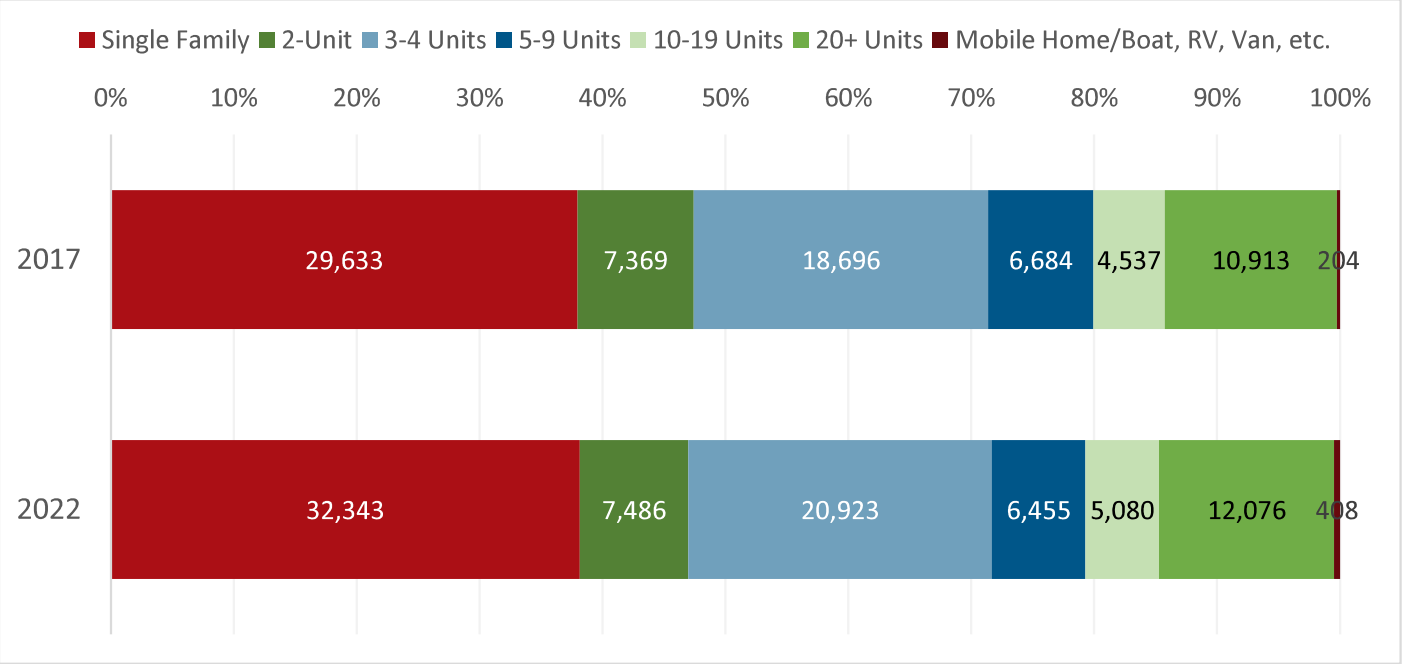
HOUSING STOCK

Units by Building Type

An indicator of housing demand within a local market is the change in total housing units. In a market where housing demand remains high, one would anticipate new housing units being added to meet the demand. In Worcester, an estimated 6,700 new housing units were added across a range of building types from single-family homes to buildings with 20 or more units. Over the past ten years, the city's housing stock increased mostly due to new single-family units (2,710), buildings with 3 to 4 units (2,227), and buildings with 50 or more units (986). Each of those categories grew between 8% and 14%, adding new units to support the city's growing population.[24]

Figure 18. Change in Housing Units by Building Type, 2017 and 2022

Source: US Census Bureau ACS 5-Year Estimates

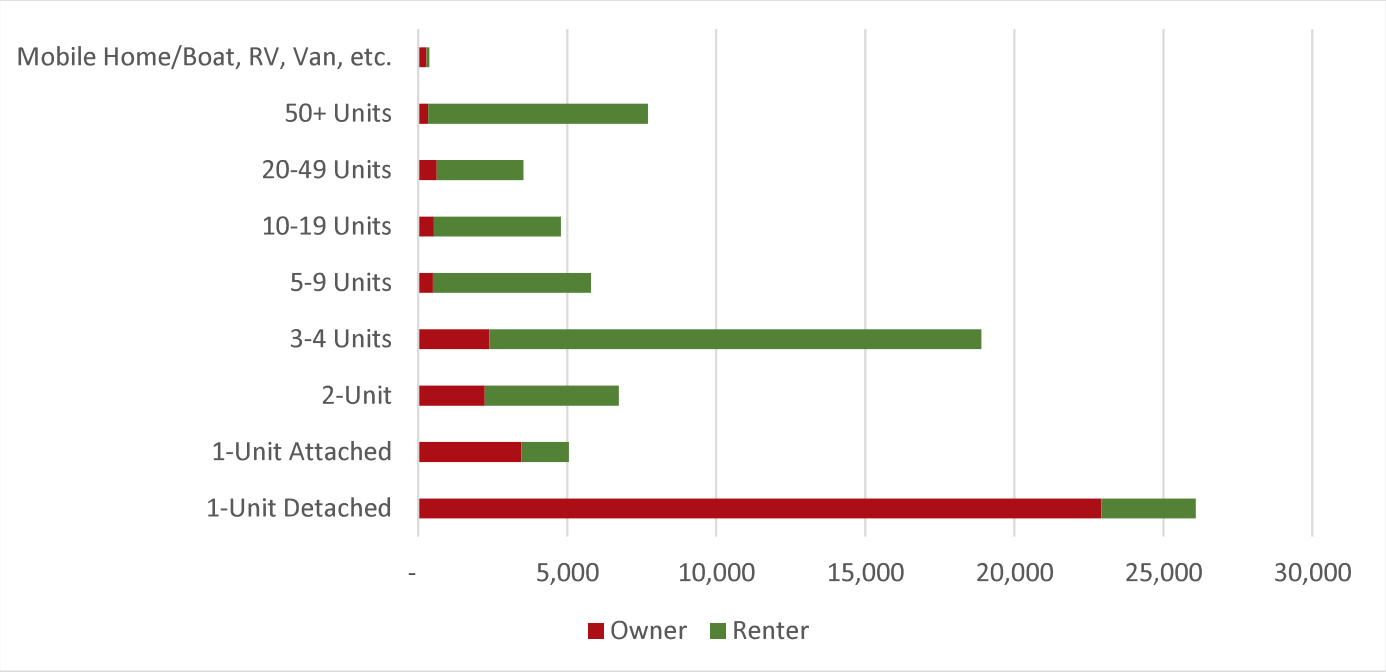


Over the last ten years, more than 4,700 rental units were added to Worcester's housing stock. This figure includes newly-built units as well as the conversion of owner-occupied units to rental units, given the 11.6% increase in renter-occupied units. As shown in the graph below, most of those rental units are in traditional 3-to-4-unit buildings, a dominant building typology in Worcester. There are also over 7,300 rental units in buildings with 50 or more units. That building typology saw a 17.6% increase in units over the past ten years.[25]

[24] US Census Bureau ACS 5-Year Estimates, 2017 and 2022
[25] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Figure 19. Housing Units by Building Type and Tenure, 2022

Source: US Census Bureau ACS 5-Year Estimates



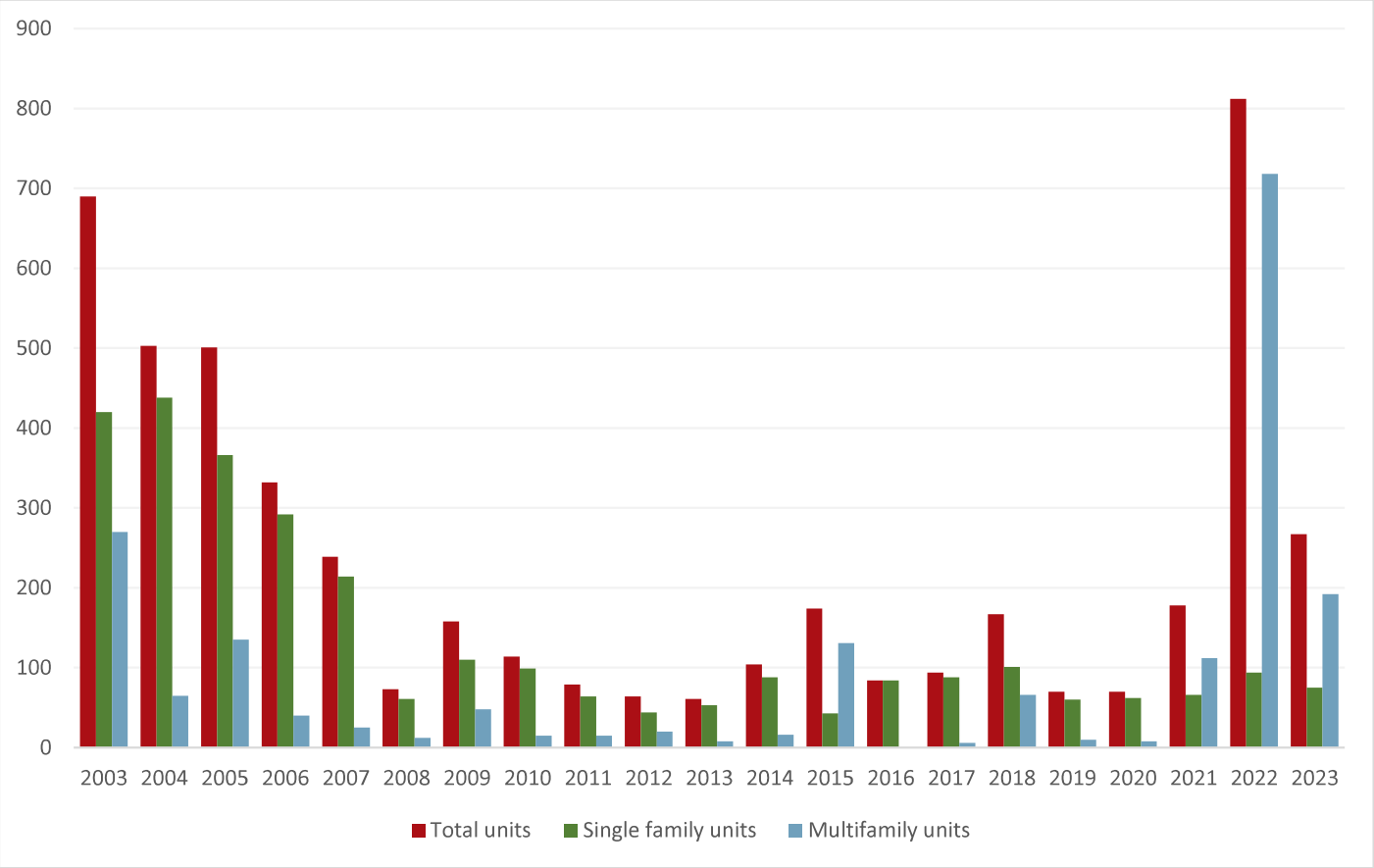
Permitting Activity

Leading into the Great Recession of 2008, Worcester saw a lot of residential building permit activity, but that activity was mostly in the single-family market. With the challenging single-family environment post-2008, the city's local housing market took time to recover. It wasn't until 2021 that the city began to see an increase in permitting activity led by the multifamily sector as redevelopment in certain parts of the city took off. According to permit data from the US Census, from 2021 to 2023, Worcester permitted just over 1,000 multifamily units, with over 900 of these in buildings containing five or more units, reflecting an increased demand for housing likely influenced by COVID-19 as people sought affordable, commutable living options near Boston.[26]

[26] US Census Building Permit Survey, 2003 - 2023

Figure 20. Building Permit Trends, 2003 – 2023

Source: US Census Building Permit Survey, 2003 - 2023



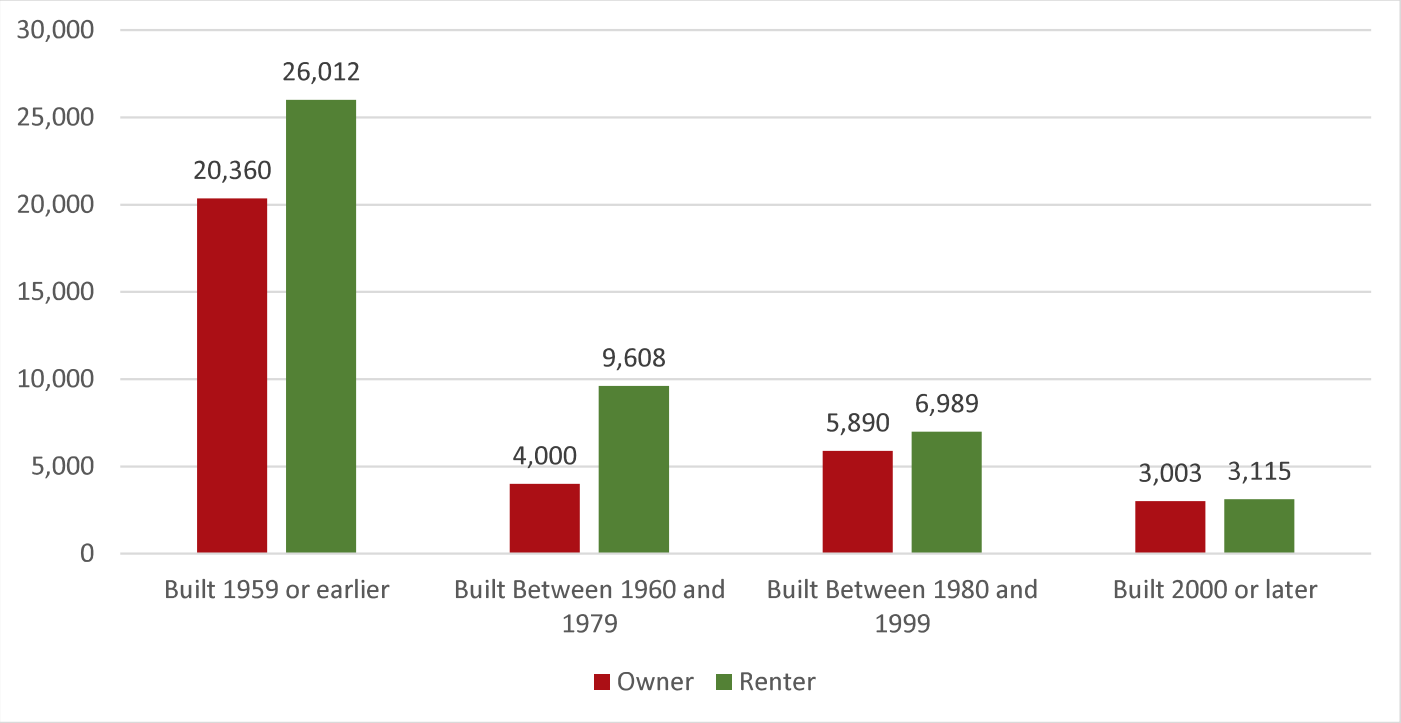
Housing Units by Year Built

Worcester has an aging housing stock with 59% of the housing units constructed prior to 1960, which means that the majority of the units in the city are over 60 years old. Only 7.7% of the city's housing stock was constructed in the last 20 years with an even split between ownership units and rental units.[27] Figure 21 presents information related to housing age. As housing in the city continues to get older, structures will need to be updated and modernized to appeal to both the younger and older generations. These older homes frequently suffer from various issues such as outdated plumbing, high heating costs, poor ventilation, leaking roofs, and mold, all of which stem from their age. These problems can significantly impact tenants, leading to higher utility bills, potential health risks, and an overall diminished quality of living. Newer multifamily buildings can offer modern amenities, elevator access, covered parking, and in-unit accessibility features.

[27] US Census Bureau ACS 5-Year Estimates, 2018-2022

Figure 21. Housing Units by Tenure and Year Built, 2022

Source: US Census Bureau ACS 5-Year Estimates



Vacancy

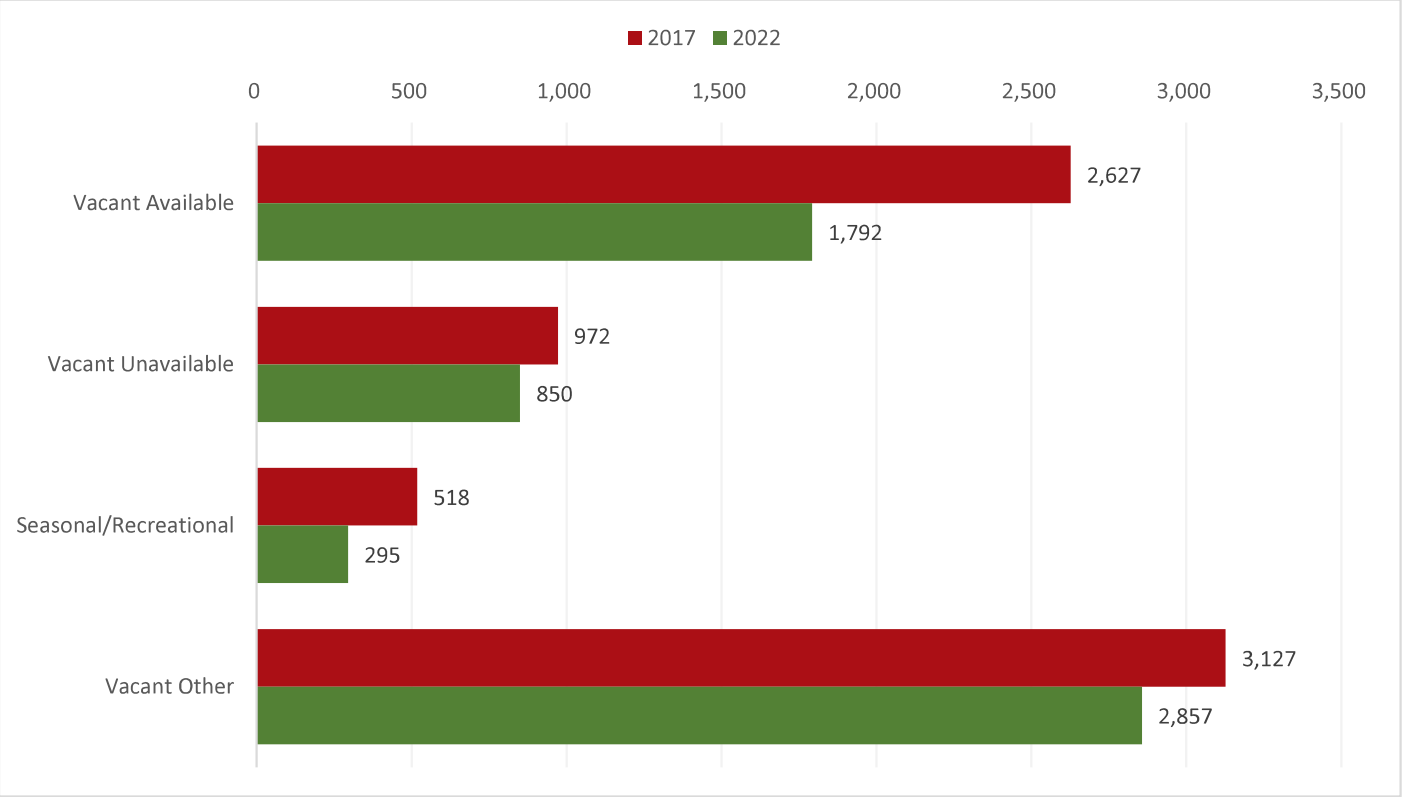
Adding to the challenges of housing availability in Worcester is the declining vacancy rate, particularly for those housing units listed as vacant and available for sale or rent. *Vacant other* refers to properties that are temporarily unoccupied due to various reasons, such as awaiting renovation, probate issues, or legal disputes. It highlights properties that may not be actively listed or marketed but are still part of the housing inventory. In the past 10 years, the percentage of units listed as vacant and available declined from 3.4% of all units to 2.1%. This was a reduction of nearly 1,000 units over 10 years. In fact, the number of vacant units across all categories of vacancy declined.[28] While declining vacancy is often a positive sign from a market perspective, when supply is not added to the market to keep vacancy at a reasonable level (5%-8%) prices increase and households can become stuck unable to move up or around in the local market.

The extremely low vacancy rate is not just a Worcester phenomenon but one that is commonly seen across Central and Eastern Massachusetts. This places further stress on the regional housing market with a lack of supply and increasing demand.

[28] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Figure 22. Vacant Units by Category, 2013 – 2022

Source: US Census Bureau ACS 5-Year Estimates



MARKET ACTIVITY AND CURRENT PRICING

Home Value

This report section describes the changes in market activity and pricing for both owner-occupied and renter-occupied housing in Worcester. Data from the US Census is used to describe changes in home valuation and gross rent for all owner and renter units in the city. More specific data on recent multifamily developments from CoStar for Worcester and the surrounding residential submarket are also incorporated.

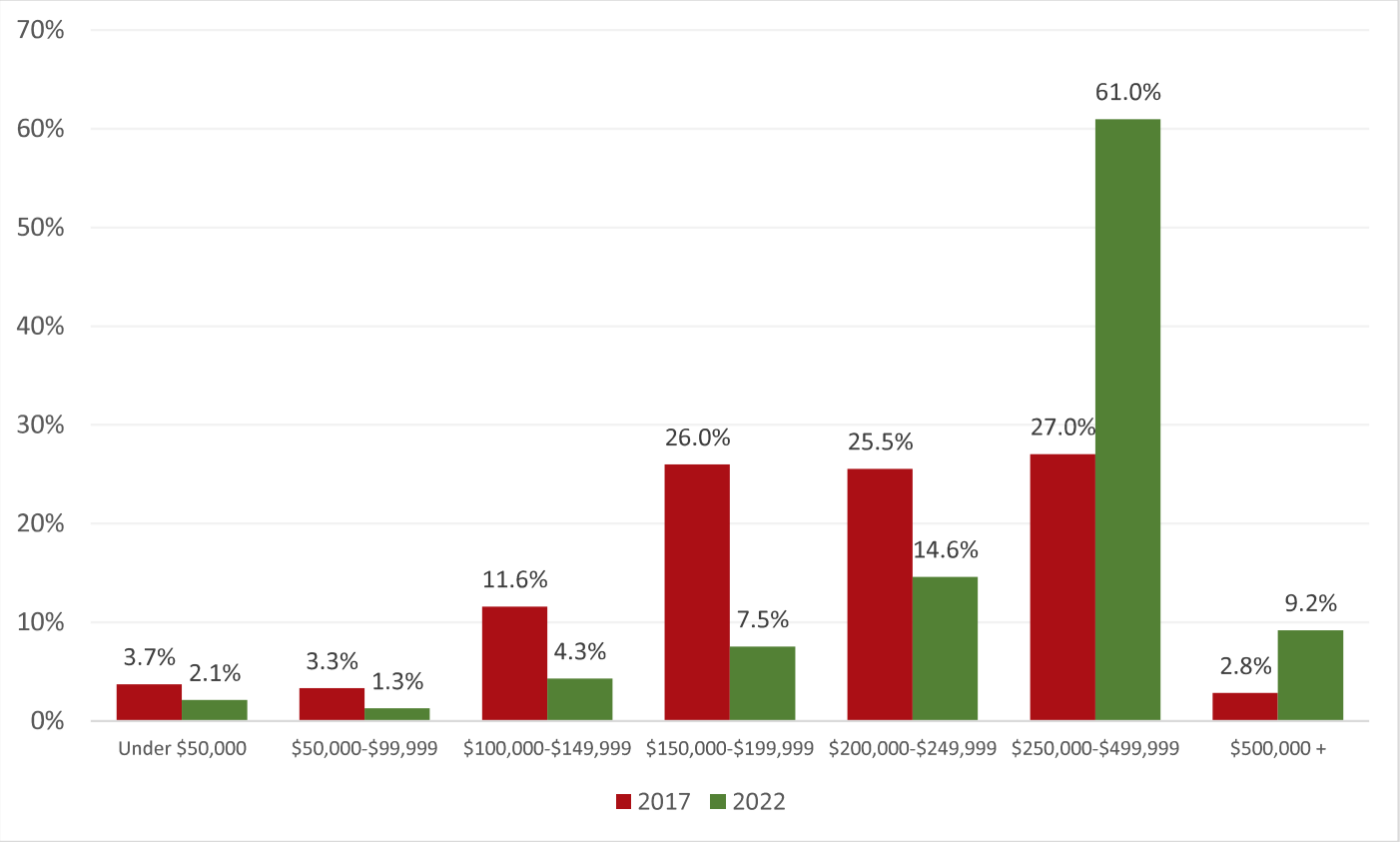
For owner-occupied units in Worcester, the Census estimates median home values have increased 45.1% over the past 10 years to a high of $305,600 in 2022. Much of that increase was seen in homes valued between $250,000 and $499,999, which now comprise 61% of all owner-occupied homes in Worcester.

Over the past decade, Worcester has become less affordable as the number of lower-priced homes has diminished due to increased values, with all value categories experiencing a decline in units except for homes valued at or above $250,000, which grew by 14,400. The remaining lower-priced homes often require significant repairs.[29]

[29] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Figure 23. Change in Home Value Distribution, 2013 – 2022

Source: US Census Bureau ACS 5-Year Estimates



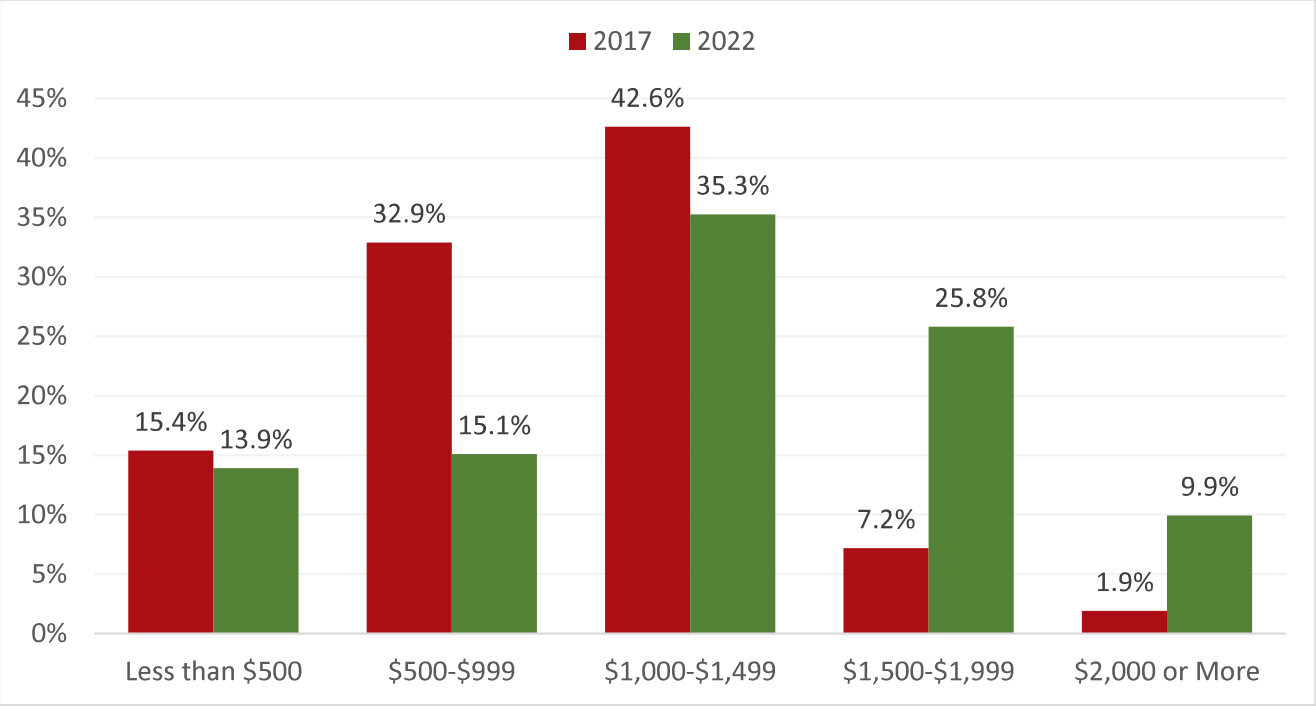
Gross Rent

The distribution of rental units by gross rent has changed considerably in Worcester over the past 10 years. From 2013 to 2022, the city saw 7,600 fewer rental units priced at under $1,000 a month and an increase of 12,300 units priced at over $1,500 a month. Over that same period units priced at over $2,000 a month increased by 486%, going from 756 units to 4,435 units citywide.[30] Some of that increase is related to new construction in the market but much of that is due to general increases in rent of existing units. From a market perspective, the increase in rents can be seen as a positive trend, as higher rents may support new construction despite high interest rates and construction costs. However, it is crucial to address the growing need for affordable housing, as market-rate rents have become unaffordable for many residents.

[30] US Census Bureau ACS 5-Year Estimates, 2017 and 2022

Figure 24. Distribution of Units by Gross Rent, 2013 – 2022

Source: US Census Bureau ACS 5-Year Estimates



Median Sales Price

Over the past ten years, the median sales price in Worcester has increased from $181,000 in 2014 to $430,000 in 2024, which marks a 138% increase, with a particularly high percentage increase over the past five years.[31] Price increases since 2020 can be linked to the effects of the COVID-19 pandemic and the shortage of available housing options in the area. Job growth in Worcester and the ability to work from home make the city a desirable place to live, particularly for younger professionals who may be priced out of the Boston area but still want to live in a city.

[31] Redfin Market Data, 2012-2024

Figure 25. Median Sales Price of All Homes in Worcester, 2012 – 2024

Source: Redfin Market Data

Housing Supply

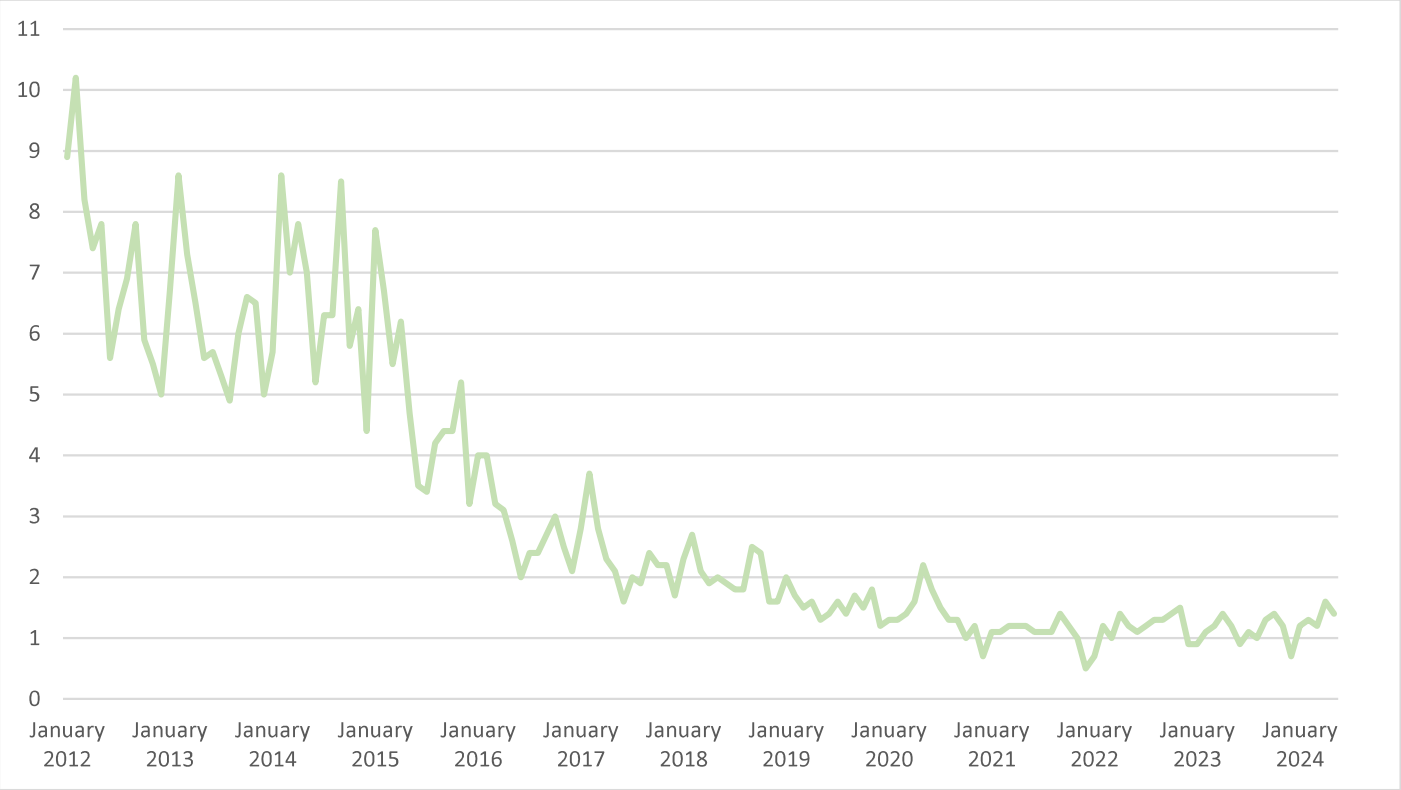
As Worcester became a more desirable place to live the supply of for-sale housing on the market rapidly declined. Since 2021, the Worcester market has had about a month's supply of housing inventory available compared with five to six months of supply available back in 2015.[32]

The lack of inventory on the market since the pandemic has caused prices to rise as demand for housing in Worcester continues. The rise in interest rates has also kept sellers in place, particularly those who have either a low-interest rate mortgage or no mortgage at all. The demand for owner-occupied units and low inventory continues to push prices upward even in a higher interest rate environment.

[32] Redfin Market Data, 2012-2024

Figure 26. Months of Supply – For Sale Units, 2012 – 2024

Source: Redfin Market Data



Multifamily Construction

Using data from CoStar we can look more closely at Worcester's multifamily market, which is comprised of 17,800 units tracked by CoStar. The graph below illustrates net new deliveries of units within Worcester (blue bars), how quickly those units are absorbed or leased up (orange bars), and the impact net deliveries and absorption have on vacancy (green line).

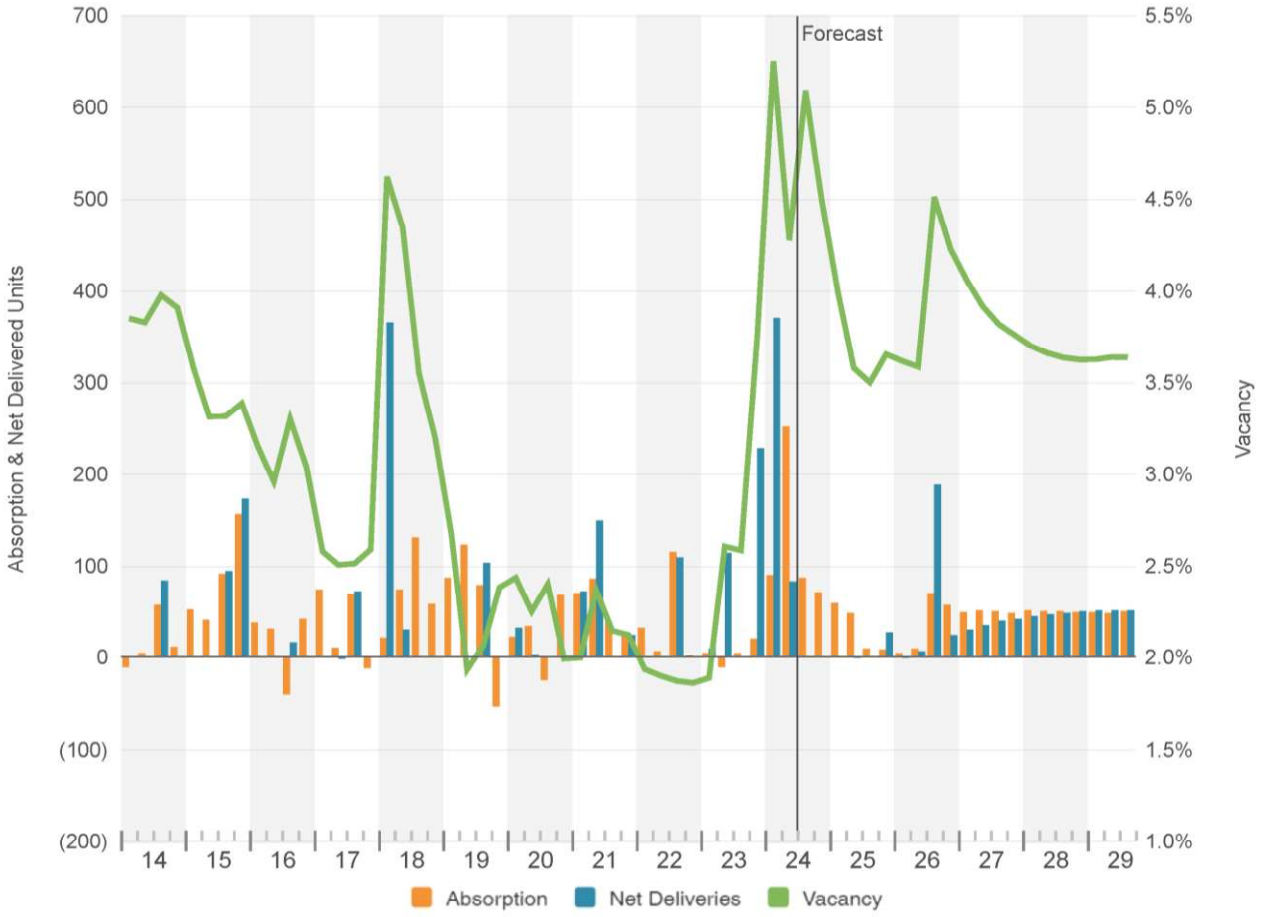
Looking back over the past ten years whenever there is a significant delivery of new multifamily units in Worcester the vacancy rate increases sharply, yet within a few quarters of leasing activity returns to below 2.5%. This demonstrates the demand in Worcester for new multifamily products with most buildings leasing up in two to three quarters.

Although CoStar is forecasting a spike in vacancy in the 2024-2025 timeframe due to the net delivery of over 670 multifamily units, vacancy is only forecast to reach 5.0% before coming back down to 3.5% in late 2025/early 2026. A sub-5.0% vacancy rate is likely to continue to promote competition for available units and year-over-year rent growth in the market.[33]

[33] Costar, Oxford Economics

Figure 27. Net Deliveries, Absorption, and Vacancy for Multifamily Units in Worcester, MA

Source: Costar, Oxford Economics



Market Rents

Monthly rents for multifamily units in Worcester steadily increased from 2014 to the end of 2020. The impact of the pandemic on rental rates began to show in early 2021 when rents for 2- and 3-bedroom units sharply increased. This occurred during a period when new multifamily units were delivered to the market with little long-term impact on vacancies or moderating rent growth.

Today, the median rent of a multifamily unit tracked by CoStar is $1,718 per month up from $1,218 ten years ago. Although there is a sizable rent increase for Worcester, it is lower than the change in monthly rent seen in the immediate Boston area or even suburban markets that ring Boston.

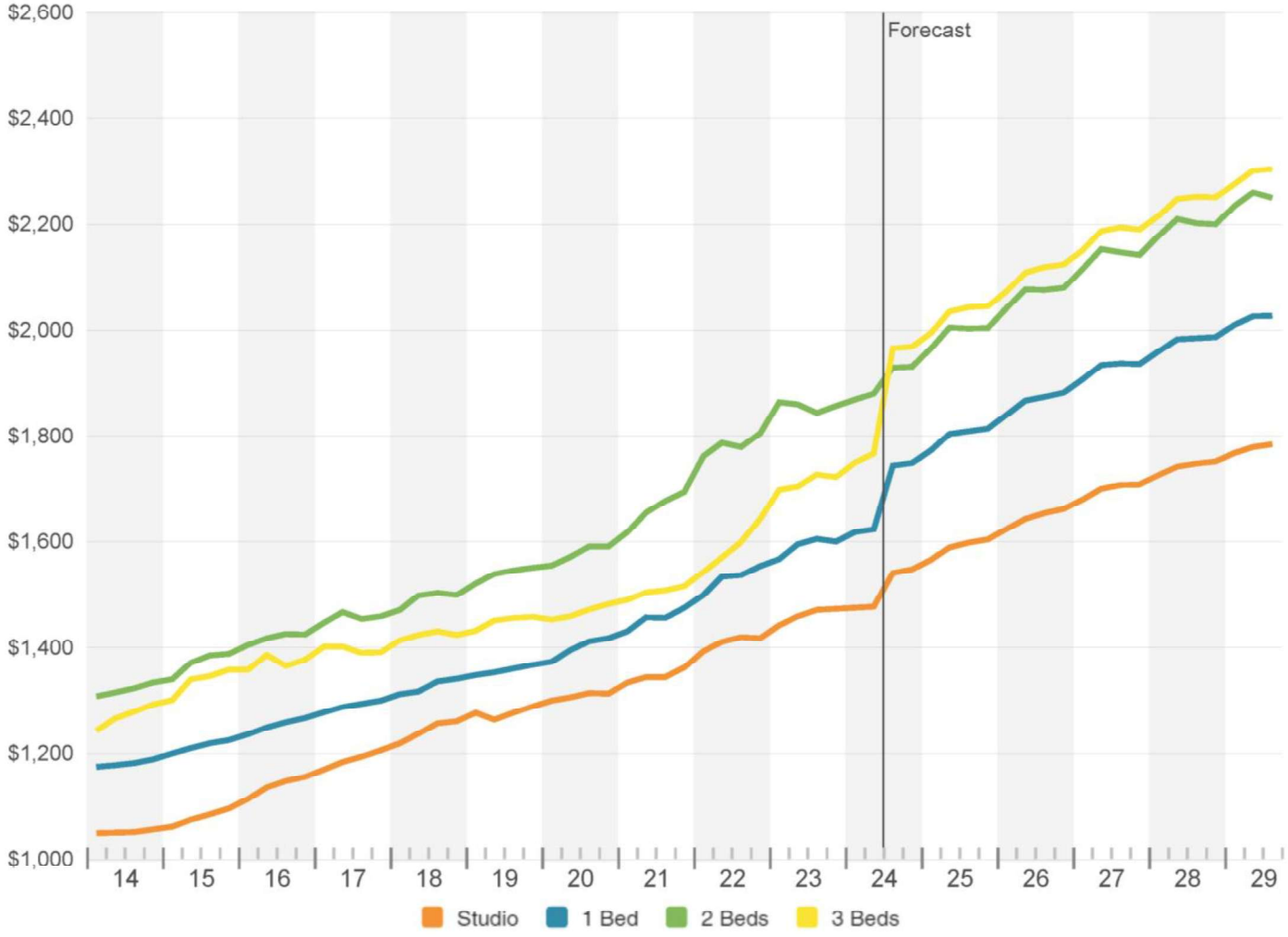
Alongside the increase in the city's median rent, rent levels for all unit types have also been steadily increasing. In Q2 2024, the median asking rent by bedroom type is as follows:

- Studio - $1,476 or $1.76 per SF.
- One-Bed - $1,622 or $1.94 per SF.
- Two-Bed - $1,879 or $2.01 per SF.
- Three-Bed - $1,766 or $1.63 per SF.[34]

[34] Costar, Oxford Economics, 2014-2024

Figure 28. Changes in Monthly Rent by Bedroom Type for Multifamily Units in Worcester, MA

Source: Costar, Oxford Economics



Market Rent Growth

Worcester's multifamily market has seen an average year-over-year (YOY) rent growth of around 3.5% for the past 10 years. Periods of sharp rent growth, as shown in the graph below, typically coincide with the delivery of new units to the market. These new units tend to have rents at or above the top of market rents at the time of delivery. Following lease-up activity, annual rent growth returns to historical averages.

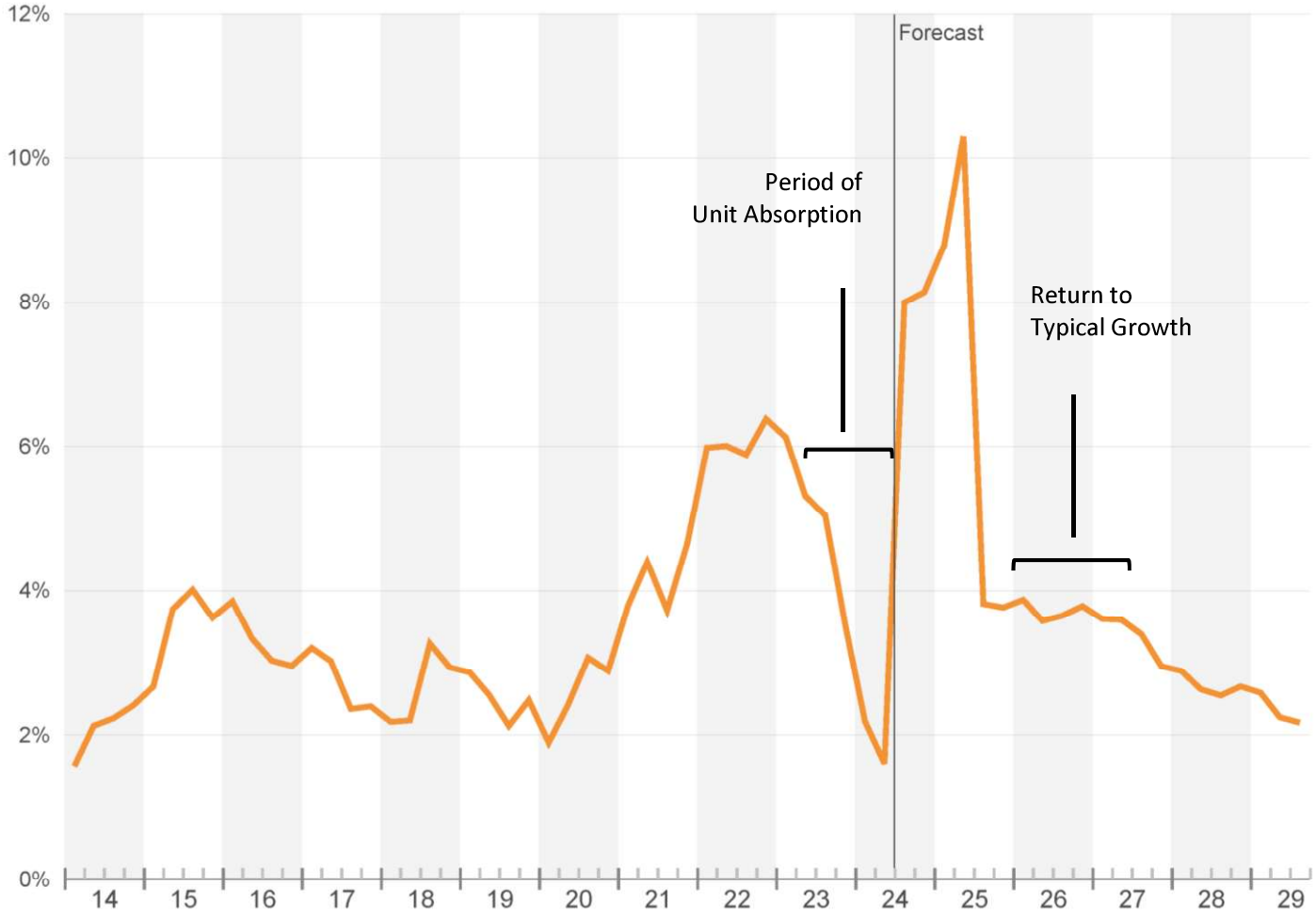
The steady stream increase in YOY rent growth from Q1 2020 to Q4 2023 is pandemic-related when demand spiked, and supply was constrained. Building owners were able to increase rents as units turned over or for existing tenants to keep pace with demand.

CoStar projects YOY rent growth to continue in the 3.5% range until 2028 when rent growth dips below the historic averages. This may be a result of little to no new inventory projected to hit the market in those outer years. Past trends indicate that when a new product hits the market, rent growth is shortly elevated and then returns to historic averages.[35]

[35] Costar, Oxford Economics, 2020-2023

Figure 29. Market Rent Growth (YOY) for Multifamily Units in Worcester, MA

Source: Costar, Oxford Economics



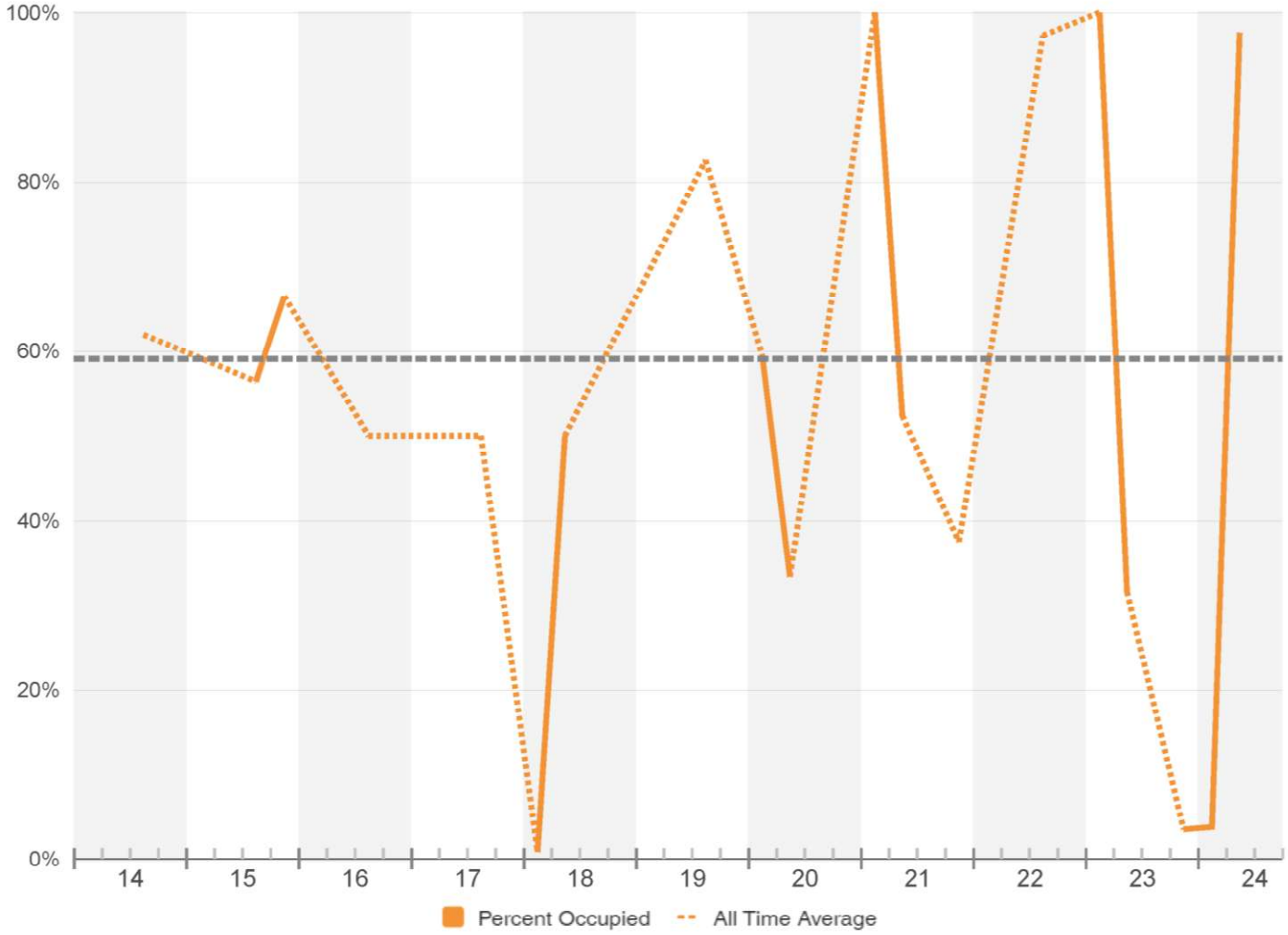
New Multifamily Buildings

Since 2014, the average occupancy rate of new multifamily buildings at delivery is 59% which speaks to the demand for rental housing in Worcester. Buildings that were delivered in 2020 and beyond often had a higher pre-lease percentage, in some cases as high as 100% at delivery.[36]

[36] Costar, Oxford Economics, 2014-2023

Figure 30. Occupancy at Delivery for New Multifamily Buildings in Worcester, MA

Source: Costar, Oxford Economics



Newly constructed and occupied multifamily buildings in Worcester are performing differently than the market averages for all units tracked in CoStar. The performance difference between newly constructed and occupied multifamily buildings in Worcester and the market averages tracked by CoStar can be attributed to several factors. New buildings often cater to specific market segments with modern amenities and higher rental rates, which can skew performance metrics compared to older units. Additionally, newly constructed properties may have different occupancy rates and development quality, impacting their performance relative to the broader market. Location and demand also play a role, as new developments in high-demand areas may perform differently from existing properties.

These factors contribute to the variance in performance between new multifamily buildings and the overall market averages. The following are averages for the multifamily buildings tracked in CoStar that were delivered since 2019.[37]

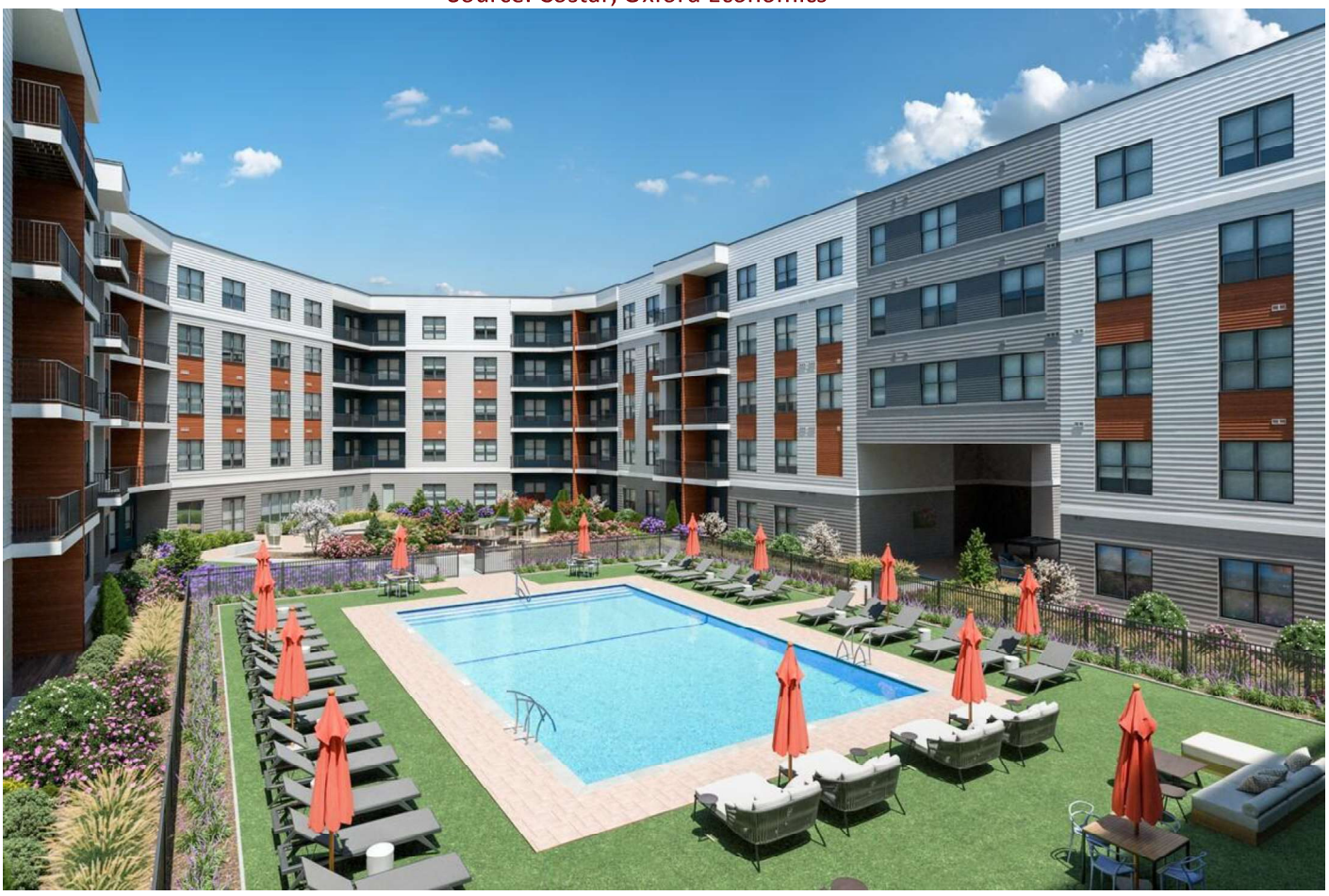
- Units Delivered: 1,324
- Average Unit Count per Development: 83

[37] Costar, Oxford Economics, 2019-2024

- Average Number of Stories: 4
- Average Vacancy Rate: 8.9%[38]
- Average Asking Rent per Unit: $2,310
- Average Asking Rent per SF: $2.30
- Typical Bedroom Splits:
    - 8 of 15 projects include Studio Units comprising between 10% and 35% of units.
    - 15 of 15 projects include One-Bed units comprising between 25% and 100% of units.
    - 12 of 15 projects include Two-Bed units comprising between 25% and 100% of units.
    - 7 of 15 projects include Three-Bed units comprising between 3% and 35% of units.

Figure 31. Alta on the Row – 22 Mulberry Street

Source: Costar, Oxford Economics



HOUSING DEMAND AND GAP ANALYSIS

The purpose of RKG's housing demand model is to calculate the number of new housing units that could be supported in Worcester between 2023 and 2033. This model takes inputs from a variety of data sources that

[38] Average vacancy for buildings built from 2019-2022 is 1.4%. Two new buildings delivered in 2024 are still leasing up and driving vacancy higher than the typical averages.

consider projected changes in population, households, employment, and housing preferences. The model contains two modules:

- Household Model – this model is designed to forecast the total number of owner and renter households in Worcester between 2023 and 2033. The inputs to this model are:
  - Population and population growth.
  - Persons per household by year.
  - Share of households that are owners and renters by year.
- Housing Demand Model – this model calculates the annual and cumulative demand for newly constructed owner and renter units in Worcester. The model is also designed to segment demand by product type (i.e., for-sale townhomes, rental apartments). Demand for owner/renter units comes from two sources:
  - New renter/owner households moving to Worcester.
  - Existing renters/owners that move within Worcester (including owners who purchase another home, renters who choose to purchase, renters who rent another unit, and owners who choose to rent).
- The Household Model starts with forward-looking population projections obtained from the UMass Donahue Institute. It also uses the 2017 to 2022 persons per household and tenure distribution change rates from the American Community Survey (ACS) 5-Year Estimates and extrapolates change through 2033.
- In addition to the Donahue Institute population projections, the Household Model also considers changes in employment in the city and the percentage of future employees who may choose to live in Worcester and need housing. RKG factored in future employment changes using Lightcast employment data and their own proprietary employment projections.
- Lastly, RKG projected induced population growth from residential construction activity over the next five years from CoStar's development pipeline. The Household Model uses these inputs together to project the number of renter and owner households per year between 2023 and 2033 that serve as the basis for the Housing Demand Model.
- The Housing Demand Model then calculates the projected demand for new owner-occupied and renter-occupied housing units, respectively. The Model uses Public Use Microdata Sample (PUMS) data to calculate several assumptions used in the Model. These include the percentage of households that move per year by tenure, the percentage of households that move but stay within Worcester and buy or rent another unit, and the percentage of households that choose a newly constructed unit.
- Again, demand for new housing units comes from two sources: new renter and owner households moving to Worcester, and existing renters and owners that move to another unit in Worcester. The total demand for new owner-occupied units and renter-occupied units is then calculated and summarized.

Housing Demand Model Estimations

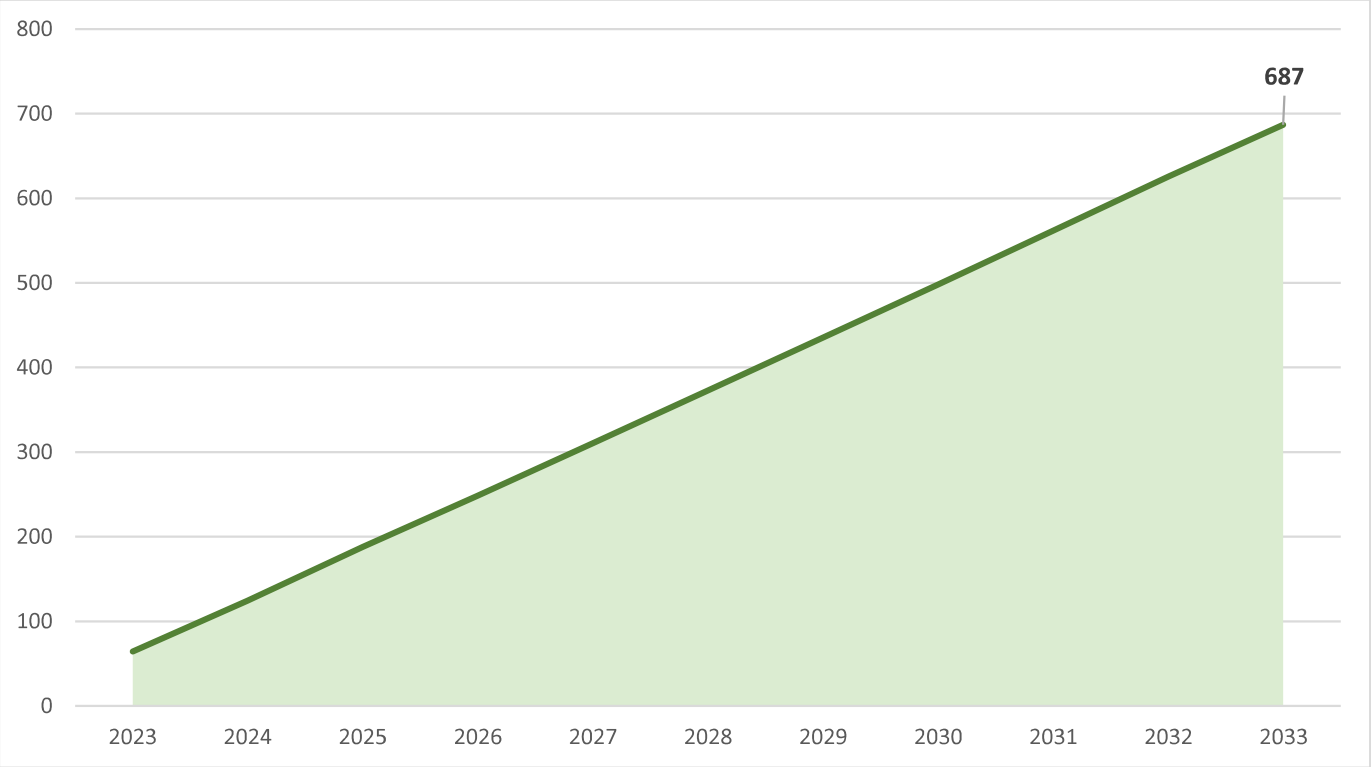
Using population and employment projections provided by the Donahue Institute and Lightcast, as well as Census microdata, the housing demand projections estimate that there is a demand for **new** owner and renter housing units in Worcester by 2033.

Figures 32 and 33 illustrate the projected demand for both ownership and rental housing in Worcester from 2022 to 2033. Specifically, there is a need for 11,617 new rental units and 854 owner-occupied units, highlighting a strong demand for both types of housing. The high demand for rental units, especially among smaller households, indicates a dynamic rental market, while the need for owner-occupied units shows a notable interest in homeownership. This highlights Worcester's shifting housing needs and the importance of offering diverse housing options to meet the demands of its growing population.

Further details are provided in Figure 34 and Table 4, which show that the demand for new ownership units is primarily for smaller households, with 33% needed for two-person households and 26% for one-person households, totaling 687 new units. This emphasizes the need for smaller homes. Similarly, Figure 35 and Table 5 reveal that the projected demand for rental units also favors smaller households, with 39% of the demand for one-person households and 26% for two-person households, reflecting a clear trend towards smaller rental units.[39]

Figure 32. Total Cumulative Owner Demand for New Units Year-Over

Source: US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations



In total, there is an estimated demand of **12,304 new** units by 2033.[40]

[39] US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations
[40] US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations

Figure 33. Total Cumulative Renter Demand for New Units Year-Over-Year

Source: US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations

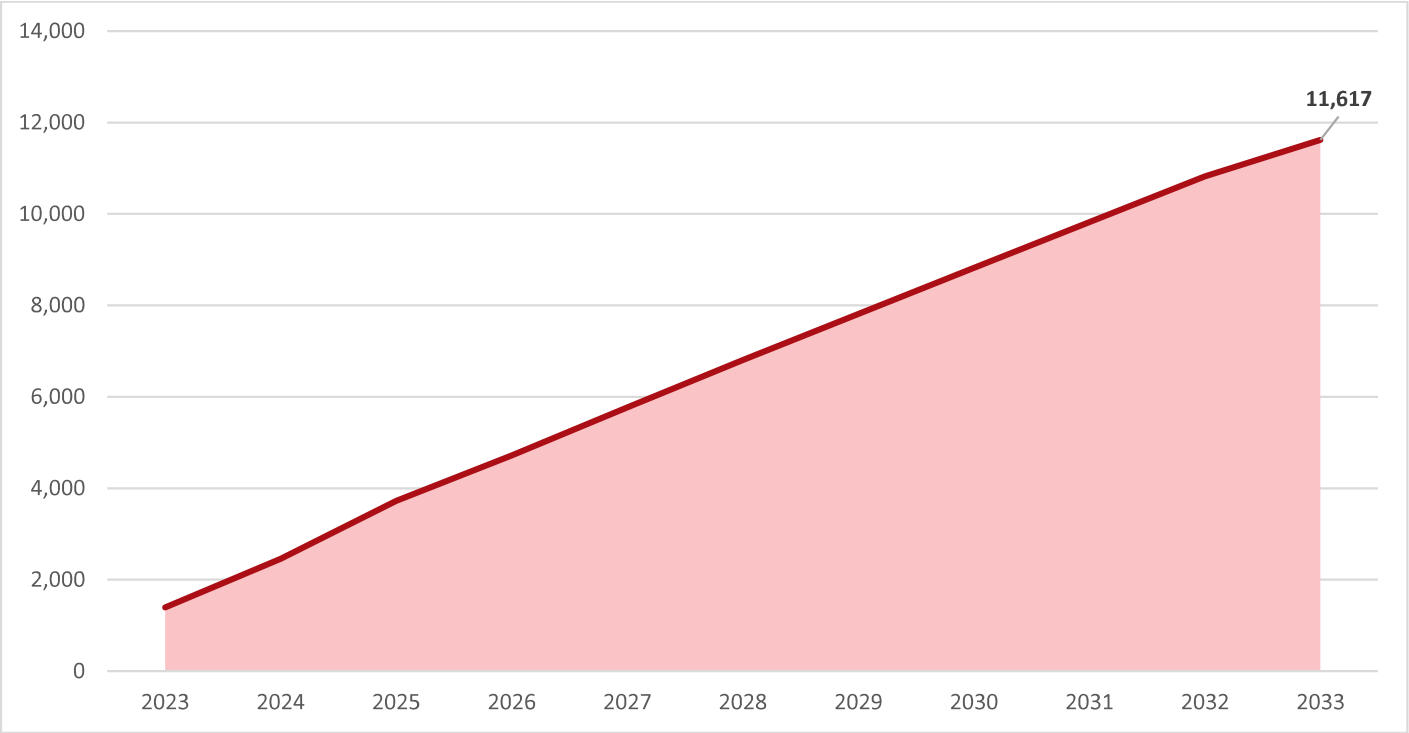


Figure 34. Owner-Occupied Household Size Breakdown through 2033

Source: US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations

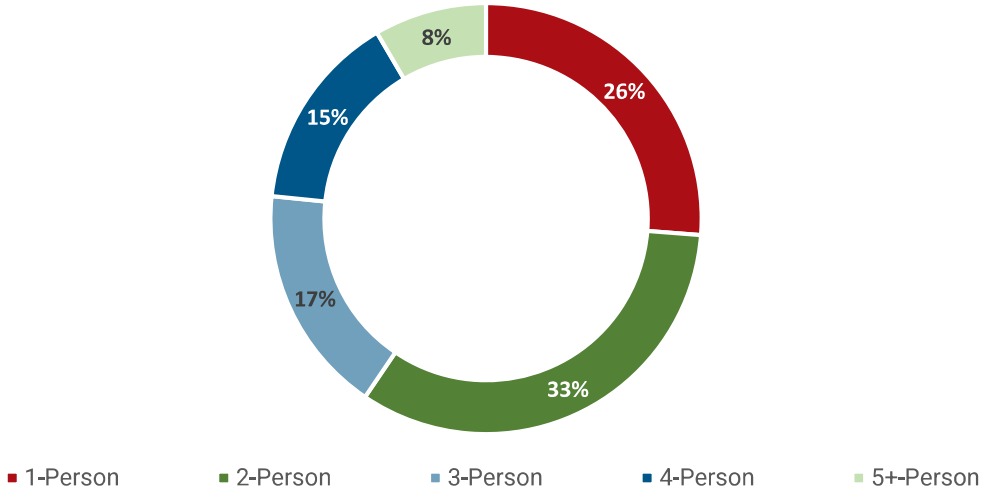


Table 4. Total Demand for New Ownership Housing Units 2022 – 2033

Source: US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations

Household Size	Units	% of Total
1-person household	180	26%
2-person household	229	33%
3-person household	118	17%
4-person household	102	15%
5-or-more person household	58	8%
Total	**687**	**100%**

Figure 35. Renter-Occupied Household Size Breakdown through 2033

Source: US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations

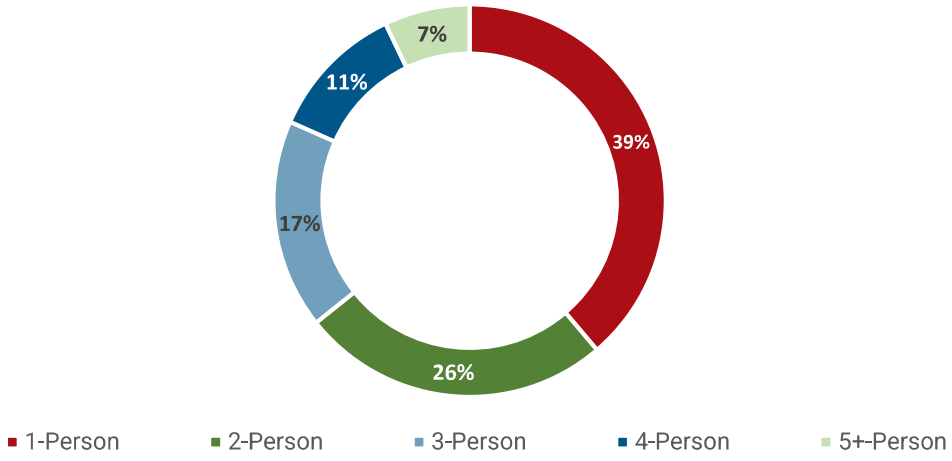


Table 5. Total Demand for New Renter Housing Units 2022 – 2033

Source: US Census Bureau ACS 5-Year 2022 Estimates, IPUMS 2022, RKG Calculations

Housing Units	Units	% of Total
1-person household	4,501	39%
2-person household	2,972	26%
3-person household	2,006	17%
4-person household	1,318	11%
5-or-more person household	820	7%
Total	**11,617**	**100%**

Cost Burden

In Worcester, renters face a significant cost burden compared to homeowners, with approximately 50% of renter households struggling to afford their housing.[41] Many lower-income renters in the city are particularly affected, finding themselves cost-burdened due to the escalating rent prices.[42] As the housing market in Worcester becomes increasingly expensive, current residents may experience growing difficulties in managing these higher costs. This trend highlights the financial strain that renters endure as they grapple with rising housing expenses, making it challenging for them to sustain affordable living conditions amidst the growing economic pressure.

[41] US Census Bureau ACS 5-Year Estimates, 2018-2022

[42] Cost burden occurs when a household spends more than 30% of its gross income on housing expenses, including rent or mortgage payments, property taxes, and utilities. Severely cost burdened households face an even greater financial strain, spending over 50% of their income on these costs.

Figure 36. Cost Burdened Owner vs Renter Households 2022

Source: US Census Bureau ACS 5-Year Estimates

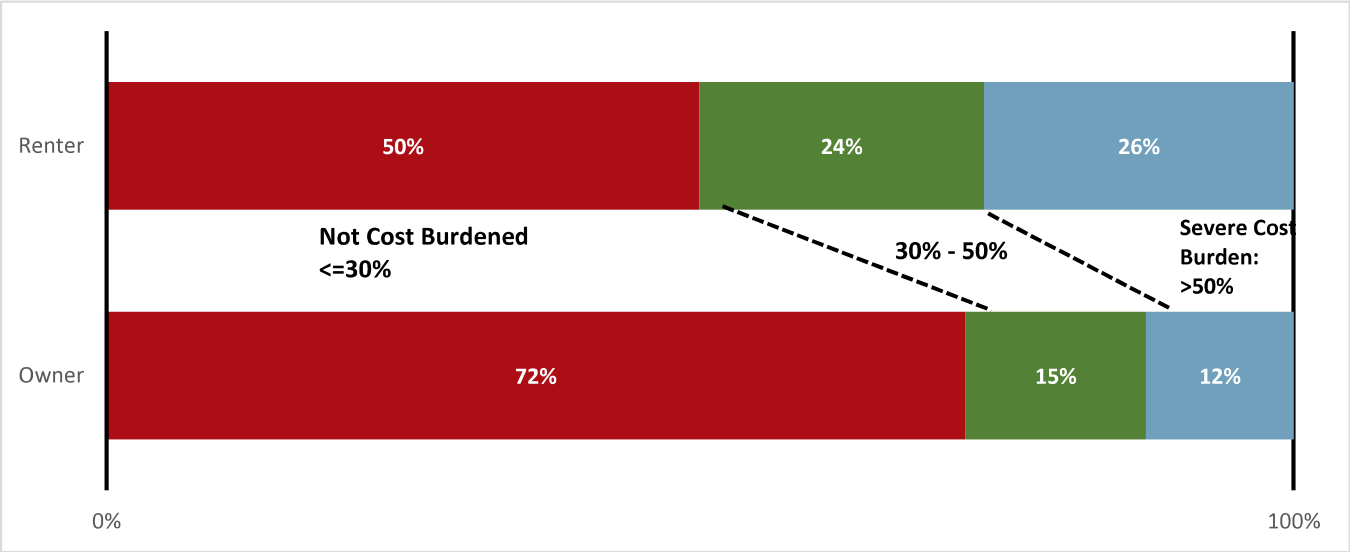
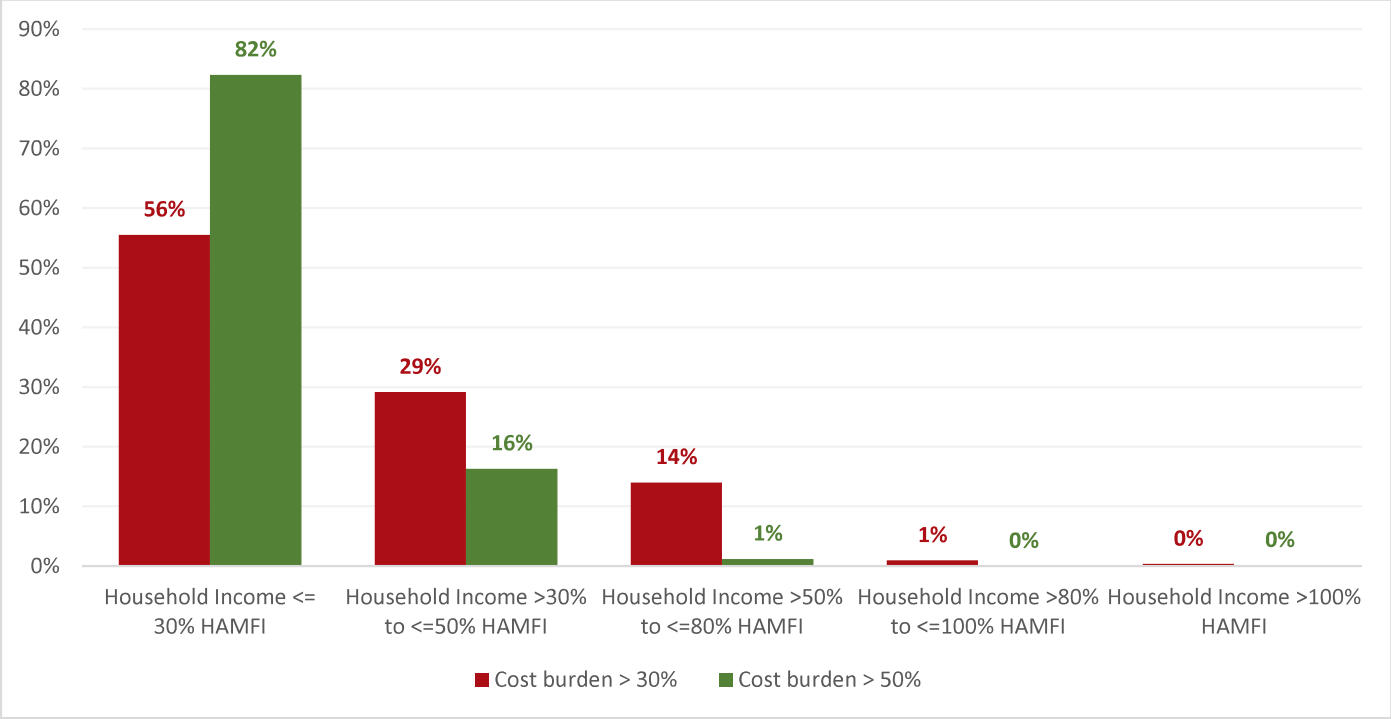


Figure 37. Income by Cost Burdened Renter

Source: Chas 2020



43

[43] HAMFI, or "Housing Area Median Family Income," is a measure used to set income limits for housing assistance programs, including affordable housing and government-funded initiatives. It evaluates the financial capacity of families in a specific area, serving as a benchmark to classify income levels as low, moderate, or high in terms of housing affordability.

Affordable Housing Units

In May 2023, Worcester adopted an Inclusionary Zoning ordinance. The ordinance provides three options for compliance: At least 15% of the units must be affordable to households earning no more than 80% of the Area Median Income (AMI), at least 10% of the units must be affordable to households earning no more than 60% of the AMI, or a proportional combination of units at the 60% and 80% AMI levels. For rental units, rents may not exceed 30% of annual household income OR the fair market rent, whichever is lower. Units for sale must not exceed the median sale price at the time of sale in MLS OR the price a lender is willing to lend for that household income, whichever is lower.[44]

To this end, it is important to discuss the need for deed-restricted affordable housing in Worcester as part of the housing needs assessment. Estimates in 2022 show 74% of all renter households in Worcester have incomes at or below 80% AMI. That equates to over 33,000 renter households that can affordably pay rents of less than $2,000 a month with the majority of those households being able to afford rents of up to $1,286 a month.

New market-rate units are delivering at well above $2,000 a month for a one- or two-bedroom unit, bringing most new market-rate units out of reach of 74% of existing Worcester renter households. This speaks to the important role that affordable housing plays in the city and the demand for those units when they come online.[45]

Area Median Income (AMI) refers to the midpoint of a region's income distribution where half the households in a region earn more than the median and half earn less than the median. For housing, AMI thresholds set the limits for households eligible to live in income-restricted housing units and how much those units can be rented or sold for.

[44] Inclusionary Zoning, City of Worcester

[45] HUD Income Limits, US Census Bureau ACS 5-Year 2022 Estimates, RKG Calculations

Table 6. Affordable Rents for Area Median Income Thresholds

Source: HUD Income Limits, US Census Bureau ACS 5-Year 2022 Estimates, RKG Calculations

Area Median Income Threshold	Income (2-person household)	Renter Households		Affordable Monthly Rent
		#	%	
30% AMI (Extremely Low Income)	$30,900	17,855	39.0%	$773
50% AMI (Very Low Income)	$51,450	8,128	17.8%	$1,286
80% AMI (Low Income)	$78,250	8,097	17.7%	$1,956
100% AMI (Moderate Income)	$102,900	4,801	10.5%	$2,573
120% AMI (Moderate Income)	$123,480	1,943	4.2%	$3,087
Above 120% AMI (Middle Income +)	$123,481+	4,900	10.7%	$3,088+

Rental Gap Analysis

The graph below compares the number of households in Worcester at different AMI levels to the number of rental units priced to what those households can afford to pay. Subtracting the number of households in each income bracket from the number of units in each bracket produces a surplus or gap number depending on if there are more households or more units in each income bracket.

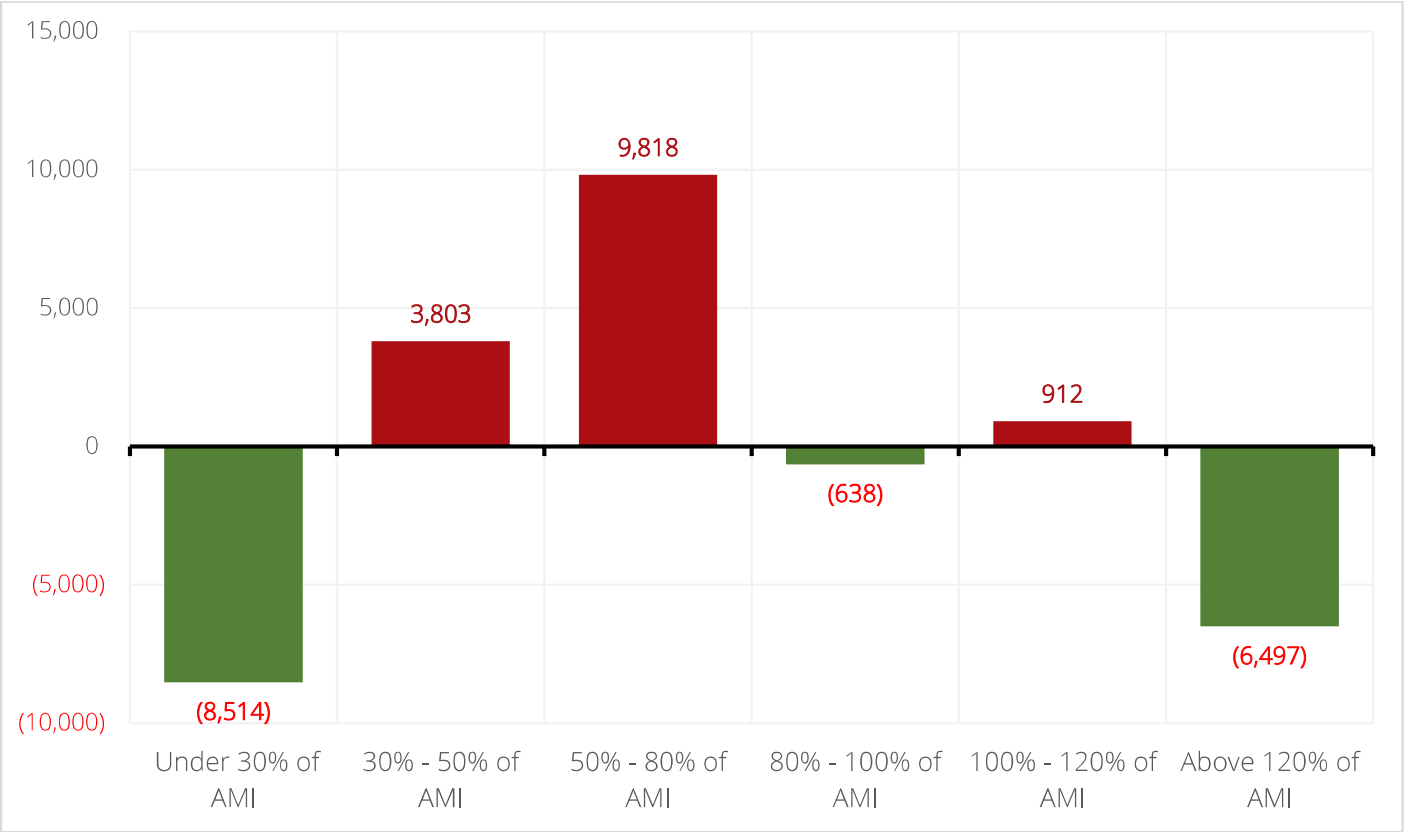
For example, renter households at or below **30% AMI** have an extremely difficult time finding units that are affordable to their household income. There are an estimated **8,514 more households at this income level in Worcester than there are rental units affordably priced to those households**.

Conversely, there are 9,818 more rental housing units priced affordably to households between 50% and 80% AMI than there are households. This does not mean those units are sitting vacant. It likely means households at 30% AMI and those above 120% AMI are paying more than they should for housing or are paying less than they technically could afford due to lack of supply for those households. This ends up creating pressure on units priced for households in the 30% to 80% AMI range driving up competition for a scarce commodity.[46]

[46] HUD Income Limits, US Census Bureau ACS 5-Year 2022 Estimates, RKG Calculations

Figure 38. Rental Supply and Demand Gap, City of Worcester

Source: HUD Income Limits, US Census Bureau ACS 5-Year 2022 Estimates, RKG Calculations



Ownership Gap Analysis

FHA (Federal Housing Administration) lending is a type of mortgage that is backed by the government. This means it allows buyers to make smaller down payments and have more flexible credit requirements, making it a good option for first-time homebuyers or those with less-than-perfect credit. On the other hand, conventional lending refers to private mortgages that don't have government backing. These typically require higher credit scores and larger down payments but can offer competitive interest rates for those with strong credit histories. When assessing housing affordability, we look at both FHA and conventional loan options. For households earning 50% or less of the Area Median Income (AMI), there is a significant shortage of affordable housing units available under both loan types.

For homes priced between 50-80% of AMI, there are more units available than needed in both FHA (2,275) and conventional (8,471) scenarios, indicating a good supply for this income range.

In the 80-100% AMI range, there's a healthy surplus of homes available under both types of lending (4,531 in the FHA scenario, and 4,196 in the conventional lending scenario), suggesting that higher-income households are likely buying down in the market, tightening the market.

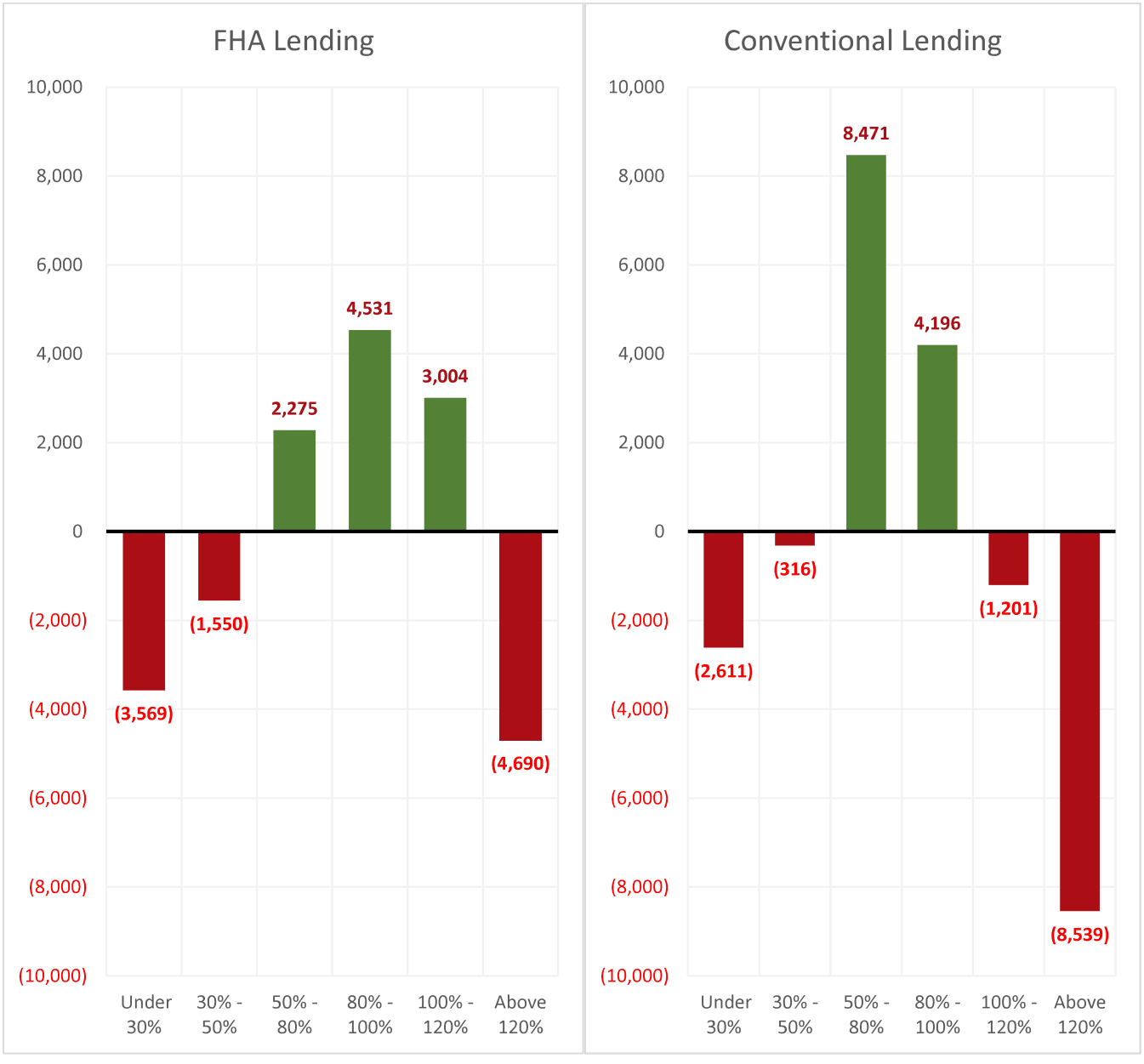
However, for homes priced between 100-120% of AMI, there's a surplus of 3,004 units in FHA loans but a shortage of 1,201 units in conventional loans, indicating that conventional financing might be harder for average buyers to access.

For homes above 120% of AMI, there is a significant shortage in both lending scenarios (4,690 units in the FHA scenario and 8,539 in the conventional lending scenario), highlighting a potential opportunity to build new higher-priced homes, which could help balance the market and provide options for higher-income buyers.[47]

Overall, the data suggests that average buyers may find it challenging to purchase homes in higher price ranges, especially with conventional financing.

Figure 39. Ownership Supply and Demand Gap, City of Worcester

Source: HUD Income Limits, US Census Bureau ACS 5-Year 2022 Estimates, RKG Calculations



[47] HUD Income Limits, US Census Bureau ACS 5-Year 2022 Estimates, RKG Calculations

RENTAL ASSISTANCE AND SUBSIDIZED HOUSING

Worcester's subsidized housing and rental assistance program provides crucial support to low-income residents, as evidenced by year-to-date data on rental assistance. The program received 3,574 Residential Assistance for Families in Transition (RAFT) applications, with applicants seeking an average of $3,875 in assistance each. The median household income of applicants is notably low, at $20,000, highlighting the high level of need within this community. Of these applicants, 1,505 have incomes at or below 30% of the Area Median Income (AMI), which is $24,600 annually, reflecting a significant demand for affordable housing solutions among Worcester's most vulnerable residents.[48]

Table 7. RAFT Assistance, June 2023

Source: Central Massachusetts Housing Alliance

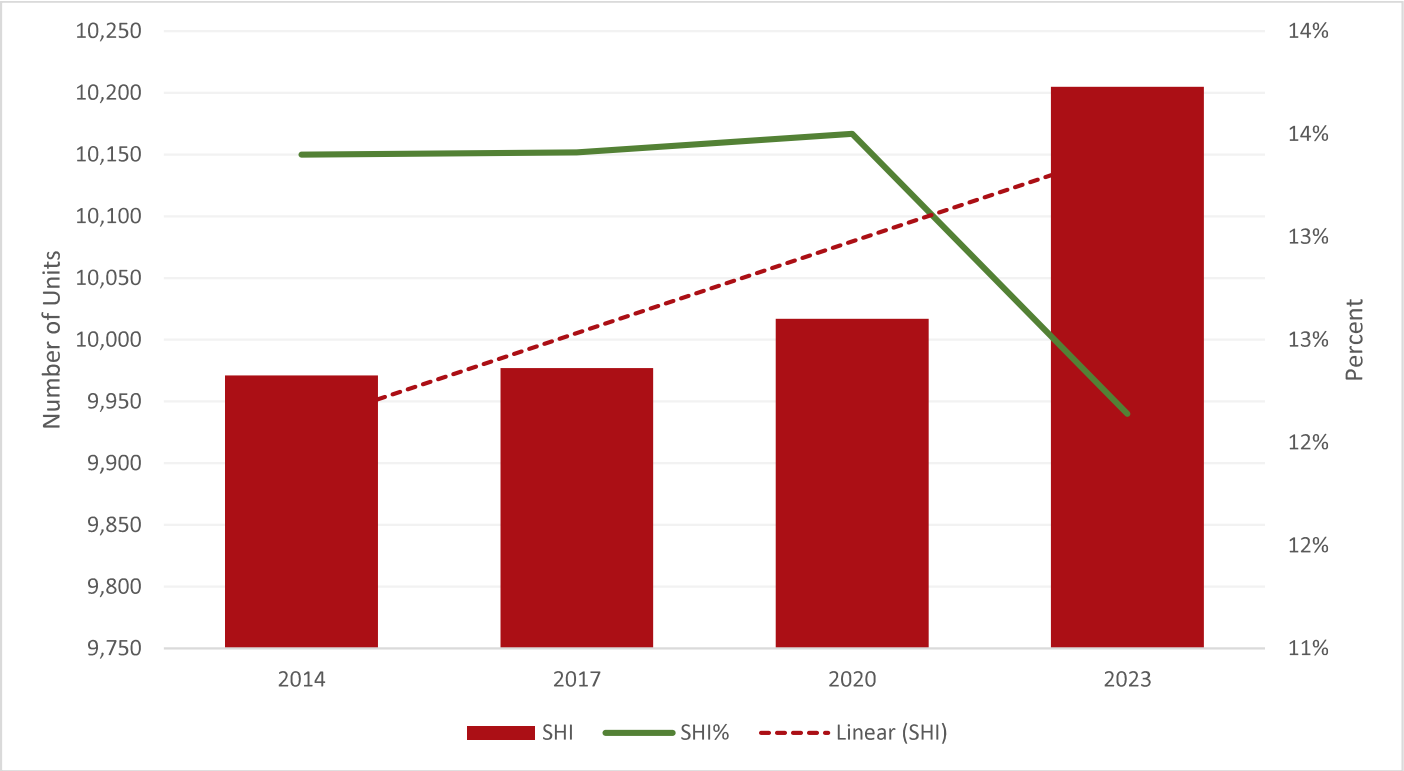
RAFT Applications Received	Applicants at or below ELI ($24,600 annually)	Average Assistance Requested	Median Household Income	Total Assistance Requested
3,574	1,505	$3,875	$20,000	**$13,849,395.57**

SHI (Subsidized Housing Inventory) is a list of housing units subsidized by government programs to ensure affordability for low- and moderate-income individuals. It is essential for tracking affordable housing availability, assessing needs, and identifying gaps in the housing supply. The SHI helps policymakers and housing authorities plan and allocate resources to address housing shortages and affordability issues effectively. The following graph demonstrates that the number of subsidized units in Worcester is rising, yet the SHI percentage is declining. This trend suggests that the growth in market-rate housing is outpacing the addition of affordable units.[49] This data underscores the ongoing need for expanded rental assistance and subsidized housing options to support those struggling with housing instability.

[48]Central Massachusetts Housing Alliance, Inc.
[49] MAPC DataCommon

Figure 40. Subsidized Housing Inventory, City of Worcester 2014 – 2023

Source: MAPC DataCommon



Housing Authority

The Worcester Housing Authority (WHA) plays a pivotal role in managing and providing affordable housing options in Worcester. As a key agency, the WHA oversees a range of programs aimed at addressing the housing needs of low- and moderate-income residents. This includes administering public housing developments, such as apartment complexes and rental units, and managing housing choice voucher programs that help individuals and families secure rental housing in the private market. The WHA is the second largest housing authority in New England, managing a total of 3,005 units to date, and administers the Housing Choice Voucher Program, which provides additional support for securing rental housing in the private market.

The WHA is committed to ensuring access to safe, affordable, and quality housing, working to reduce homelessness and improve living conditions across the city. Through various initiatives and partnerships, the Authority strives to enhance community well-being and support sustainable housing solutions for Worcester's diverse population.[50] Table 8 presents a listing of all the housing authority units owned and operated by WHA.

Table 8. Worcester Housing Authority Properties

Source: Worcester Housing Authority

Name	Type	Apartment Type	Units
Elm Park Tower Apartments	Federal Public Housing Senior Only	One- and two-bedroom	195

[50] Worcester Housing Authority

Lincoln Park Tower Apartments	Federal Public Housing Senior Only	Studio, and one-bedroom	199
Webster Square Towers East and West Apartments	Federal Public Housing Senior Only	studio, one- and two-bedroom	432
Pleasant Tower Apartments	Federal Public Housing Senior/Disabled/Mixed	Studio, one- bedroom and two-bedroom	134
Murray and Wellington Apartments	Federal Public Housing Senior/Disabled/Mixed	Studio and one-bedroom	72
Belmont Tower Apartments	Federal Public Housing Senior/Disabled/Mixed	One- and two-bedroom	166
Mill Pond Apartments	Federal Public Housing Senior/Disabled/Mixed	One-bedroom	75
Addison Apartments	Federal Public Housing Senior/Disabled/Mixed	Studio and one-bedroom	51
Mayside Apartments	Federal Public Housing Senior/Disabled/Mixed	Studio and one-bedroom	48
Lafayette Place	Federal Public Housing Senior/Disabled/Mixed	one-bedroom	66
Curran Terrace	Federal Public Housing Senior/Disabled/Mixed	Studio and one-bedroom	50
Booth Apartments	Federal Public Housing Senior/Disabled/Mixed	One-bedroom	45
Great Brook Valley Gardens	Federal Public Housing Family	one-, two-, three-, four- and five-bedroom	561
Lakeside Apartments	Federal Public Housing Family	one-, two- and three-bedroom	205

Hooper Street Apartments	Federal Public Housing Family	two- and three-bedroom	26
Southwest Gardens	Federal Public Housing Family	three, four and five bedroom	27
North, Sigourney & Providence Street Apartments	Federal Public Housing Family	three- and four-bedroom	29
Curtis Apartments	State Family	One-, two- and three-bedroom	372
Main South Gardens	State Family	Duplexes	24
Scattered Sites	State Family	Two- and three- bedroom	16
Greenwood Gardens	State Public Housing Elderly/Disabled	One-bedroom	61

The WHA's waitlist for affordable housing is notably extensive, with 38,468 applicants currently waiting for placement. Among these, 3,576 are non-elderly handicapped individuals, highlighting a significant need for accessible housing solutions.[51] This large waitlist reflects the high demand for affordable housing in Worcester and the challenges many residents face in securing stable, affordable living conditions. The substantial number of applicants underscores the urgent need for increased housing resources and support to address both general and specific needs within the community. Below is a graph of the waitlist by race/ethnicity demographics and type of program.

[51] Worcester Housing Authority

Figure 41. Demographics of the Worcester Housing Authority Waitlist

Source: Worcester Housing Authority

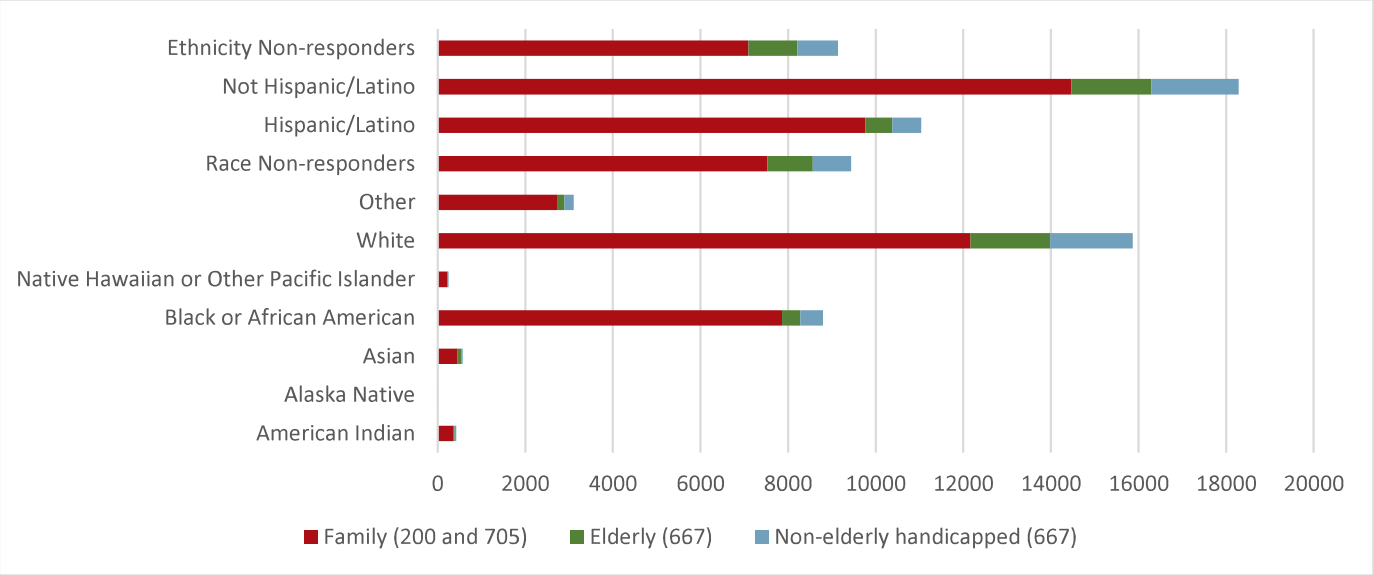
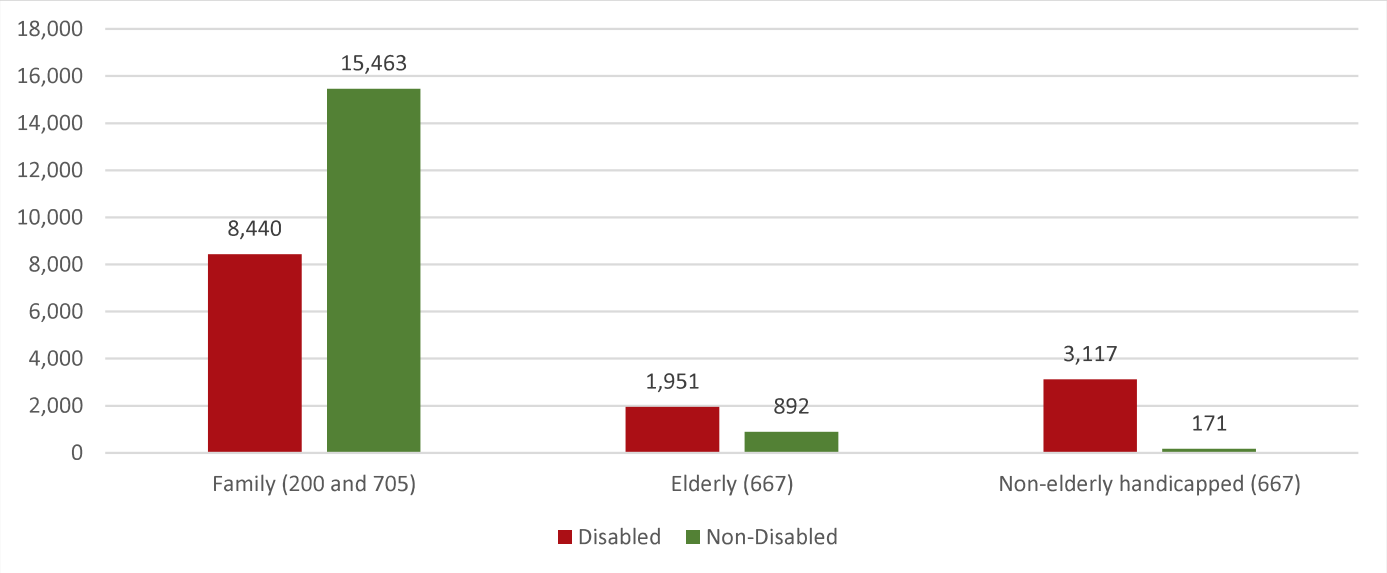


Figure 42. Type of Program by Applicant Disability Status

Source: Worcester Housing Authority

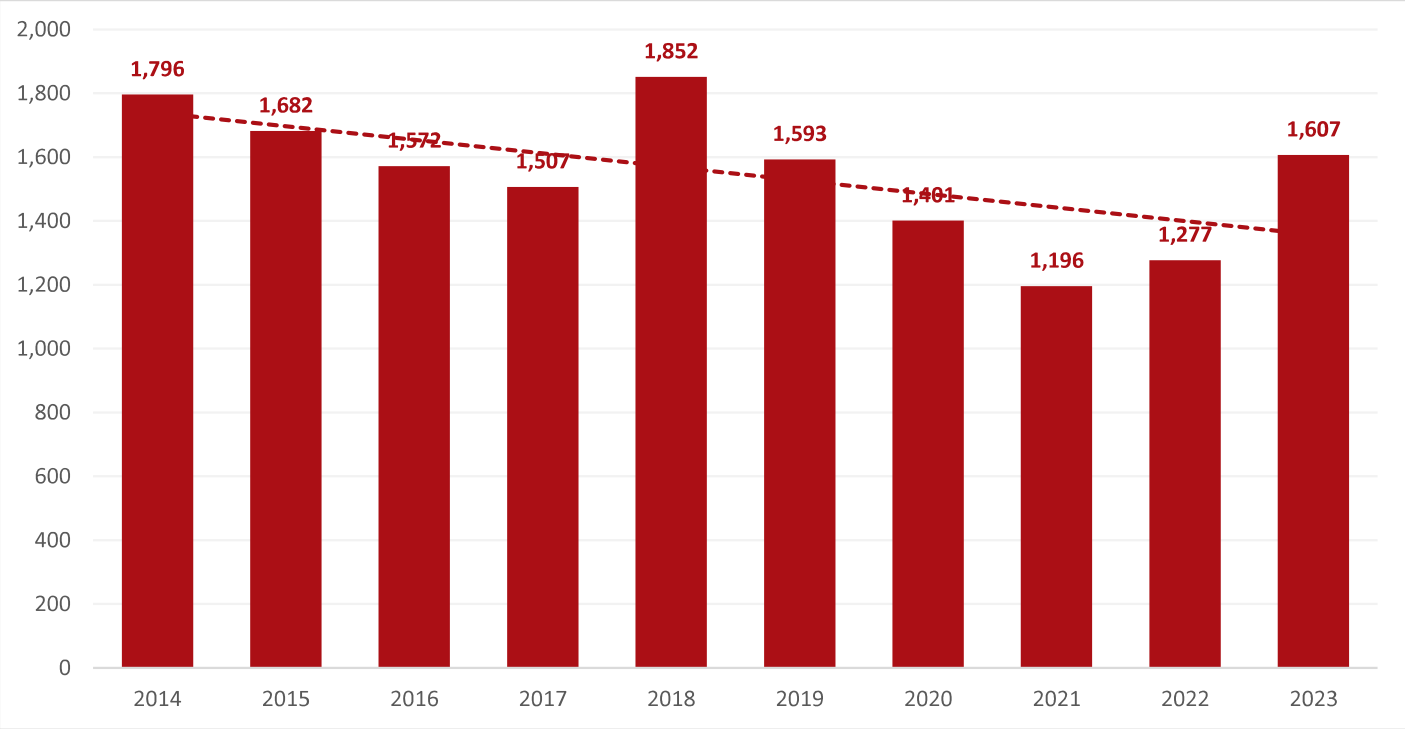


Homelessness

The Worcester City and County Continuum of Care (CoC) 2023 Homeless Populations and Subpopulations Report offers an in-depth analysis of homelessness in the Worcester region. Based on point-in-time data submitted to HUD by Continuums of Care, the report outlines the extent and demographics of the homeless population.[52] It specifically covers key subpopulations, including families, veterans, and individuals facing chronic homelessness, providing a detailed understanding of their unique needs and challenges. Over the past decade, Point-in-Time counts have experienced fluctuations but generally show a downward trend.[53]

Figure 43. Point-in-Time Total Homeless Population in Worcester City and County CoC, 2014 – 2023

Source: HUD CoC Homeless Populations and Subpopulations Reports



The City of Worcester Adult Shelter Bed Summary provides an overview of available shelter resources for adults experiencing homelessness in Worcester. It details the number of beds allocated across various shelters. This summary helps to identify gaps in capacity and service, aims to enhance the efficiency of its homelessness response, and ensures that all individuals have access to safe and supportive shelter options. The City of Worcester has a total of 195 adult shelter beds, Table 9 below presents details about adult shelters.

[52] Point-in-time data refers to a snapshot of homelessness collected during a specific, single night or short period, typically through a survey. This data provides a count of individuals and families experiencing homelessness at that moment, including those in shelters, transitional housing, and on the streets. It helps assess the current scale of homelessness, identify trends, and inform policy decisions and resource allocation.

[53] HUD CoC Homeless Populations and Subpopulations Reports, 2014-2023

Table 9. City of Worcester Adult Shelter Bed Summary

Source: Central Massachusetts Housing Alliance, Inc.

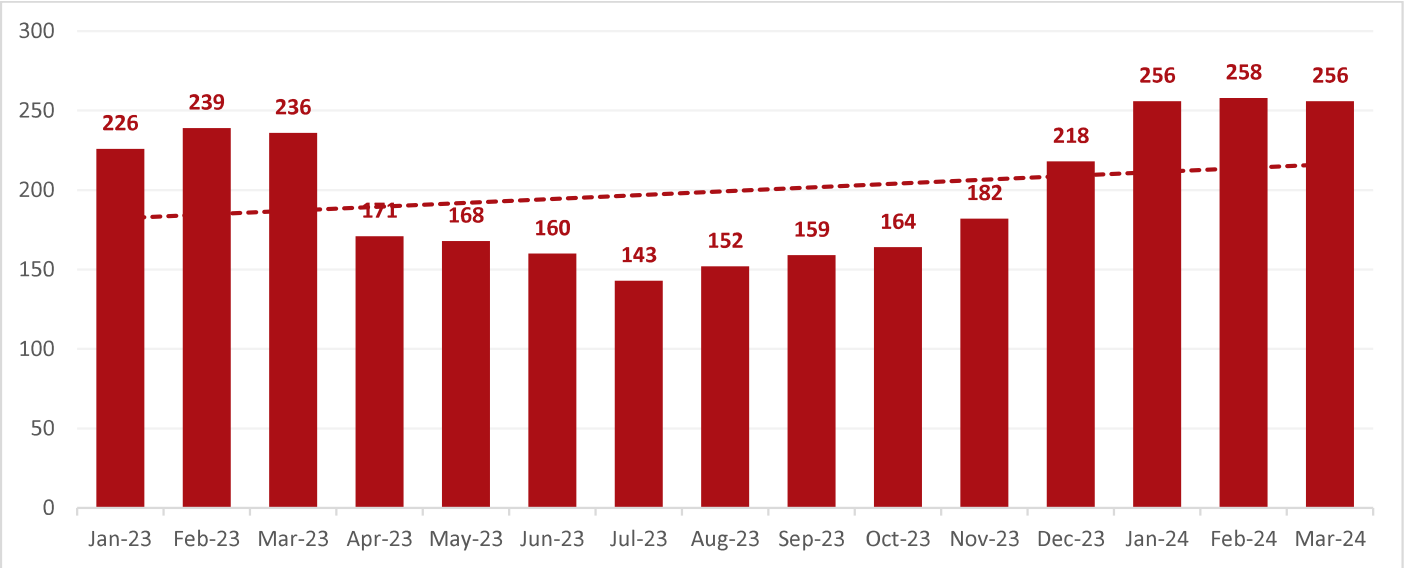
Shelter Type	Name	Beds	Subtotal Beds
Adult Shelter	Triage Center and MLK	90	90
Adult Shelter	Veterans Inc	23	23
Adult Shelter	Abbys House	2	2
Adult Shelter Subtotal			**115**
Overflow	Triage Overflow	20	20
Overflow Subtotal			**20**
Seasonal Shelter		60	60
Winter Shelter Subtotal			**60**
Grand Total City of Worcester Adult Shelter Beds			**195**

The graph below illustrates the average daily attendance at shelters in the City of Worcester from January 2023 to March 2024. It shows a decline in attendance from April to November 2023, with the lowest figures recorded in July. This reduction can be attributed to several factors: warmer weather typically lessens the immediate need for emergency shelter as outdoor conditions become more pleasant, while summer vacations and seasonal employment might cause temporary relocations or changes in housing needs for some individuals. Additionally, the increased availability of daytime services and outreach programs during the summer provides alternative support options, further contributing to the decrease in shelter usage.[54]

[54] Central Massachusetts Housing Alliance, Inc., 2023-2024

Figure 44. Average Daily Sheltered Attendance – Summarized Monthly – City of Worcester Shelters Count

Source: Central Massachusetts Housing Alliance, Inc

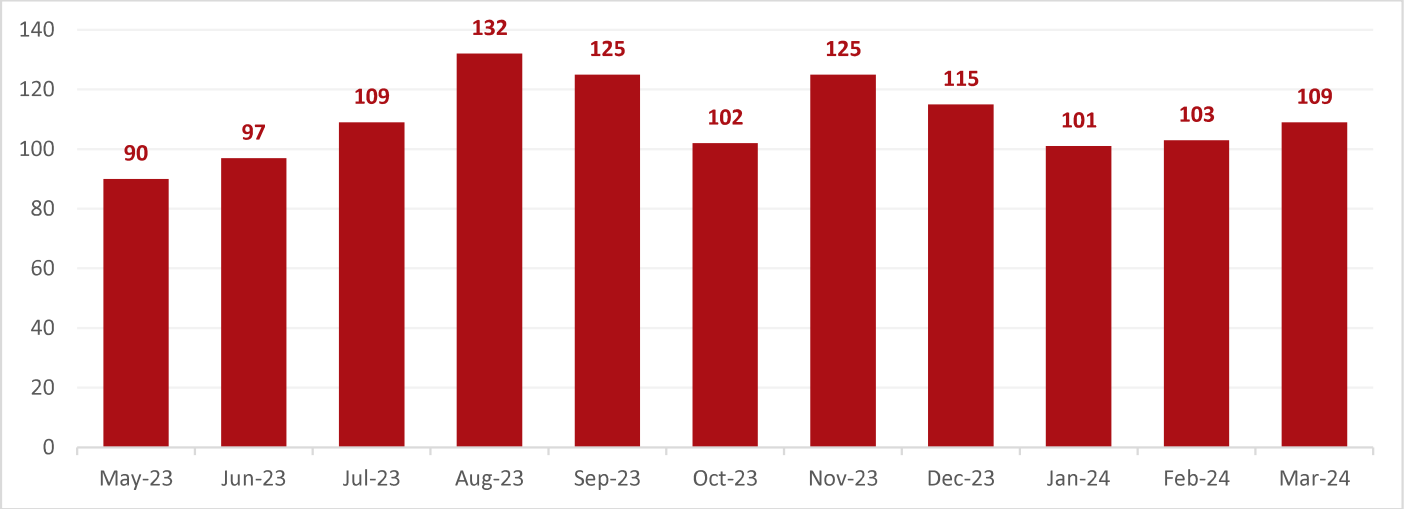


In the City of Worcester, active enrollments for individuals not appearing in shelters, also known as the unsheltered population, present a significant challenge. These individuals often face various barriers to accessing formal shelter systems, including a lack of awareness about available services, transportation issues, or reluctance to engage with institutional settings. As a result, many remain outside the formal shelter network, living in less stable conditions. The graph below illustrates the monthly figures of the unsheltered population in the City of Worcester from May 2023 to March 2024. It reveals that August 2023 recorded the highest number of unsheltered individuals (132 people); a trend associated with the decline in sheltered attendance during that month. [55]

[55] Central Massachusetts Housing Alliance, Inc., 2023-2024

Figure 45. City of Worcester Active Enrollments for People not Appearing in Shelter (the Unsheltered) – Summarized Monthly Counts

Source: Central Massachusetts Housing Alliance, Inc.



FINDINGS AND CONCLUSIONS

The findings of the Housing Needs Assessment point to a city that continues to grow in population and employment. The city recently hit a high-water mark for total population, exceeding its previous high from several decades ago. Worcester is the second most populous city in Massachusetts and New England which can be attributed to several factors including:

- The shortage of affordable and attainable housing within the I-495 beltway
- The ability to work from home or accommodate a hybrid work schedule
- A public transportation connection to Boston
- A growing and diversifying employer base attracts residents with a range of skills, interests, and incomes
- A smaller city than Boston, but one that has attractive entertainment, sports, retail, and restaurant options appealing to both younger and older residents

As the city's population and employment base continues to grow over the next ten years, housing starts must keep pace if the city wants to attract and retain new residents and workers. Record low vacancy rates and rising rents and sale prices in Worcester are making it more difficult for households of even moderate-income to afford housing. Providing more housing in the city can help moderate vacancy, help stabilize year-over-year rent growth and add both market-rate and deed-restricted affordable housing units. New housing developments built since 2019 are often delivering with at least half the units pre-leased and achieving occupancy within a few quarters bringing vacancy back down to historic lows and leaving new residents with few options for renting.

In summary, the housing needs assessment for the City of Worcester highlights a pressing need for a strategic and multifaceted approach to address the city's evolving housing challenges. The assessment identifies a critical gap in affordable housing options, particularly impacting low- to moderate-income households, and emphasizes the need for a diverse range of housing types to serve Worcester's varied population. The findings underscore the importance of implementing targeted zoning reforms, increasing investments in affordable housing, and exploring innovative development solutions. By adopting these measures and fostering collaboration among

stakeholders, Worcester can advance towards a more inclusive, equitable, and sustainable housing framework that effectively supports the city's long-term growth and meets the needs of all residents.

CHAPTER 5: DEVELOPMENT CONSTRAINTS

Source: Jason Ouellet, Destination Worcester.

In this chapter, Worcester's development constraints are reviewed across three categories: **Environment**, **Infrastructure**, and **Regulatory** considerations. **Environmental Constraints** include physical characteristics, such as open space, wetlands, and topography. **Infrastructural Constraints** often involve public facilities, such as drinking water and wastewater capacity and a place's transportation network. **Regulatory Constraints** can include zoning, historic preservation, and rules that might limit housing production.

ENVIRONMENT

- Twelve percent of Worcester's land area consists of Open Space, with the vast majority (3,075 acres of 3,103) legally protected from development.
- Five percent of Worcester is a wetland or body of water. However, with the additional buffer area of regulatory review for development from the Wetland Protection Act and the City's Wetlands Protection Ordinance, this expands to 11 percent of the City, or 2,663 acres.
- About seven percent of Worcester lies within a FEMA-designated flood zone. Flood zones tend to be along wetlands and other bodies of water, as well as in adjacent low-lying areas.
- Most of Worcester's habitat lies within protected open space, with the exception of Worcester Regional Airport, and a solar array in South Quinsigamond Village. However, redevelopment of either of these sites in the near term seems unlikely.
- There are 152 sites with Activity and Use Limitations (AULs) and 62 Chapter 21E Classified Oil and Hazardous Material Disposal Sites in Worcester. These tend to be located along the City's railroad lines and current and former sites of manufacturing.

INFRASTRUCTURE

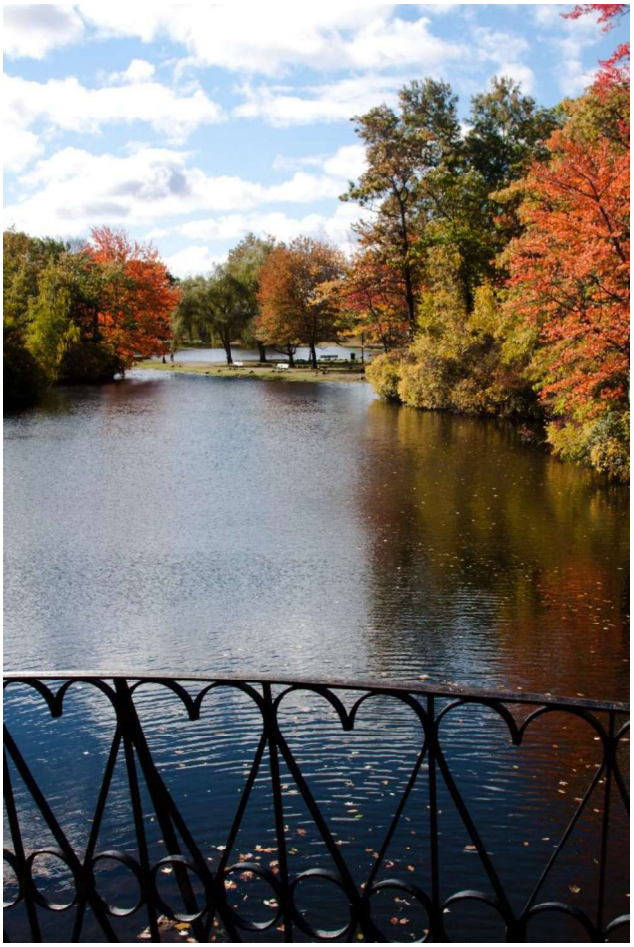
- Worcester's network of drinking water infrastructure serves the City extensively, save for a few neighborhoods near the City limits.
- The City's Department of Public Works & Parks prepared an Integrated Water Resources Management Plan in 2019 to guide future drinking water and wastewater treatment infrastructure investments.
- The City is similarly well-served by its sewer and wastewater treatment network. However, the City estimates that about one-third of the sewer system has exceeded its useful life, and has made plans to renew the system.
- Enrollment in Worcester's public school system peaked in 2017, declined at the onset of the pandemic, and has seen a steady recovery.
- In 2022, Worcester Public Schools spent $18,449 per student, lower than the state average of $19,714. In the last five years for which data was available, this cost had increased by 30 percent.
- Two interstates that converge provide north-south mobility through the City. Route 9 serves as a perpendicular east-west route.
- Recently completed, as well as in-progress rail upgrades will likely extend transportation opportunities, to Boston, Springfield, Albany, and New York City.

REGULATORY

- The City has four Local Historic Districts where exterior development is reviewed by the Historical Commission. The Commission also administers the Demolition Delay Ordinance, which applies to 251 historic buildings in the City.
- Worcester's Euclidean zoning code does not allow for by-right mixed-use development, though mixed-use is permitted if both underlying uses are allowed in that particular zoning district.
- The City's parking minimums may be outdated and contrary to current best practices.
- Homeowners insurance premiums in the Commonwealth increased by 17 percent between 2021 and 2023. This likely serves as an additional affordability burden for Worcester residents.
- Deeply affordable and supportive housing, namely temporary shelters, lodging houses, and mobile homes, are not allowed by right in the City, requiring potentially contentious hearings and discretionary approvals to be built.
- Several Priority Development Areas under Chapter 43D allow for development with expedited permitting. Worcester's City Square development benefited from inclusion in this program.
- An Inclusionary Zoning provision in the ordinance applies to buildings with more than 12 units, set at 15 percent of dwelling units at no greater than 80 percent Area Median Income (AMI). The provision also allows for payment in lieu, and fewer units in exchange for deeper affordability (10 percent at 6o percent AMI).

ENVIRONMENT

Open Space



Elm Park Pond. Source: JoeyBagODonuts, Wikimedia.

Key Development Constraints: From a development perspective, approximately 12 percent of the City is designated as Open Space, with the vast majority of this land (99 percent) being legally protected from development.

Twelve percent of Worcester's land area is classified by the Massachusetts Bureau of Geographic Information Systems (MassGIS) as Open Space. These include large reserves, such as Green Hill Park and Crow Hill, which are protected in perpetuity.

According to the City's 2021 Open Space and Recreation Plan, the Worcester has over 3,700 acres of open space.

CITY OF WORCESTER - OPEN SPACE

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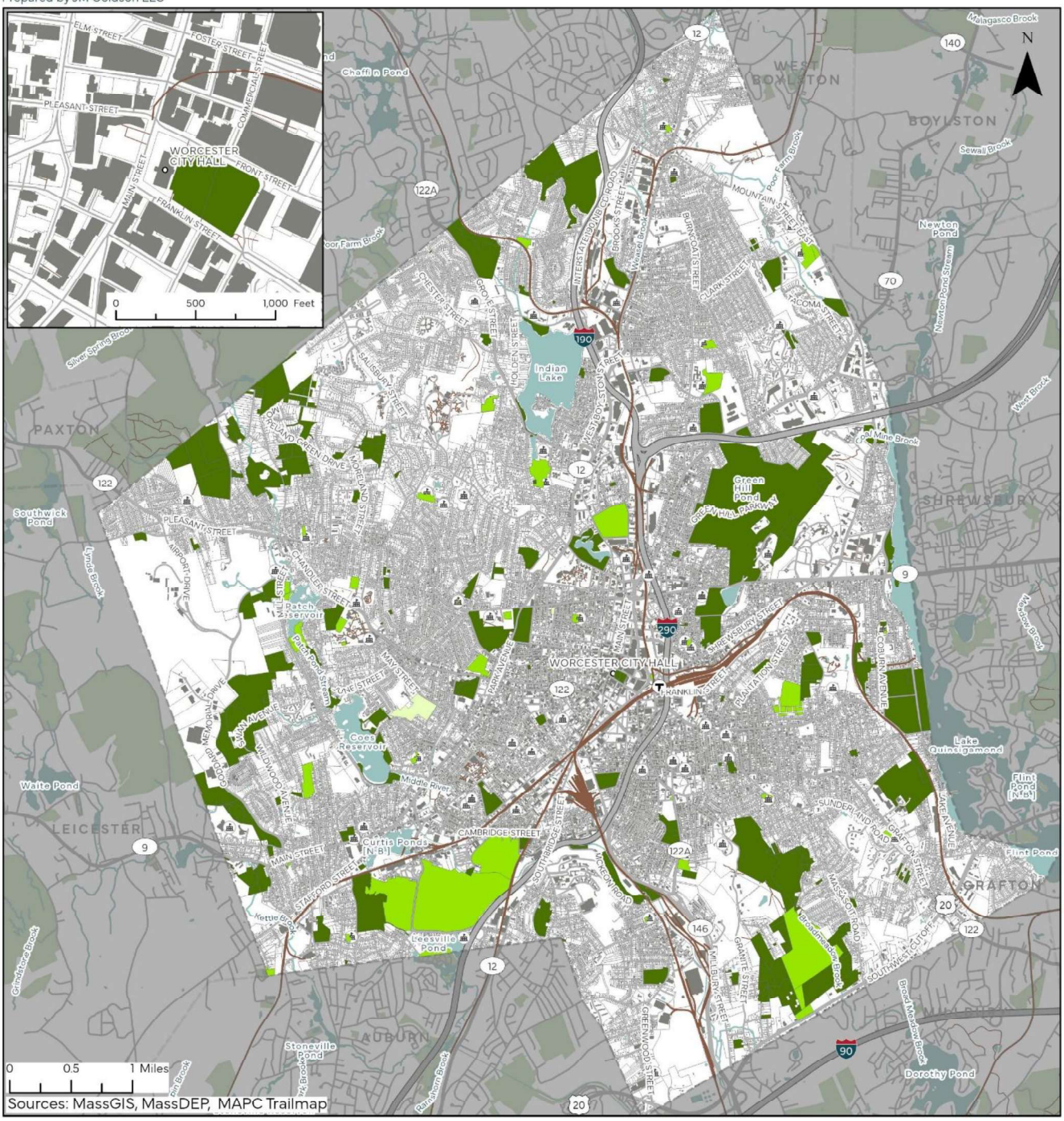

Wetlands and Surface Water Bodies

Institute Park. Source: Joe Shlabotnik, Flickr.

Key Development Constraints: As physical barriers, wetlands and surface water bodies constrain development. However, state and local environmental regulations provide additional protections, requiring development review in certain areas adjacent to water and wetlands.

An estimated two percent of Worcester's land area is comprised of bodies of water, including Coes and Patch reservoirs, Green Hill and Curtis ponds, Indian Lake, and Lake Quinsigamond.

About five percent of land area (4.8 percent) in Worcester is classified as a wetland or body of water.

.

The Massachusetts Wetlands Protection Act (310 CMR 10.00) requires an additional development permit, or Order of Conditions, from Worcester's Conservation Commission for proposed work in wetlands, floodplains, riverfront, and other adjacent areas. In addition, the City's Wetlands Protection Ordinance supplements the state Wetlands Protection Act, requiring a development permit or determination from the Worcester Conservation Commission for work proposed in or within 100 feet of a wetland resource area.

Worcester's Conservation Commission also regulates proposed development within 100 feet of storm drains, catch basins, or other storm drain system components that drain into a lake, pond, river, stream or wetland.[56]

The City's Wetlands Protection Ordinance defines the "Buffer Zone" of a Wetland Resource Area as "all land within one hundred (100) horizontal feet of any bank, freshwater wetland, marsh, swamp, creek, river, stream, bond, bog, lake, or bordering vegetated wetland.[57]

Excluding additional protections for storm drain inlets, about 11 percent of land in Worcester (2,663 acres) of land in Worcester would require an Order of Conditions from the Conservation Commission for development.

Permits from the Conservation Commission are not discretionary; however, work must meet the state and City's defined performance standards for each resource area and provide appropriate protections for the sensitive natural systems present both during and after construction.

Coes Pond. Source: Sean, Flickr.

[56] Worcester's Wetlands Protection Ordinance excepts development projects that might otherwise trigger review due to draining into a lake, pond, river, stream, or wetland. These projects are exempt from Conservation Commission review if they utilize a combined sewer system, are in the Downtown Commercial Area Revitalization District (CARD), or are involve less than 10,00 square feet of ground disturbance on a lot with less than 15% slope—unless there is an impact to one of these systems during construction.

[57] Massachusetts Department of Environmental Protection, "Protecting Wetlands in Massachusetts," 2024, *Massachusetts Department of Environmental Protection,* https://www.mass.gov/info-details/protecting-wetlands-in-massachusetts

CITY OF WORCESTER - WETLANDS AND BUFFER ZONES

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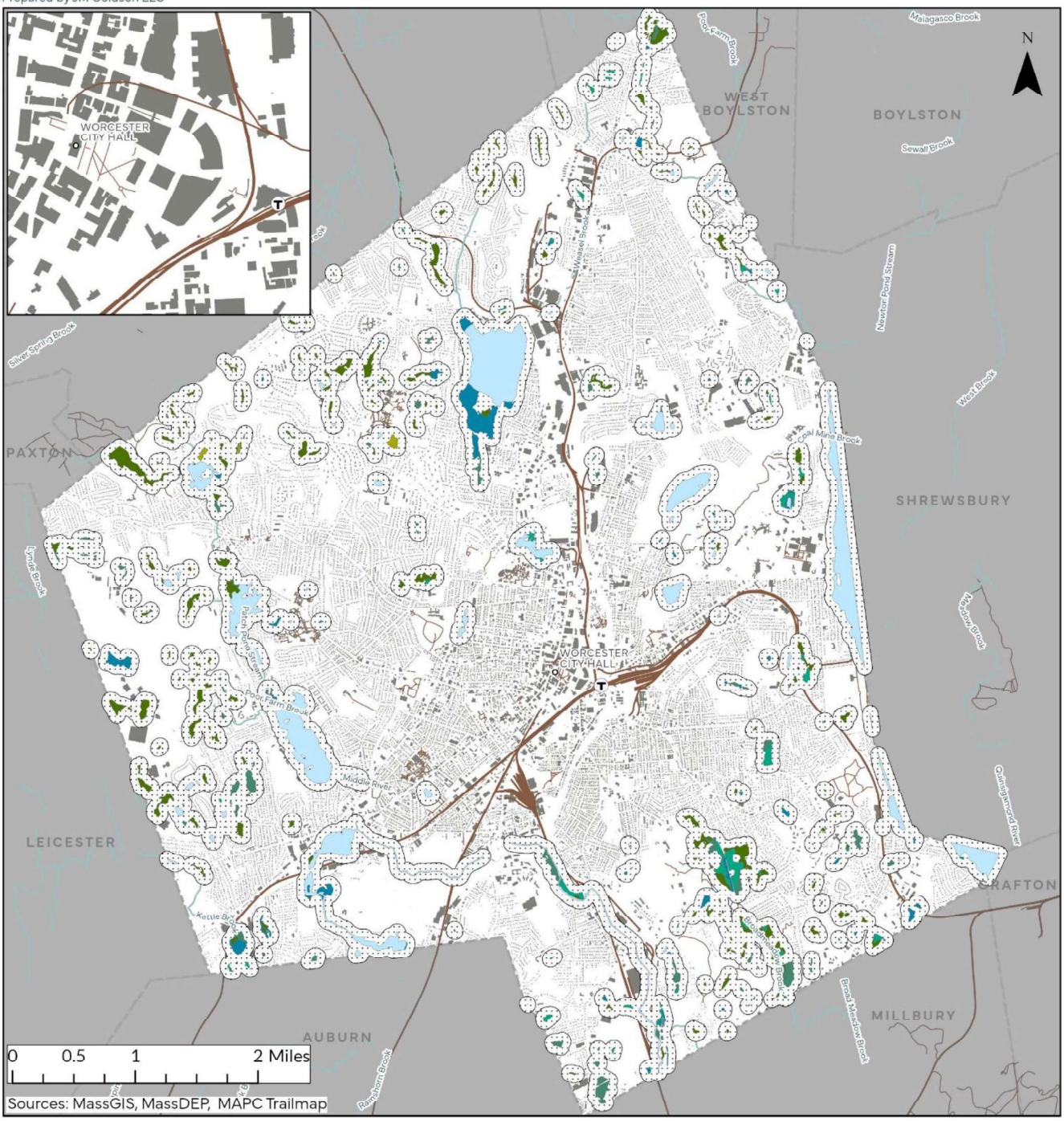
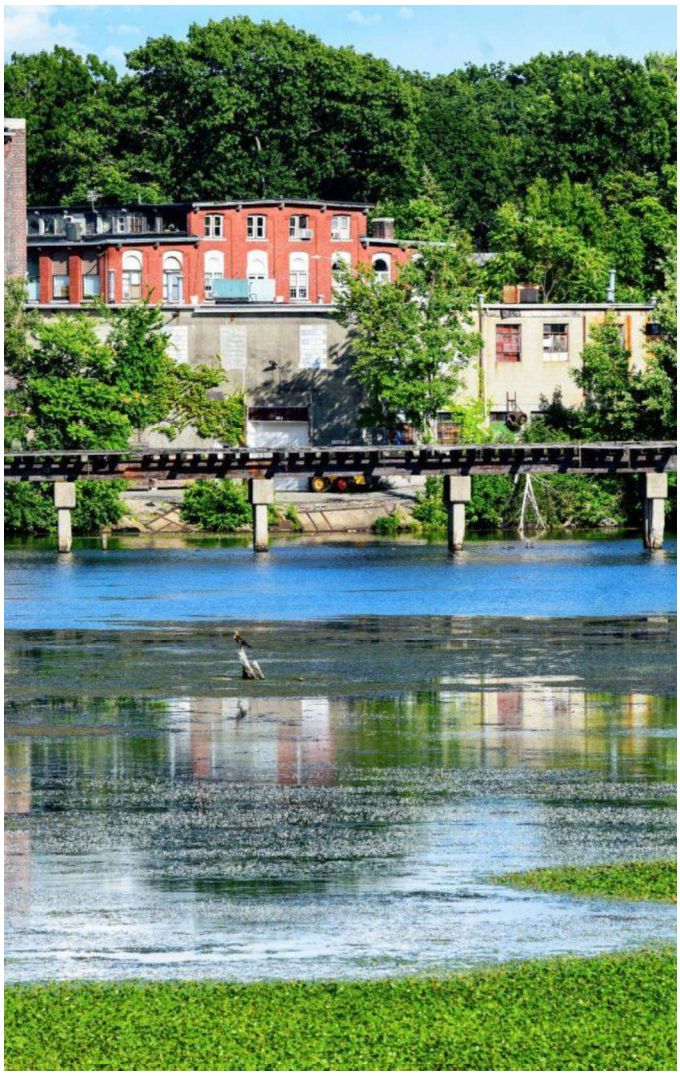


Flooding



Curtis Pond, a Special Hazard Flood Area where this a one percent annual chance of flooding. Source: Greater Worcester Land Trust

FEMA, the Federal Emergency Management Agency, creates Flood Insurance Risk Maps (FIRMs) that indicate the 100- and 500-year flood hazard areas in the City. In what are called Special Hazard Flood Areas (SHFAs), property owners with federally insured mortgages are required to purchase flood insurance.

Key Development Constraints: Six and a half percent of the City's total land area is classified as a FEMA Special Hazard Flood Area. In these areas, there is a one-in-four chance of flooding over the term of a conventional mortgage. This adds risk to potential development in these areas.

In Worcester, about 6.5 percent of the overall land area falls within designated Special Flood Hazard Areas, while about one percent is categorized as a Non-Special Flood Hazard Area, with a moderate-to-low risk of flooding. Spatially, SHFA's are concentrated along Worcester's bodies of water and waterways, such as Beaver, Broadmeadow, and Tatnuck Brooks.

CITY OF WORCESTER - FEMA FLOOD HAZARD ZONES

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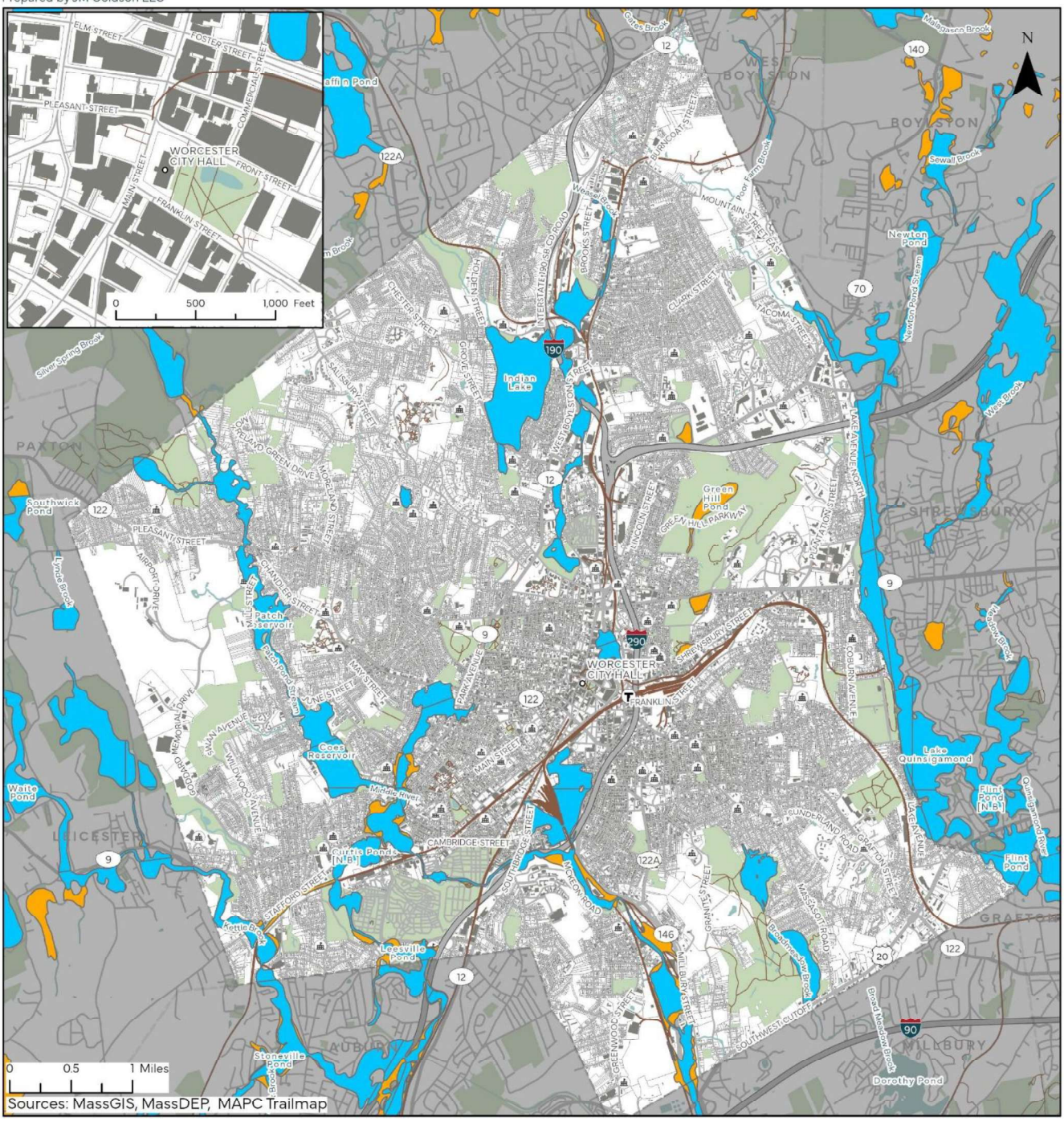

Vegetation and Rare Species

God's Acre, part of the Tetasset Ridge property of the Greater Worcester Land Trust. Source: Greater Worcester Land Trust.

Key Development Constraints: Nearly nine percent of the City (2,145) is classified as a Priority Habitat of Rare Species, or an Estimated Habitat of Rare Wildlife. Most, but not all, of these areas are on open space with conservation restrictions.

Under the provisions of the MA Endangered Species Act (321 CMR 10) and the MA Wetlands Protection Act (310 CMR 10), projects or activities that fall within a Priority Habitat of Rare Species must file with NHESP before commencing work.

Worcester's Priority Habits of Rare Species include land in Lake Park, God's Acre, Broad Meadow Brook Wildlife Sanctuary, Cook's Woods, Worcester Regional Airport, and a parcel at the terminus of Nippnapp Trail.

Projects or activities in these Priority Habitats of Rare Species (such as Lake Park, or Perkins Farm) would require filing directly with the Massachusetts Division of Fisheries & Wildlife's Natural Heritage and Endangered Species Program.
Two sites in Worcester (Crow's Hill and a small portion of Mass Audubon's Broad Meadow Brook Wildlife Sanctuary) are both Priority Habitats of Rare Species and Estimated Habitats of Rare Wildlife. A hypothetical

development project (highly unlikely as both are protected open spaces) would also require a Notice of Intent (NOI) under the provisions of the Massachusetts Endangered Species Act.

Lake Park, on the shores of Lake Quinsigamond, is host to a designated Priority Habitat of Rare Species. Source: John Phelan, Wikimedia.

CITY OF WORCESTER - HABITAT & OPEN SPACE

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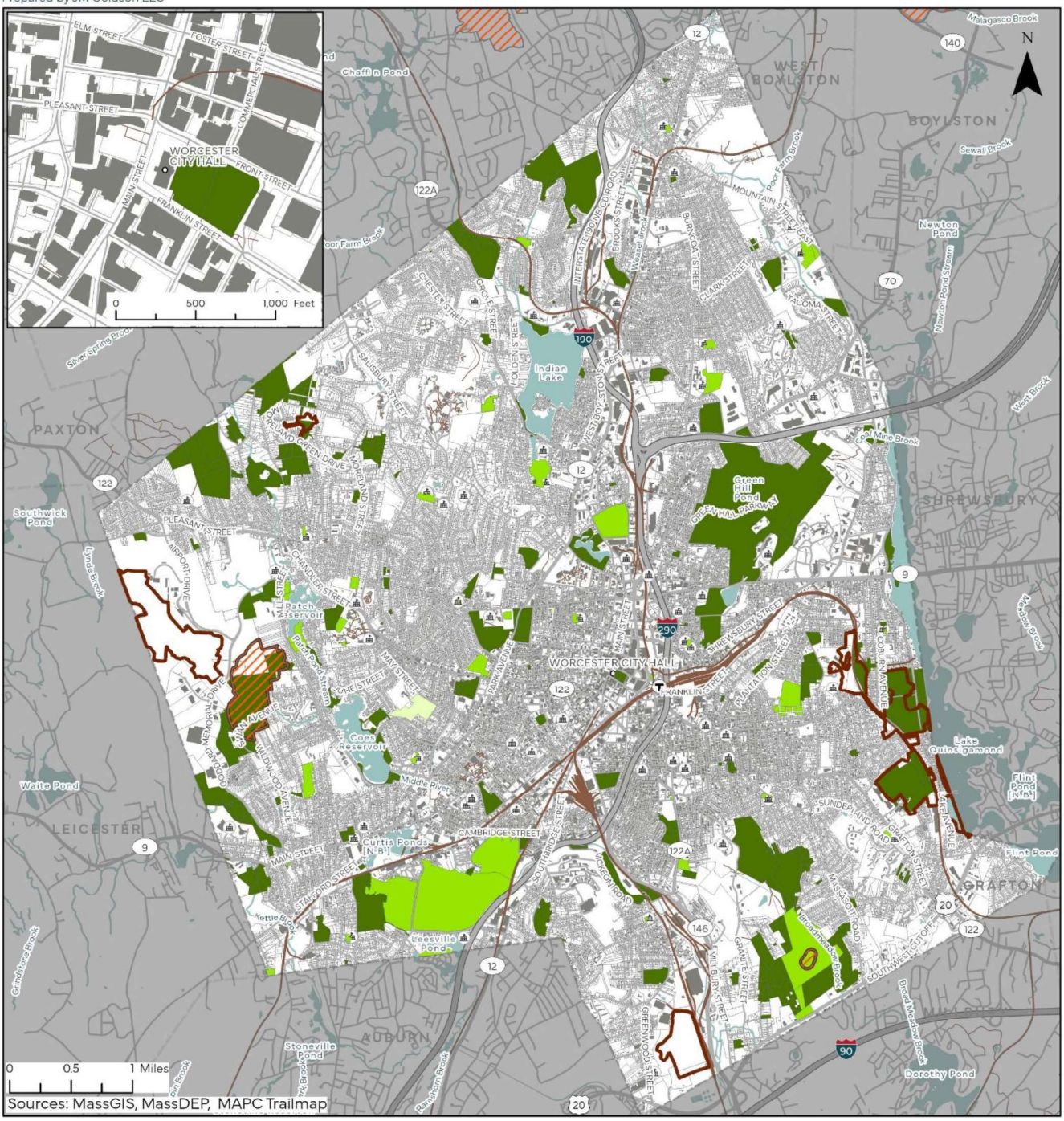

Waste Sites

The former Worcester Slipper Company (370 Park Avenue), now the site of an Activity and Use Limitation (AUL). Source: Bmzukerman, Wikimedia.

Key Development Constraints: There are 63 Known Oil and Hazardous Material Disposal Sites in Worcester, and 152 sites with Activity and Use Limitations (AULs), and tend to be concentrated along the City's rail and other commercial corridors. Development and redevelopment at these sites may face the need for remediation and land use restrictions.

There are 152 sites in Worcester listed in the Executive Office of Energy and Environmental Affairs (EEA) Activity and Use Limitations (AULs) database. In addition, there are also 63 active Chapter 21E Tier-Classified Oil and/or Hazardous Material Disposal Sites.

Worcester's waste sites are distributed across the core of the City, tending to be located alongside rail lines or former rail rights-of-way, harkening back to the City's industrial roots.

Oil and Hazardous Material Disposal Sites range from gas stations, oil companies, and former manufacturing facilities, such as the former Write Machine Corporation at 69 Amory Street in South Worcester.

CITY OF WORCESTER - OIL & HAZARDOUS MATERIALS SITES

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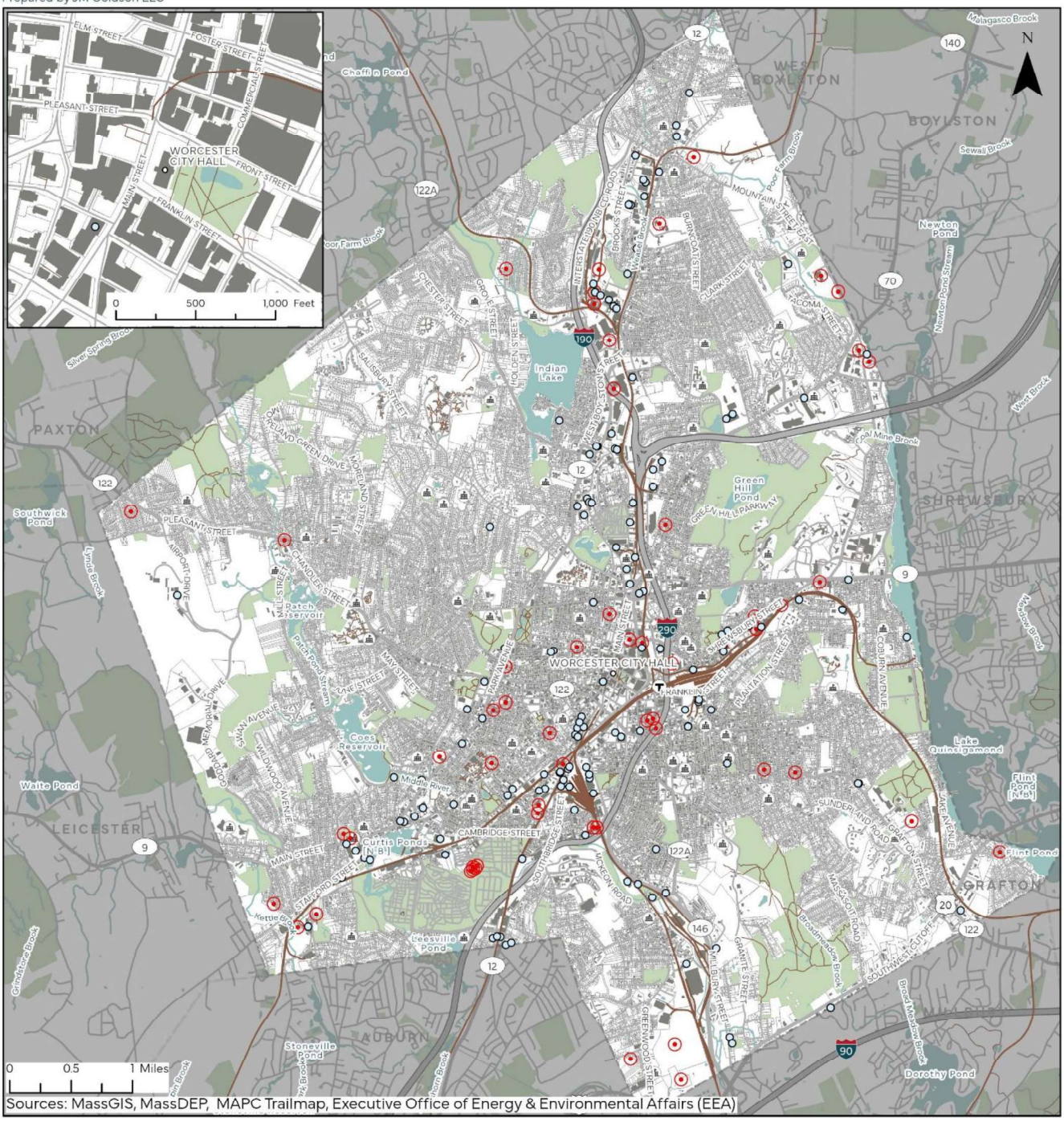

- Schools
- Building
- Parcel
- Trail
- Water Body
- Open Space
- Activity and Use Limitation (AUL) Site
- Active Chapter 21E Tier-Classified Oil and/or Hazardous Material Disposal Site
- Rail Network
- Interstate
- US or State Route
- Local Road

ENVIRONMENTAL CONSTRAINTS SUMMARY

- Twelve percent of Worcester's land area consists of Open Space, with the vast majority (3,075 acres of 3,103) legally protected from development.
- Five percent of Worcester is a wetland or body of water. However, with the additional buffer area of regulatory review for development from the Wetland Protection Act and the City's Wetlands Protection Ordinance, this expands to 11 percent of the City, or 2,663 acres.
- About seven percent of Worcester lies within a FEMA-designated flood zone. Flood zones tend to be along wetlands and other bodies of water, as well as in adjacent low-lying areas. In addition to flood insurance requirements, the high flood risk in these areas may disincentivize development.
- Most of Worcester's habitat lies within protected open space, with the exception of Worcester Regional Airport, and a solar array in South Quinsigamond Village. However, redevelopment of either of these sites in the near term seems unlikely.
- There are 152 sites with Activity and Use Limitations (AULs) and 62 Chapter 21E Classified Oil and Hazardous Material Disposal Sites in Worcester. These tend to be located along the City's railroads and current and former sites of manufacturing.

INFRASTRUCTURE

Drinking Water

Key Development Constraints: The City of Worcester is well-served by its municipal water infrastructure. Almost all the City's non-public parcels have access to service, except for a small portion of southeastern Worcester, where unimproved lots would require future connections.

GIS data from the City of Worcester indicates that virtually the entirety of the City is served by municipal water. The City's drinking water network extensively serves both the urban core and more suburban developments at the edges. Of note, however, are small gaps in service, particularly at the southeastern corner of the City on unimproved parcels (see inset map).

Drinking water is obtained from ten reservoirs located outside of the City, with additional inactive connections to the Quabbin aqueduct, Wachusett reservoir, and wells in Worcester and Shrewsbury.[58]

For future drinking water capacity (as well as wastewater treatment), the City's Department of Public Works & Parks developed Clean Worcester Waters, an Integrated Water Resource Management Plan completed in 2019 that is helping to guide future investments and improvements in the municipal water and wastewater systems.[59]

The City's recent comprehensive plan, *Worcester Now | Next* calls for dedicated infrastructure capacity needs assessments to confirm current and future capacity from the City's sewer infrastructure, as well as for electrical and sewer systems.[60]

[58] City of Worcester Water Operations, "2023 Water Quality Report," 2023, *City of Worcester,* https://www.worcesterma.gov/uploads/0d/f5/0df5cd91ea7cdcb7b26c785d091e24fd/water-quality-report.pdf
[59] City of Worcester Department of Public Works & Parks, "Clean Worcester Waters," 2024, *City of Worcester,* https://www.worcesterma.gov/uploads/2a/20/2a208e48d2eeaa5b18afb489fe0ad982/cww-one-pager.pdf
[60] City of Worcester, "Worcester Now | Next" 2024, City of Worcester, https://issuu.com/utiledesign/docs/worcester_now_next_draft_plan_for_public_comment

CITY OF WORCESTER - WATER MAINS

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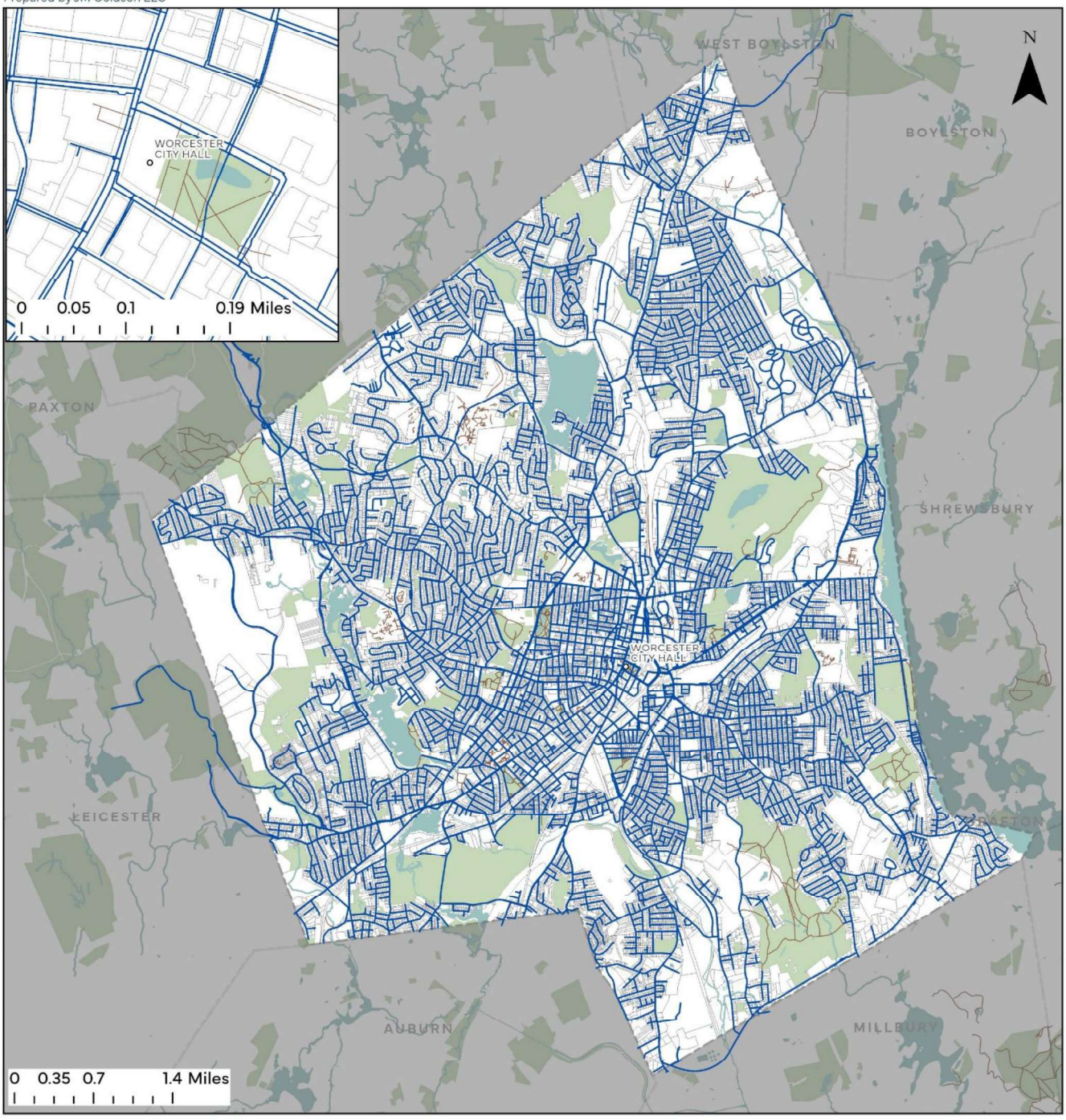


Wastewater

An aerial view of the Upper Blackstone Treatment Plant in Millbury, where Worcester's wastewater is treated. Source: Upper Blackstone Clean Water.

Key Development Constraints: The City possesses an extensive wastewater treatment system, with an estimated four hundred miles of sewer. About one-third of the system has exceeded its useful life, and the City's recent *Now | Next* Comprehensive Plan calls for analyses of current and future capacity to support planned growth.

The City of Worcester is well-served by wastewater treatment infrastructure, with an extensive system covering most of the City. However, segments of the southeastern part of the City, such as sections of Granite Street, lack sewer mains and connectivity to the rest of the system. This would impact (or potentially inhibit) future housing production in this area.

Worcester's wastewater is treated in Green Island (part of the combined sewer system), and in nearby Millbury, at the Upper Blackstone Water Treatment Plant.

Some segments of the City are not served by sewer mains, such as in Worcester's southeast along portions of Granite Street. This would be a barrier to development in this area.

According to the City's Department of Public Works & Parks, wastewater treatment rates at the Upper Blackstone plant have increased by more than 400 percent in recent years. The Department's 2019 Integrated Water Resource Management Plan estimates that more than one-third of the City's wastewater treatment infrastructure has exceeded its useful life.

Additionally, about 15 percent of the system utilizes an outdated Combined Sewer Overflow (CSO) system, where, in significant rain events, sewage can be discharged into the Blackstone River. To improve current conditions, the Clean Worcester Waters plan calls for prioritized investments in pipe renewal and upgrading the City's CSO infrastructure, helping to renew aging infrastructure and prevent contaminants from flooding into

bodies of water.[61]

Wellheads & Title 5

Title 5 (310 CMR 15.00) governs septic systems in Massachusetts, with the goal of protecting water and soil quality. In particular, the law works to protect public water supplies from contamination from septic systems. Designated Wellhead Protection Areas include progressively larger buffer areas, and each Zone (ranging from I to III) contains certain restrictions and requirements for land use.

According to MassGIS data, Worcester contains only one Zone I Wellhead Protection Area—Coal Mine Brook Well—managed by the City's Water Supply Division and located adjacent to Lake Quinsigamond south of Interstate-290. However, West Boylston's Zone I Wellhead Protection Area also extends nearby into the City (see map below).

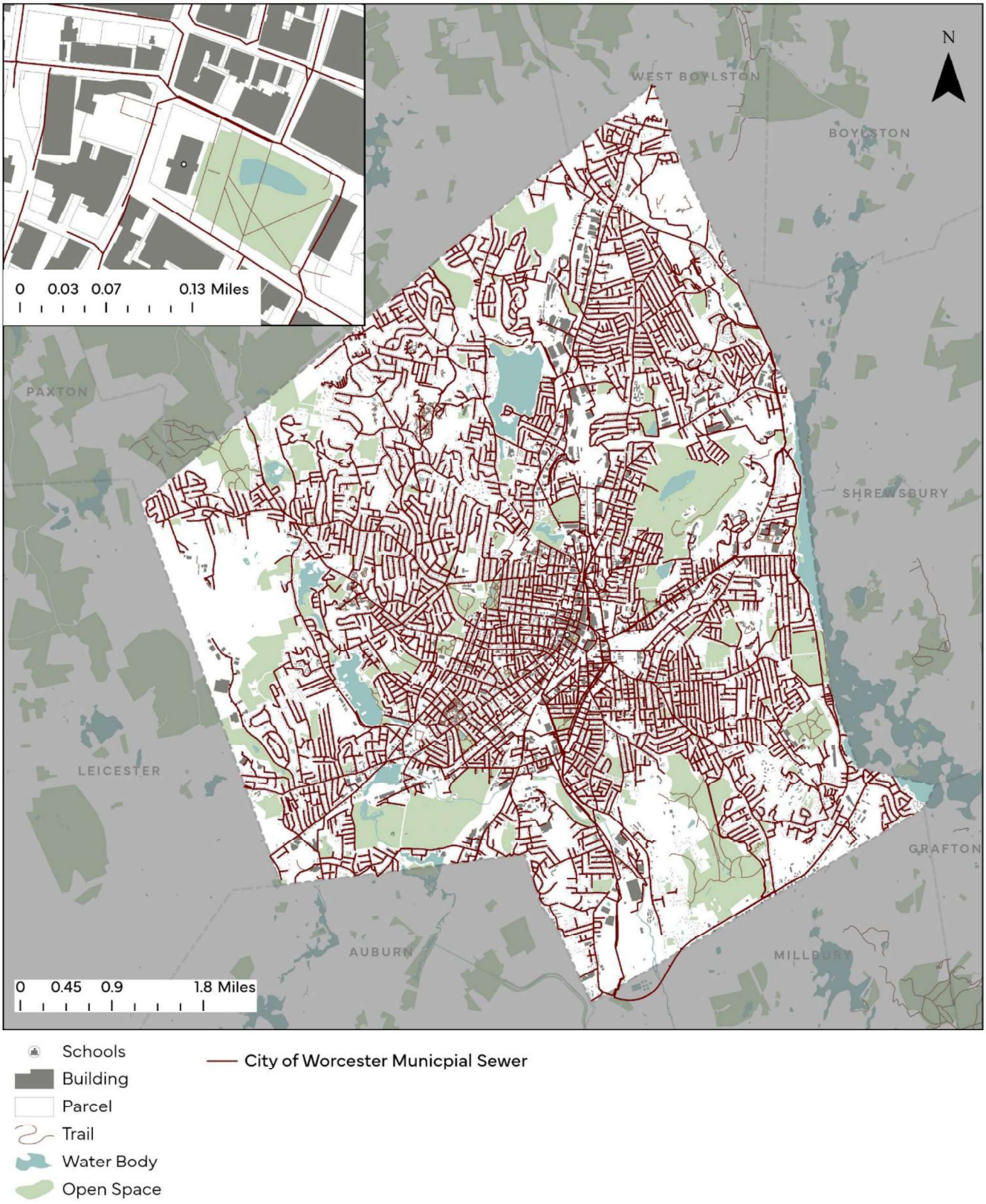
Title 5 restrictions, which govern the siting of septic systems, would likely only affect development on the fringe of the City, such as the southeastern portion of Worcester in the following inset map.

[61] City of Worcester Department of Public Works & Parks, "Integrated Water Resources Management Plan," 2019, *City of Worcester,* https://www.worcesterma.gov/cww/integrated-plan.pdf

CITY OF WORCESTER - MUNICIPAL SEWER

Prepared by JM Goldson LLC

JM GOLDSON



CITY OF WORCESTER - TITLE 5 BUFFER ZONES & WELLHEADS

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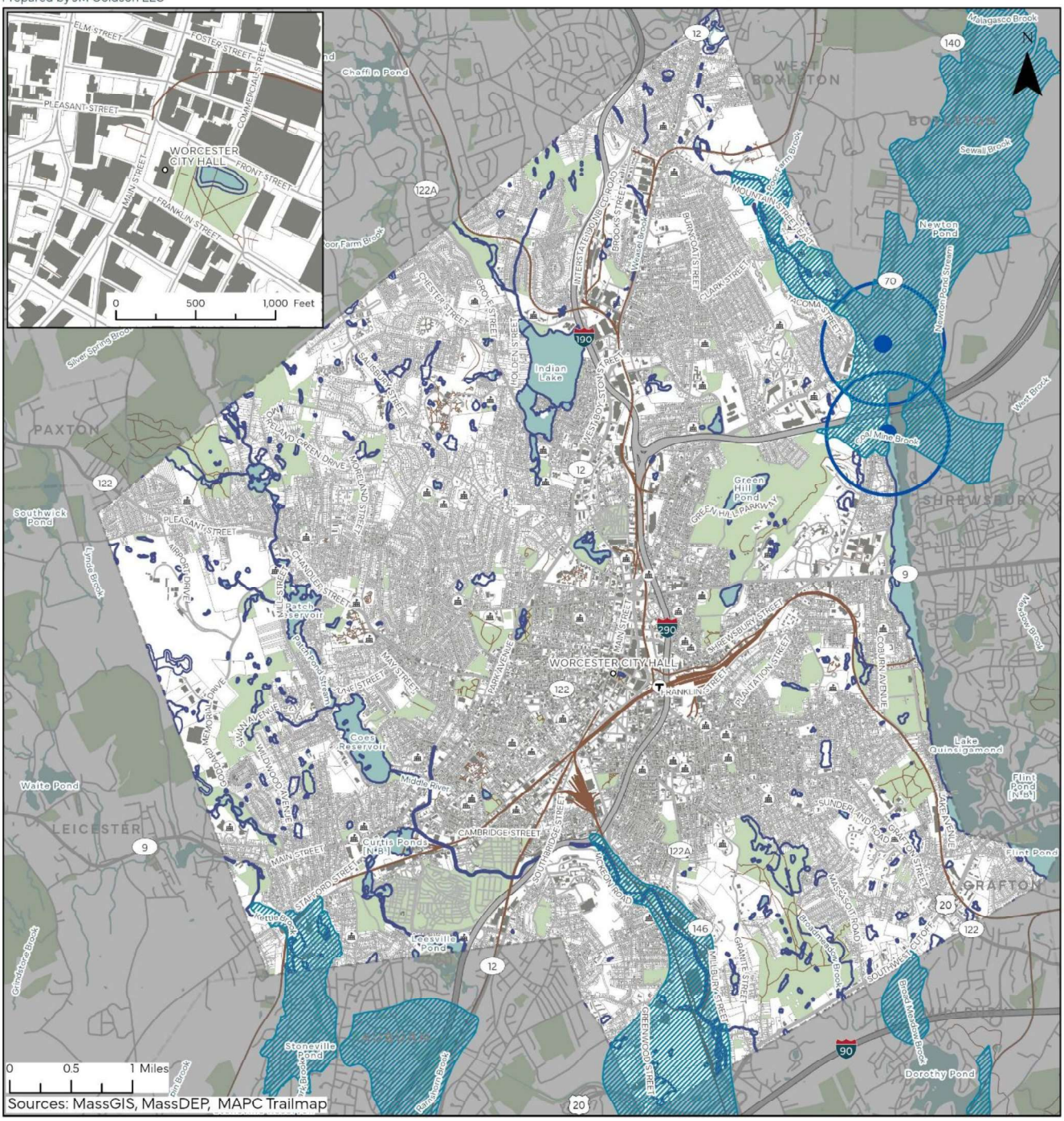


SCHOOLS

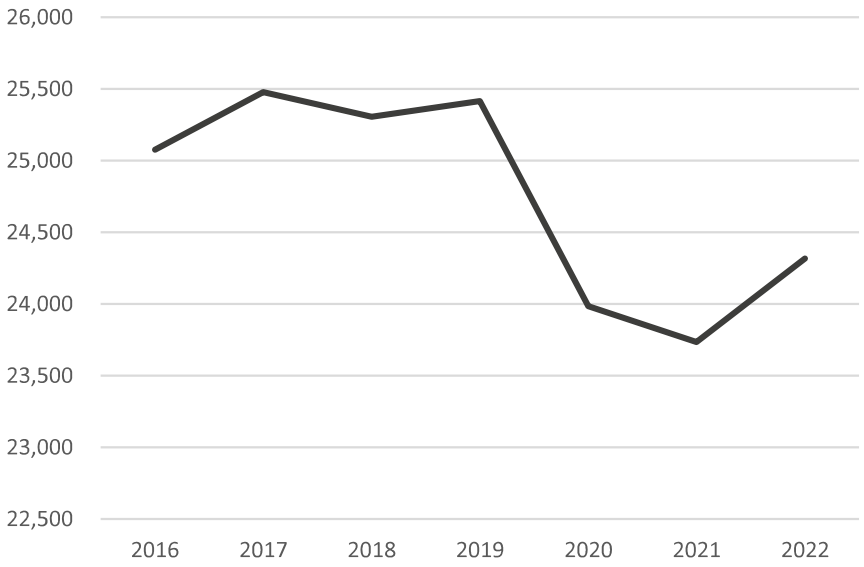
Key Development Constraints: Worcester's Public School system saw a decline in enrollment during the COVID-19 pandemic—after a peak in 2017—and has been slowly recovering.

Worcester Public Schools consists of 34 elementary schools, six middle schools, and six high schools. According to the Department of Elementary and Secondary Education, Worcester Public Schools enrolled 24,318 students and employed 1,715 teachers in 2023.[62] The City hit a historic peak in enrollment in 2017 with 25,479 students.

Public school enrollment in Worcester declined at the onset of the COVID-19 pandemic, but the student population appears to be recovering.

Figure 47. Recent Enrollment in Worcester Public Schools

Source: Massachusetts Department of Elementary and Secondary Education



Worcester Public Schools spent $18,449 dollars per student in 2022, slightly lower than the state average of $19,714. As a point of comparison, in 2022, Springfield Public Schools spent $21,375 per student, Cambridge Public Schools $34,398 per student, and Lowell Public Schools $18,287. Worcester's cost per student increased by 30 percent between 2018 and 2022.

Worcester also hosts eight colleges and universities, which pose unique challenges in terms of housing.

[62] Massachusetts Department of Elementary and Secondary Education, "2023 District Report Card," 2023, *Massachusetts Department of Elementary and Secondary Education,* https://reportcards.doe.mass.edu/2023/DistrictReportcard/03480000

CITY OF WORCESTER - SCHOOLS

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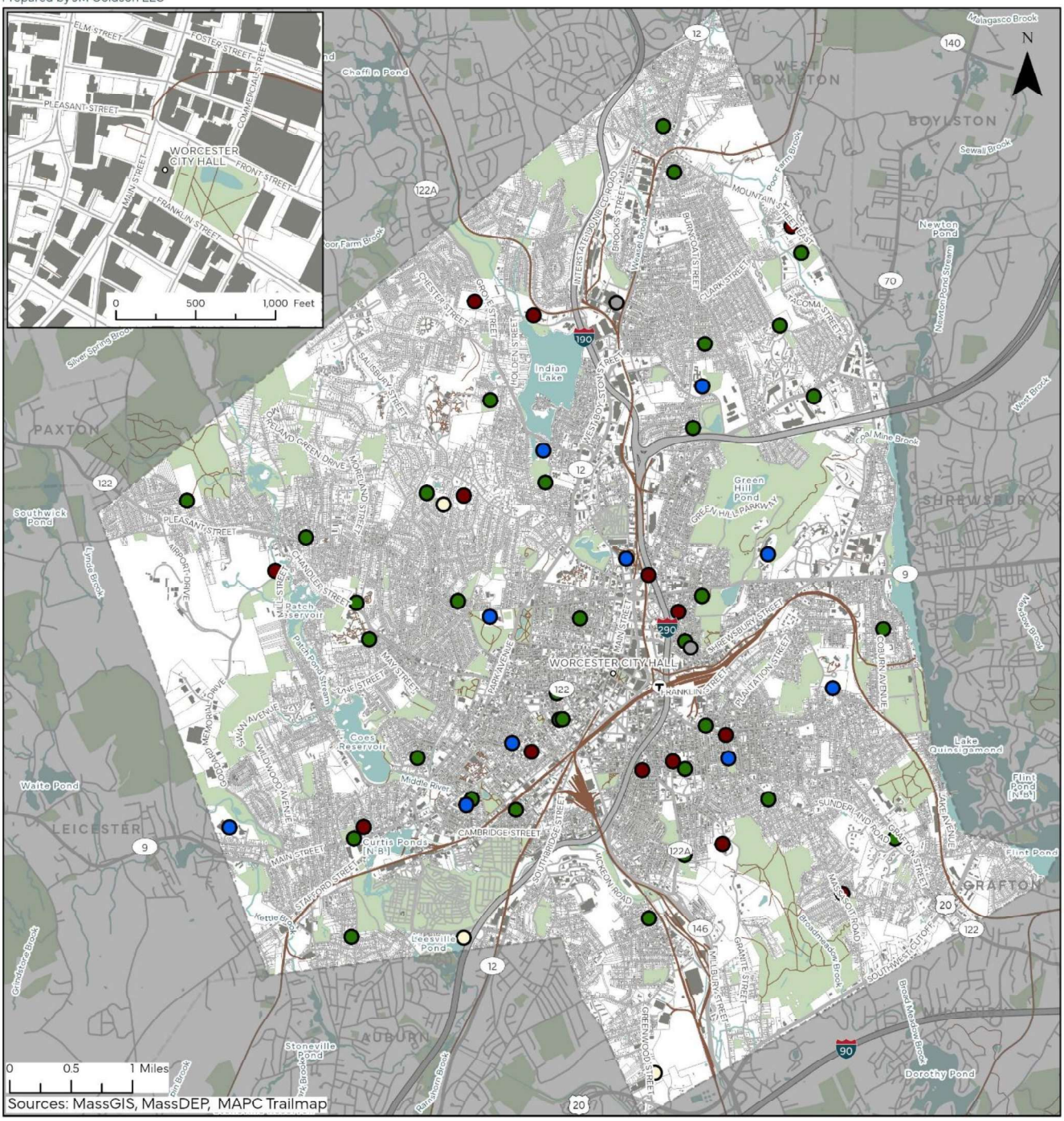


TRANSPORTATION

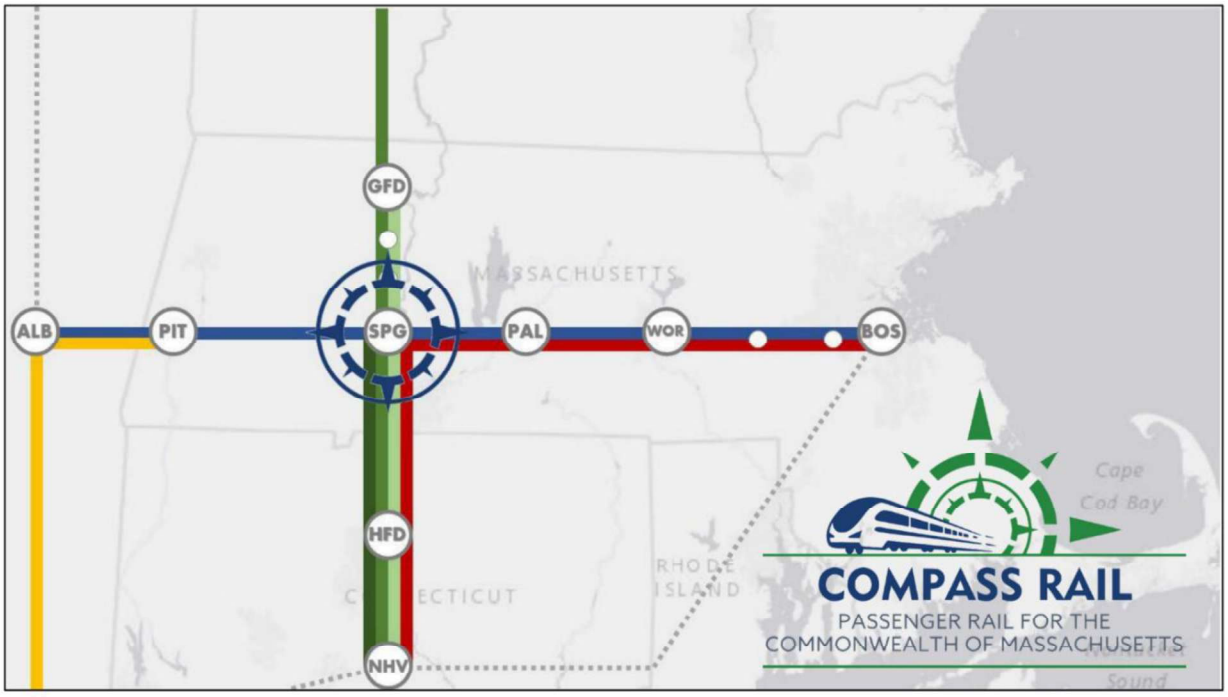
Worcester's Union Station, with commuter service to Boston, as well as Amtrak service to Springfield, Pittsfield, and points further west. *Source: John Phelan, Wikimedia Commons.*

Key Development Constraints: Limited frequent transit service limits the potential for car-light households, while the City's Mobility Action Plan (MAP) will enhance active transportation opportunities in the future.

As the "Heart of the Commonwealth," Worcester is well-connected to regional transportation corridors. Interstate 290, which runs north-south through the City, provides connectivity—while also serving as a barrier—to the Massachusetts Turnpike (I-90). Interstate 190 branches off from I-290 north of downtown, linking with Route 2 in Leominster. Route 9 serves as an east-west corridor, running through the Center of Worcester to points east and west.

Public transportation is provided by the Worcester Regional Transit Authority (WRTA), which operates 26 routes in the region. WRTA currently offers fare-free service, through June 2025. WRTA also operates Americans with Disabilities Act (ADA) compliant paratransit for the region. Service is somewhat limited and often critiqued by the accessibility community. The Pioneer Valley Transportation Authority (PVTA) operates a student-oriented shuttle from Worcester to Amherst throughout the year, with coordinated departures with MBTA train arrivals each weekday, Thursday through Sunday.

In July 2024, the MBTA completed its Worcester Union Station track improvement project, creating a new and accessible high-level center platform, allowing for more than one train to serve the station.[63] The MBTA offers hourly train service to Boston, with several semi-express and express trains in each direction each weekday. With the advent of MassDOT's Compass Rail program, Worcester may see additional Amtrak service at Union Station, with new Inland Route trains to New York City serving the city, as well as extended service to western parts of the state.[64] In 2023, the state secured $100 million in federal funds for passenger rail improvements between Springfield and Worcester.[65]



MassDOT's Compass Rail Program will bring additional rail transit connections to Worcester. *Source: MassDOT.*

The City of Worcester's Mobility Action Plan (MAP) is a long-range planning effort that was motivated the recent *Now | Next* comprehensive Plan. The draft MAP recommends 46 strategies to increase safety , equity, and sustainability in transportation in Worcester. Key recommendations include bicycle and pedestrian safety treatments, as well as several Transit Priority Corridors in the City.

[63] Massachusetts Bay Transportation Authority, "Worcester Union Station Improvements," 2024, *Worcester Union Station Improvements,* https://www.mbta.com/projects/worcester-union-station-improvements
[64] MassDOT, "Compass Rail: Passenger Rail for the Commonwealth," October 2023, *MassDOT,* https://www.mass.gov/doc/compass-rail-passenger-rail-for-the-commonwealth-presentation-to-the-board-on-october-18-2023/download
[65] Governor Maura Healey and Lt. Governor Kim Driscoll, "Healey-Driscoll Administration Secures More Than $108 Million for Train Corridor Improvements Between Springfield and Worcester," 2023, *Governor Maura Healey and Lt. Kim Driscoll,* https://www.mass.gov/news/healey-driscoll-administration-secures-more-than-108-million-for-train-corridor-improvements-between-springfield-and-worcester

The Canal District's Kelley Square, one of MassDOT's "top crash locations" between 2014 and 2016, was redesigned in 2021 to emphasize safety for all users. *Source: MassDOT.*

CITY OF WORCESTER - PUBLIC TRANSIT

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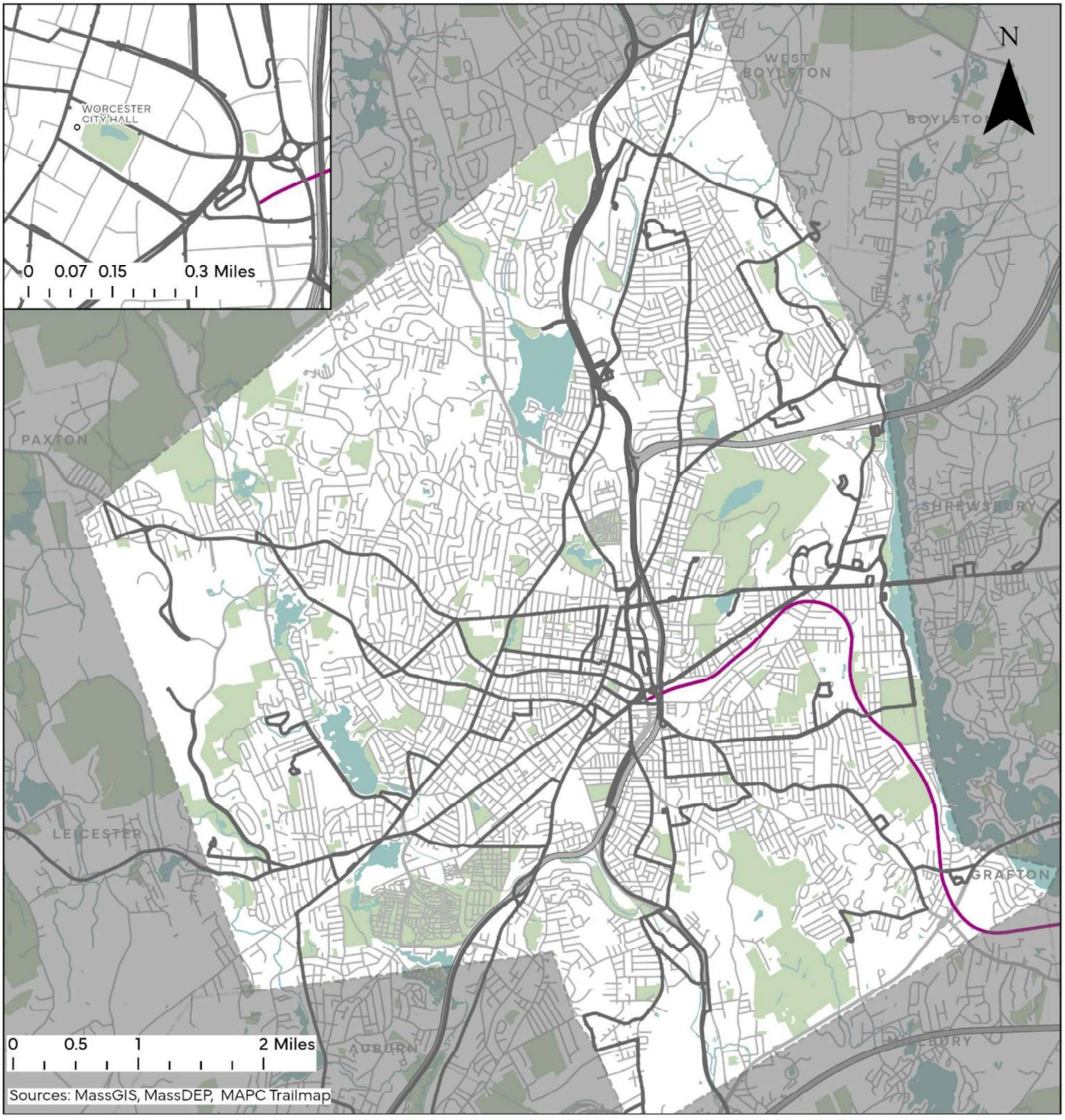

CITY OF WORCESTER - HALF-HOURLY TRANSIT

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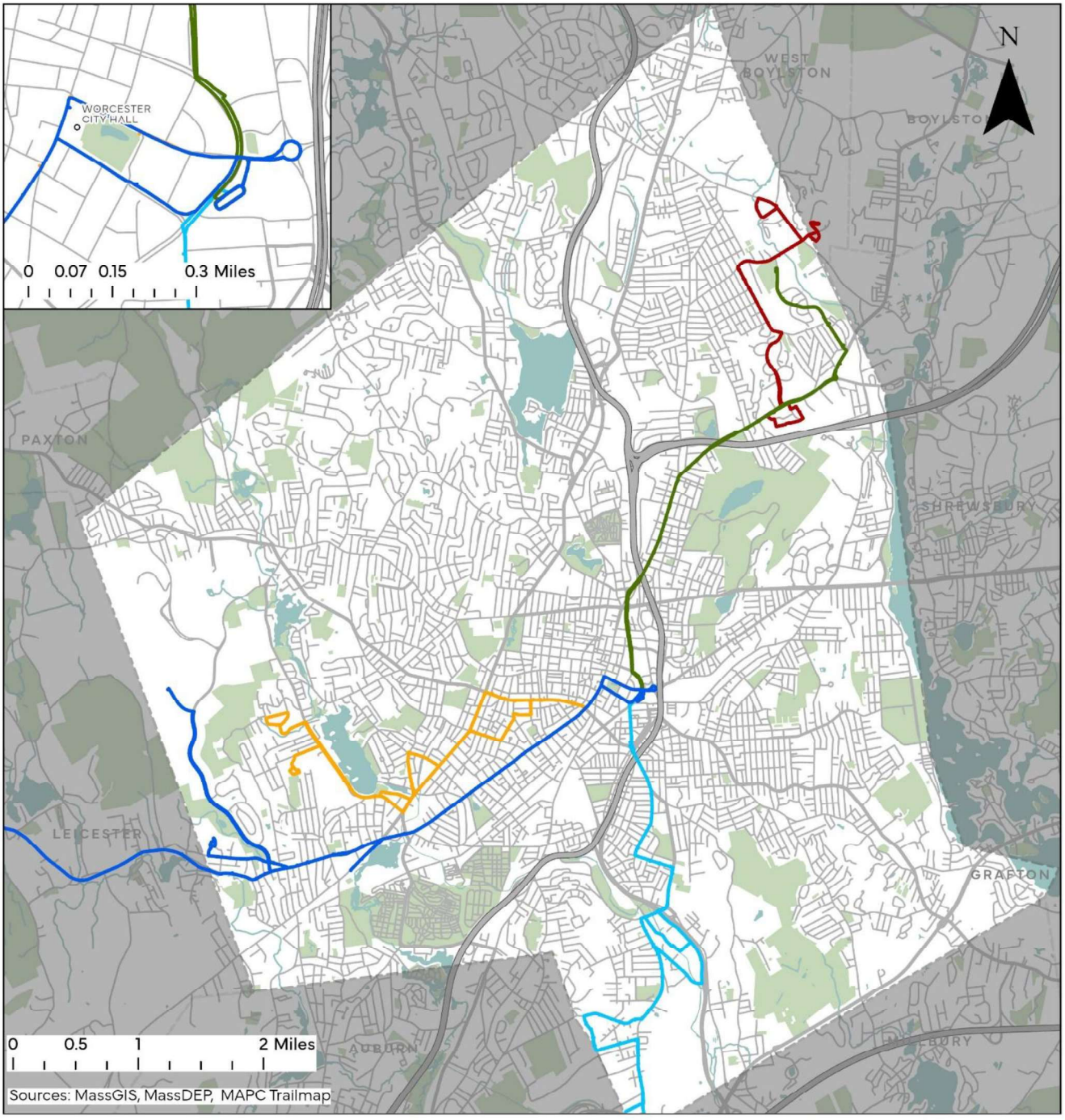

Schools
Building
Parcel
Trail
Water Body
Open Space

Worcester Regional Transportation Authority (WRTA) Frequent Bus Routes (Every 30 Minutes or Better, All Day)

WRTA Route 7
WRTA Route 11
WRTA Route 19
WRTA Route 26
WRTA Route 23

INFRASTRUCTURE CONSTRAINTS SUMMARY

- Worcester's network of drinking water infrastructure serves the City extensively, save for a few neighborhoods near the City limits, which generally correspond to undeveloped land.
- The City's Department of Public Works & Parks prepared an Integrated Water Resources Management Plan in 2019 to guide future drinking water and wastewater treatment infrastructure investments.
- Worcester is similarly well-served by its sewer and wastewater treatment network. However, the City estimates that about one-third of the sewer system has exceeded its useful life, and has made plans to renew the system. In particular, undersized stormwater infrastructure can have serious impacts on future development.
- While enrollment in Worcester's public school system peaked in 2017, declined at the onset of the pandemic, it has seen a steady recovery, signaling potential room for new students.
- In 2022, Worcester Public Schools spent $18,449 per student, lower than the state average of $19,714.
- Two interstates that converge provide north-south mobility through the City. Route 9 serves as a perpendicular east-west route.
- Recently completed, as well as in-progress rail upgrades will likely extend transportation opportunities, to Boston, Springfield, Albany, and New York City.

Historic and Cultural Resources

A home in the Elm Park Local Historic District. *Source: John Phelan, Wikimedia.*

Key Development Constraints: Development in Worcester's four Local Historic Districts is regulated by the Worcester Historical Commission. The Commission also administers the City's 12-month Demolition Delay Ordinance for designated historic buildings. Projects that utilize state or federal funds (or require state permits) are subject to Massachusetts Historical Commission review.

There are currently four Local Historic Districts (LHDs) in Worcester: Crown Hill, Massachusetts Avenue, Montvale, and Elm Park. The Elm Park Local Historic District is the newest district, created in September 2023.

Development in Worcester's Local Historic Districts is regulated by M.G.L. 40C, the City's General Revised Ordinances, and the City's Rules and Regulations for Local Historic Districts.[66] Construction or alterations must undergo a mandatory review by the Commission to review if the work requires a full design review, resulting in a Certificate of Appropriateness. These projects are generally subject to the Commission's design guidelines.

[66] City of Worcester, "Rules and Regulations for Local Historic Districts," 1975, *City of Worcester,* https://www.worcesterma.gov/uploads/73/7a/737a62c5446ae97db59b8c4fe71cdd25/local-historic-districts-rules.pdf

Bancroft Tower (1900), which is listed on the National Register of Historic Places. *Source: Marccantlin, Wikimedia.*

The National Register of Historic Places lists thirty-four honorary historic districts in Worcester (in addition to the four Local Historic districts) including the Wellington Street Apartment House District in Main South, and the Southbridge-Sargent Manufacturing District, bordering the Canal District. At the state level, the Massachusetts Historical Commission reviews "new construction, renovation, or demolition projects that require funding, license, permit, or approval from any state or federal governmental agency." In addition, the Worcester Historical Commission plays a consulting part in these reviews. This ensures that development in historic districts, or on historic properties, is properly vetted for potential adverse impacts.[67]

Listing on the National Register of Historic Places qualifies a structure for Historic Preservation Tax Credits, which may be used to support rehabilitation and re-use of historic structures.

Designated historic buildings, designed as buildings listed on the National Register of Historic Places, the State Register of Historic Places, or buildings pending to be listed (or on the National Register Eligible List), are also subject to Worcester's Demolition Delay Ordinance. Demolition is applied to any historic material, encompassing smaller details (i.e. a window) in addition to larger renovation projects.

After a hearing by the Historical Commission and a determination of historical significance, a period of up to one year may elapse before a demolition permit may be issued. However, according to City staff, in the vast majority of cases a waiver to this 1-year delay is approved. This applies to approximately 251 structures in the City.

[67] Massachusetts Historical Commission, "Review and Compliance," 2024, *Massachusetts Historical Commission,* https://www.sec.state.ma.us/divisions/mhc/technical/review-compliance.htm

CITY OF WORCESTER - HISTORICAL RESOURCES

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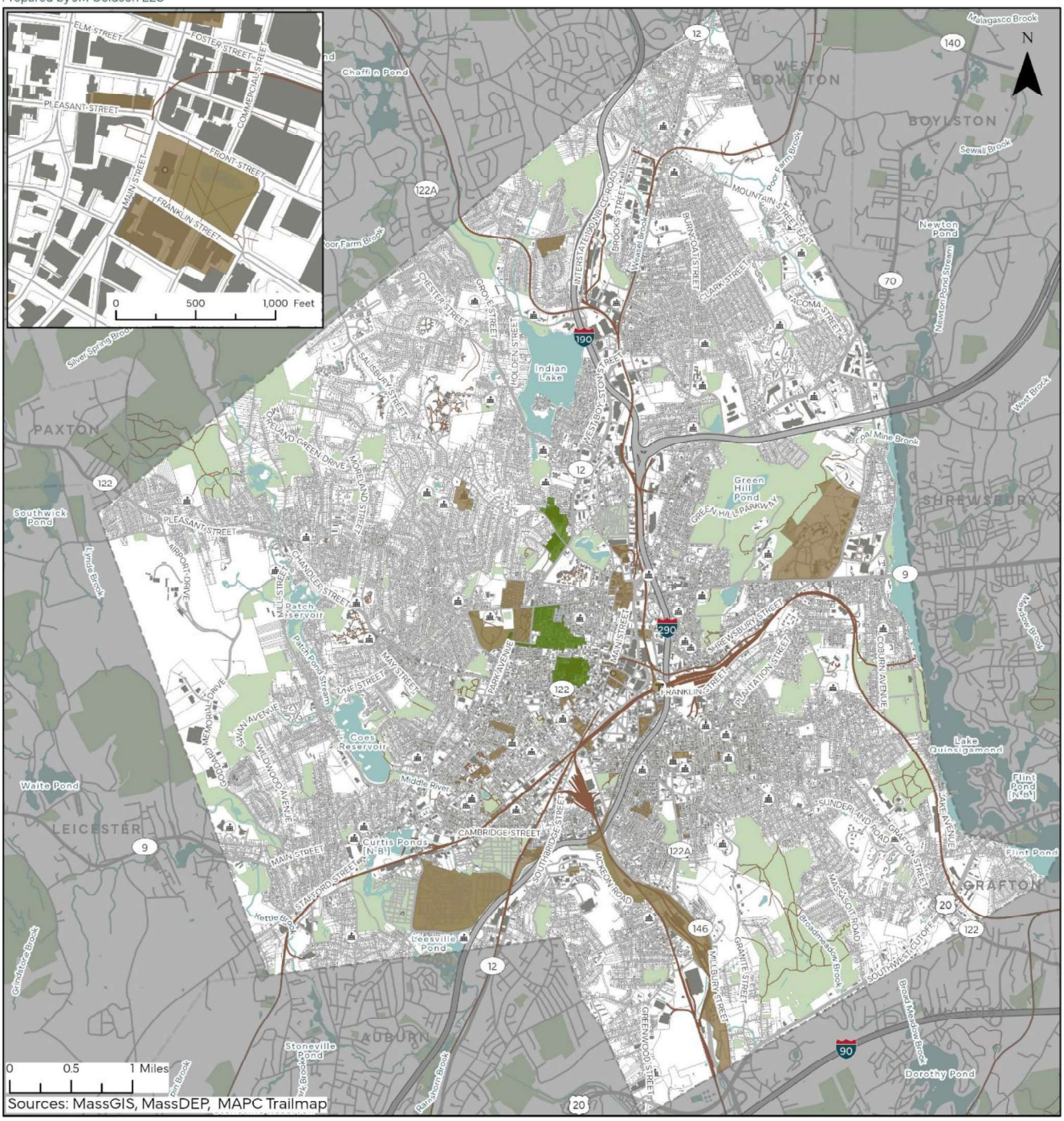
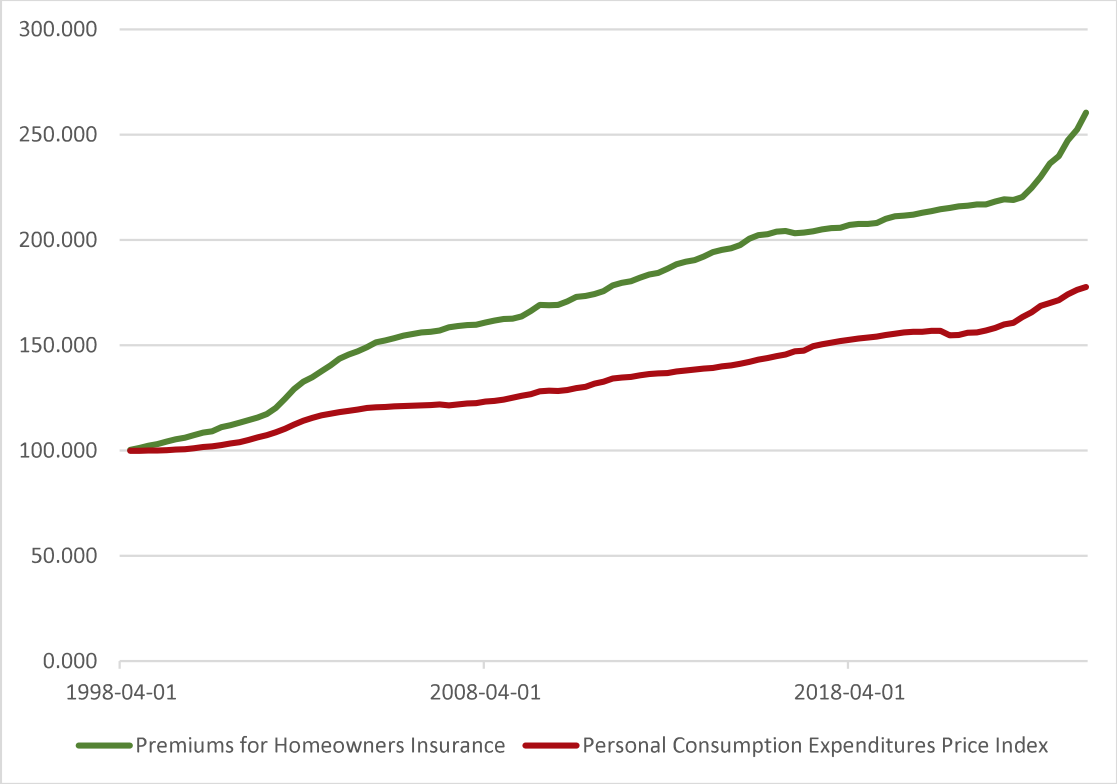


Homeowners Insurance

Figure 48. City of Worcester Geographic Mobility, 2022

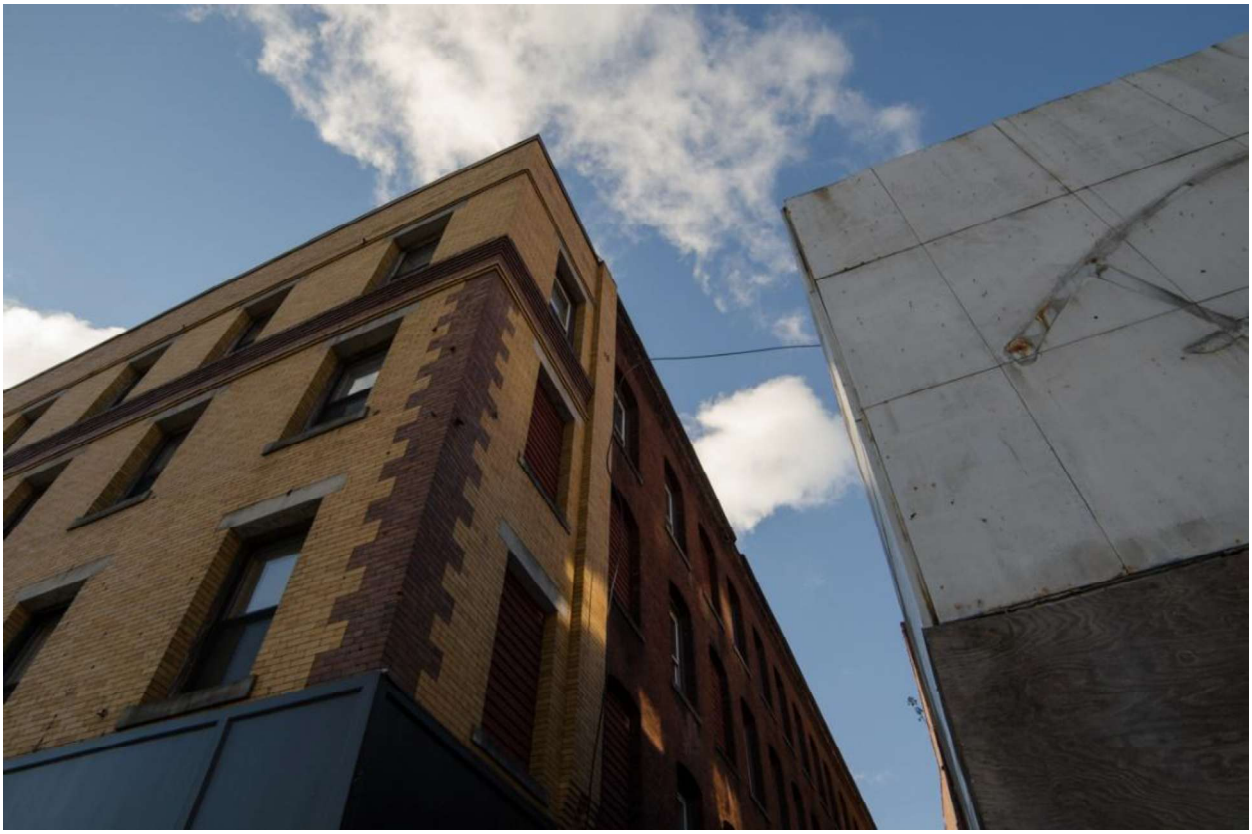
Source: Federal Reserve Bank of St. Louis



As reported in a brief by the Joint Center of Housing Studies of Harvard University, nationally, homeowners insurance premiums have increased 74 percent since the Great Recession.[68] In Massachusetts, the Commonwealth's Division of Insurance Annual Home Insurance Report For Calendar Year 2023 found that homeowners insurance costs had increased by 17 percent since 2021. In that same period, claims had also jumped by 27 percent.[69] As the Joint Center's brief points out, the high costs of homeowners insurance, matched with rising home prices, are "dual affordability stressors."

[68] Koller, Steve. "The Insurance Crisis Continues to Weigh on Homeowners." *Housing Perspectives*, Joint Center for Housing Studies, December 9, 2024. https://www.jchs.harvard.edu/blog/insurance-crisis-continues-weigh-homeowners.
[69] Massachusetts Division of Insurance. *The 2023 Massachusetts Market for Home Insurance*. Boston: Commonwealth of Massachusetts, February 20, 2025. https://www.mass.gov/doc/the-2023-massachusetts-market-for-home-insurance/download.

Zoning Regulations



Zoning is a land use regulation that limits what can be built where. *Source: Claudia Snell, Flickr.*

Key Development Constraints:

- Approximately 44 percent of Worcester is zoned for single-family homes (RS-10 and RS-7 districts). Although Accessory Dwelling Units (ADUs) are also permitted by-right in these districts, this does constrain a considerable portion of land in the City.
- Worcester's zoning prohibits larger-scale density (defined as four units or more, and tiered into low- and high-rise multi-family) in 75 percent and 79 percent of the City, respectively.
- Dimensional requirements written in the City's zoning tends to be in conflict with existing housing. This makes it difficult to recreate existing housing types.
- Particularly outside of Worcester's downtown, parking minimums for residential development in all districts may limit development and redevelopment potential.
- There is an overreliance on Special Permits (SPs) for development rather than by-right applications for development.
- Key housing types for vulnerable community members, such as Temporary Shelters, Mobile Homes, and Lodging Houses are not permitted by-right anywhere in the City.
- An Economic Feasibility Analysis conducted in May 2024 found that while 12, 25, and 50 unit properties were feasible (with 15% affordable units), 100, 200 and a 20-unit ownership scenario were not.

Districts

Most, but not all, of Worcester's zoning districts permit housing. The largest district by far is RS-7, at 37 percent of the City's land area. However, the highest density form of housing permitted in this district is Single-Family Detached. Both low and high-rise multi-Family housing (defined in Worcester's zoning ordinance as a dwelling with four or more units) is allowed by right in the RG-5 district, as well as in all but one Business district, comprising about 21 percent of the City.

Only detached single-family homes and accessory dwelling units are permitted in 44 percent of Worcester (RS-10 and RS-7 districts).

Table 10. Zoning Districts By Land Area in Worcester, MA

Source: City of Worcester Geospatial Data Library

Zone	District Name	Percentage
RS-7	Residence, Single Family	37.7%
RL-7	Residence, Limited	16.9%
RG-5	Residence, General	10.8%
RS-10	Residence, Single Family	7.0%
MG-2	Manufacturing, Limited	5.1%
A	Airport	3.4%
BL-1.0	Business Limited	3.2%
INS	Institutional, Educational	2.2%
BG-2.0	Business, General	2.1%
ML-0.5	Manufacturing, Limited	2.0%
BG-3.0	Business, General	2.0%
BG-6.0	Business, General	1.7%
MG-0.5	Manufacturing, Limited	1.5%
MG-1.0	Manufacturing, Limited	1.3%
BG-4.0	Business, General	0.8%
BO-2	Business, Office	0.7%
INH	Institutional, Medical	0.7%
ML-2.0	Manufacturing, Limited	0.6%
BO-1.0	Business, Office	0.4%
ML-1.0	Manufacturing, Limited	0.1%

Spatially, the single-family focused districts are concentrated at the edges of the City, while districts permitting multi-family are located downtown and along key corridors.

CITY OF WORCESTER - ZONING

Prepared by JM Goldson LLC

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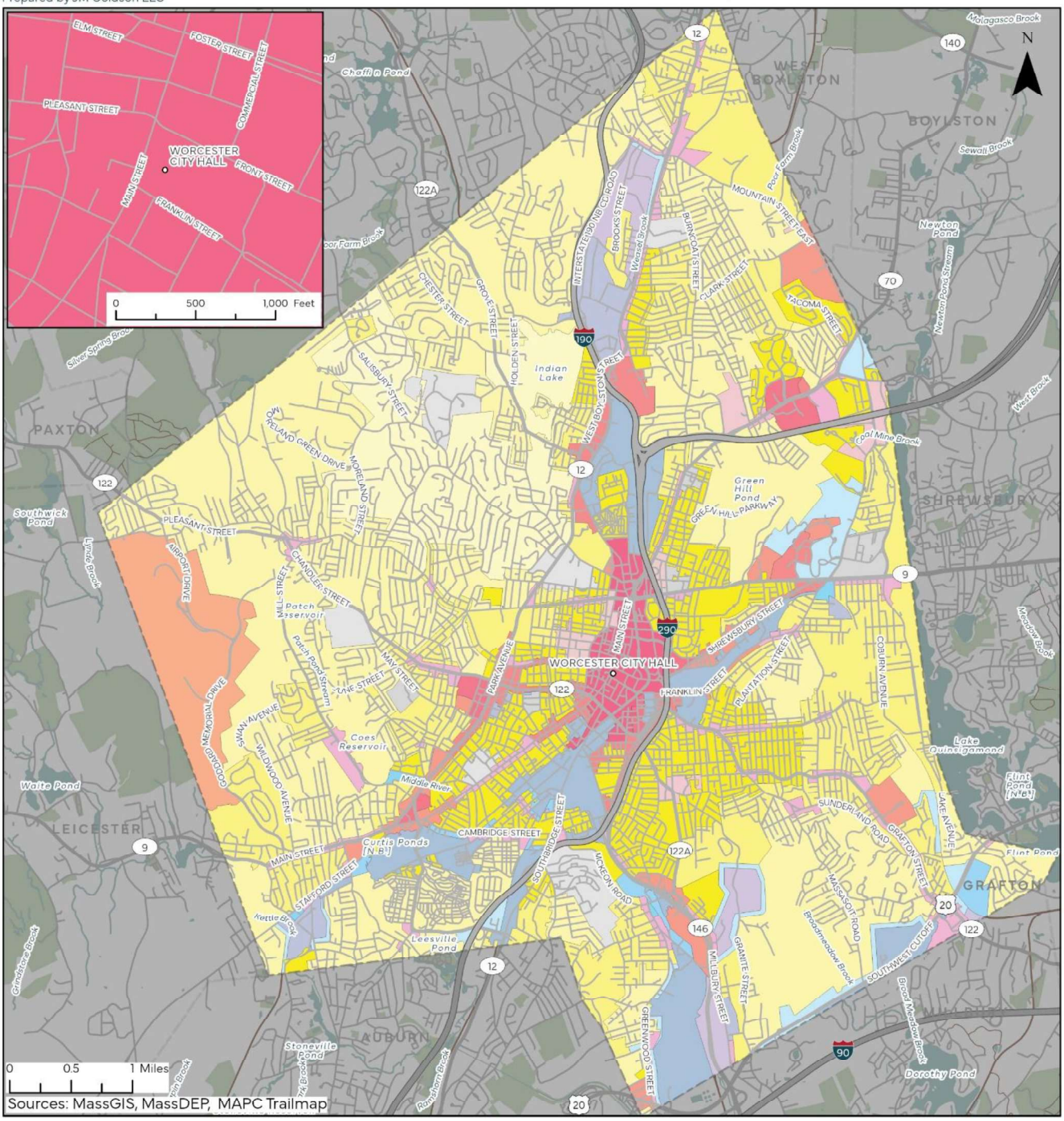


- Schools
- Building
- Parcel
- Trail
- Water Body
- Open Space

- Airport District (A-1)
- Business General, 2 to 1 FAR (BG-2.0)
- Business General, 3 to 1 FAR (BG-3.0)
- Business General, 4 to 1 FAR (BG-4.0)
- Business General, 6 to 1 FAR (BG-6.0)
- Business Limited, 1 to 1 FAR (BL-1.0)
- Business Office, 1 to 1 FAR (BO-1.0)
- Business Office, 2 to 1 FAR (BO-2.0)
- Medical (IN-H)
- Educational (IN-S)
- Manufacturing General, 0.5 to 1 FAR (MG-0.5)
- Manufacturing General, 1 to 1 FAR (MG-1.0)
- Manufacturing General, 2 to 1 FAR (MG-2.0)
- Manufacturing Limited, 0.5 to 1 FAR (ML-0.5)
- Manufacturing Limited, 1 to 1 FAR (ML-1.0)
- Manufacturing Limited, 2 to 1 FAR (ML-2.0)
- Residence General, 5,000 SF Min. Lot Size (RG-5)
- Residence Limited, 7,000 SF Min. Lot Size (RL-7)
- Residence Single-Family, 7,000 SF Min. Lot Size (RS-7)
- Residence Single-Family, 10,000 SF Min. Lot Size (RS-10)

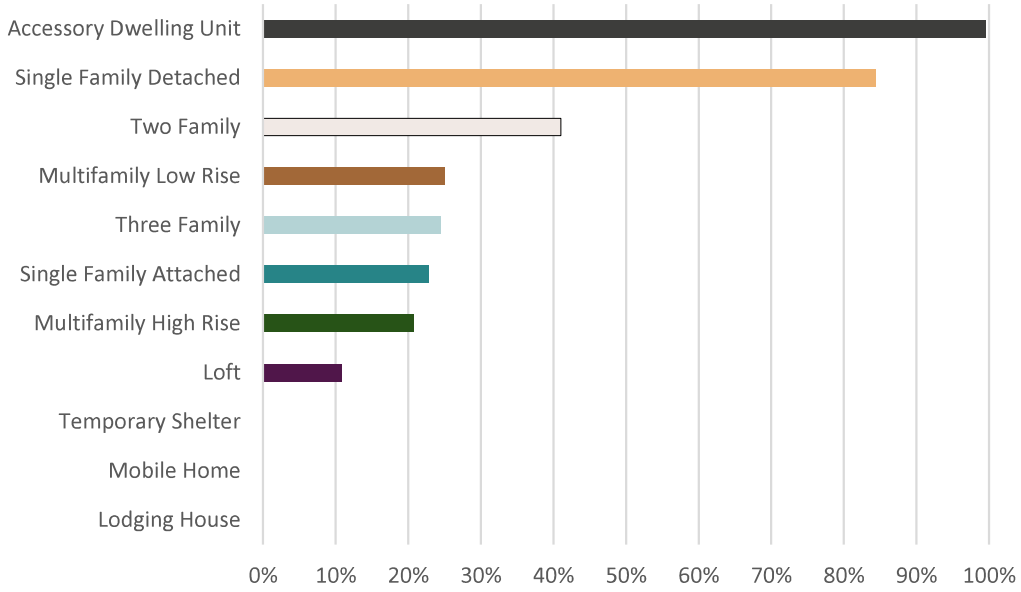
Permitted Uses in Districts

A recent mixed-use development in Worcester's Kelley Square, in the burgeoning Canal District. *Source: Google Maps.*

Mixed use is not permitted explicitly in the Ordinance's Table of Uses, though it is feasible by-right if both underlying uses are permitted In the Commercial Corridor Overlay District (CCOD) mixed-use is allowed Special Permit, at the discretion of the Planning Board.

Figure 49. By-Right Housing Development By Land Area in Worcester, MA

Source: City of Worcester Geospatial Data Library



Accessory dwelling units are the most broadly permitted housing type, allowed by right in 99 percent of Worcester[70]. Conversely, Temporary Shelter, Mobile Homes, and Lodging Houses are not permitted by right anywhere in the City. These housing types typically offer shelter to the most vulnerable residents.

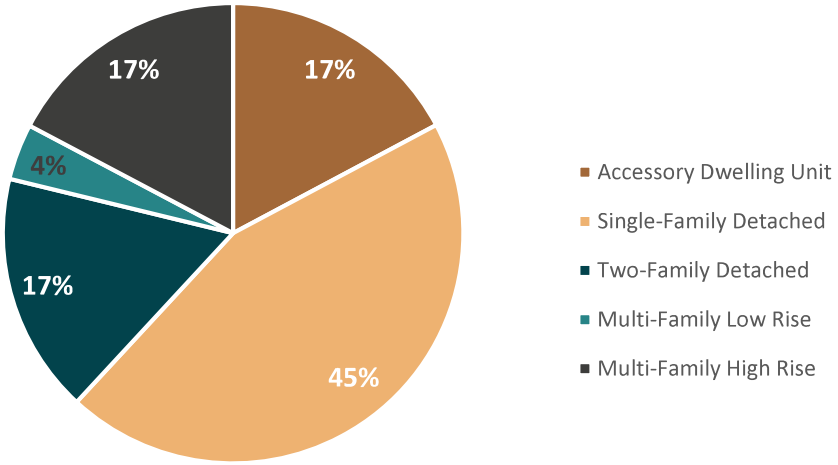
Worcester's zoning ordinance regulates types of multi-family housing by intensity. While ADUs and detached single-family homes are the most widely permitted, two-family homes (either detached or semi-attached) are allowed in 41 percent of the City, and three-family homes in 24 percent. Single-family attached structures (commonly rowhouses and townhouses) are permitted in 23 percent of Worcester.

Higher-density multi-family is separated into two categories (low-rise and high-rise), with the "Multi-Family" designation applying at four units or more. "Low-Rise" is limited to three stories or fewer, with "High-Rise" applying to structures greater than three stories. Multi-Family Low-Rise development is allowed in 25 percent of the City, while Multi-Family High-Rise is permitted in 21 percent. Spatially, zoning permissions for by-right multi-family development are concentrated in the inner-core neighborhoods of Worcester.

[70] With the passage of the Affordable Homes Act (2024), Accessory Dwelling Units are to be permitted by-right in all single-family zoning districts statewide. Worcester's existing ADU zoning surpasses this by allowing ADU's in 99 percent of the City.

Figure 50. Highest Permitted Intensity of Development By Land Area in Worcester, MA

Source: City of Worcester Geospatial Data Library



Dimensional Requirements

Dimensional controls are geometric requirements for new development. For example, in Worcester's RS-7 district, the lot for a new single-family home must be at least 7,000 square feet. Because most of Worcester is served by City sewer, some dimensional requirements, such as minimum lot sizes may be eligible for downsizing, as additional space is not needed for septic system leach fields.

The following page includes an analysis of two key dimensional controls—minimum lot size and frontage—with the built environment of Worcester's housing. While 60 percent of Worcester's residential lots are conforming, the smaller lots at the heart of the City, which feature a variety of multi-family housing types, tend to be nonconforming. The discrepancy between the built environment and zoning regulations reveals a potential barrier for future housing development.

Compliance By Residential Zoning District

Residential Zoning District	Frontage – Percent of Compliant Parcels	Frontage – Percent of Noncompliant Parcels	Lot Size – Percent of Compliant Parcels	Lot Size -Percent of Noncompliant Parcels
RG-5	88%	11%	87%	13%
RL-7	79%	20%	84%	15%
RS-10	84%	15%	93%	6%
RS-7	86%	13%	94%	6%

CITY OF WORCESTER - RESIDENTIAL DISTRICTS DIMENSIONAL COMPLIANCE

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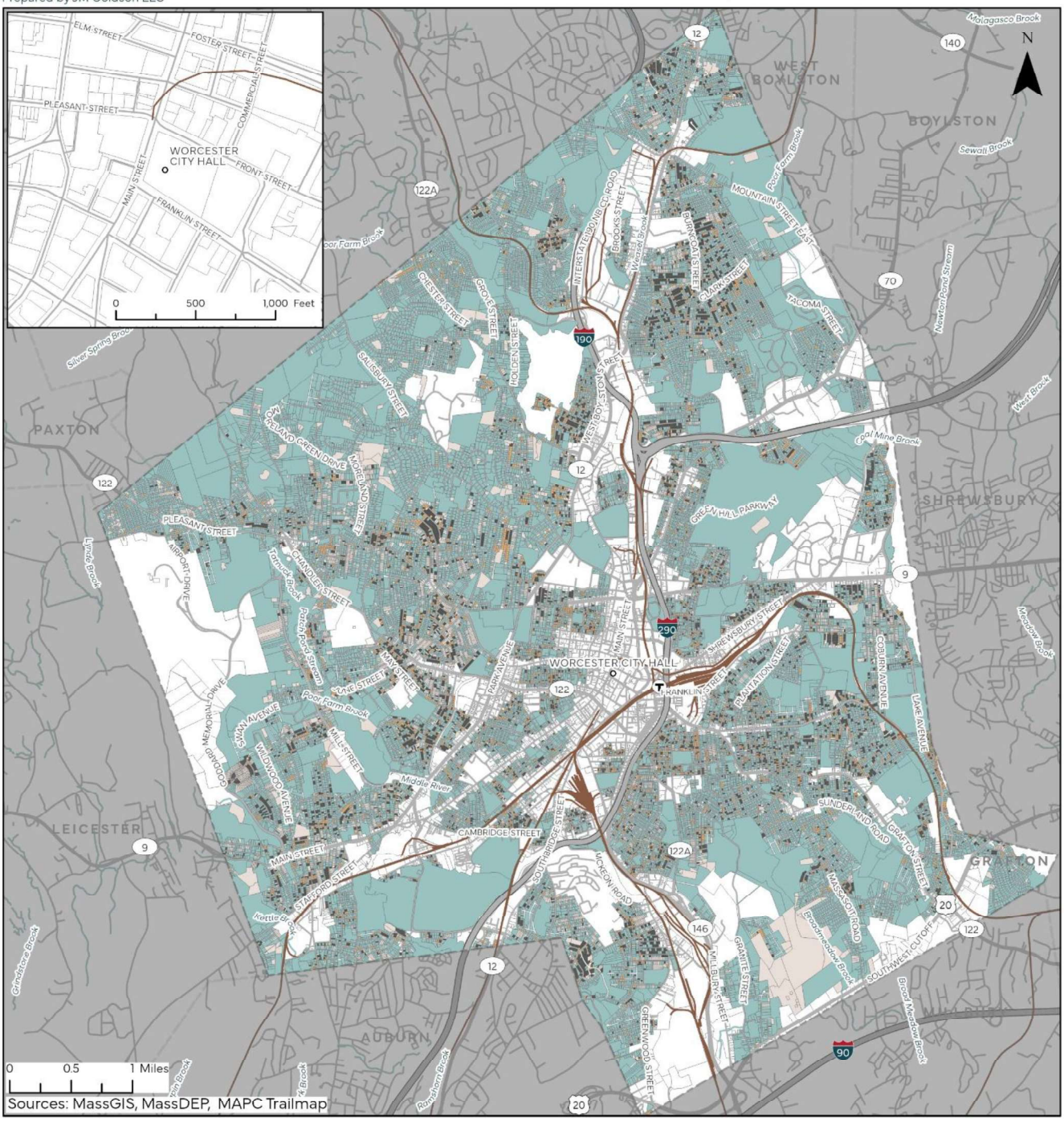

- Schools
- Building
- Parcel
- Trail
- Water Body
- Open Space
- Both Non-Compliant
- Only Frontage Compliant
- Only Lot Size Compliant
- Both Compliant

All Residential Districts Parcels

Dimensional Compliance	Number of Parcels	Percentage (%)	Area (Acres)	Percentage (%)
Both Compliant	21,689	57.9%	12,109.88	81.6%
Both Non-Compliant	7,525	20.1%	853.08	5.8%
Only Frontage Compliant	4,129	11.0%	500.48	3.4%
Only Lot Size Compliant	4,097	10.9%	1,370.43	9.2%
Total	**37,440**	**100.0%**	**14,833.87**	**100.0%**

Overlay Districts

Overlays are zoning districts that supplement existing zoning, allowing for a property owner to build according to a base district, adding certain requirements or additional development options on top of those of the base district.

The Commercial Corridor Overlay District includes reduced parking requirements (one space per dwelling unit, with a maximum of 2), as well as reduced dimensional controls, such as smaller front, side, and rear setbacks.

Worcester has 11 overlay districts, with seven affecting housing development: the four Commercial Corridors Overlay Subareas, the two Water Resource Protection Overlay Districts, and the Adaptive Reuse Overlay District.

Table 11. Overlay Districts in Worcester, MA

Source: City of Worcester Zoning Ordinance

District	*Purpose*	*Effects on Development*
Commercial Corridors Overlay District (four subareas)	Creates a Special Permit pathway for compact, mixed-use, pedestrian-oriented development.	Expands potential for mixed-use (with Special Permit) where not allowed by base zoning.
Water Resources Protection Overlay District	Protects existing groundwater supplies, aquifers, and resource areas.	May trigger Special Permit requirement for development activities, such as commercial earth excavation.
Adaptive Reuse	Encourages adaptive reuse for existing structures.	Expands potential for multi-family dwellings by-right where district applies.

CITY OF WORCESTER - ZONING OVERLAY DISTRICTS

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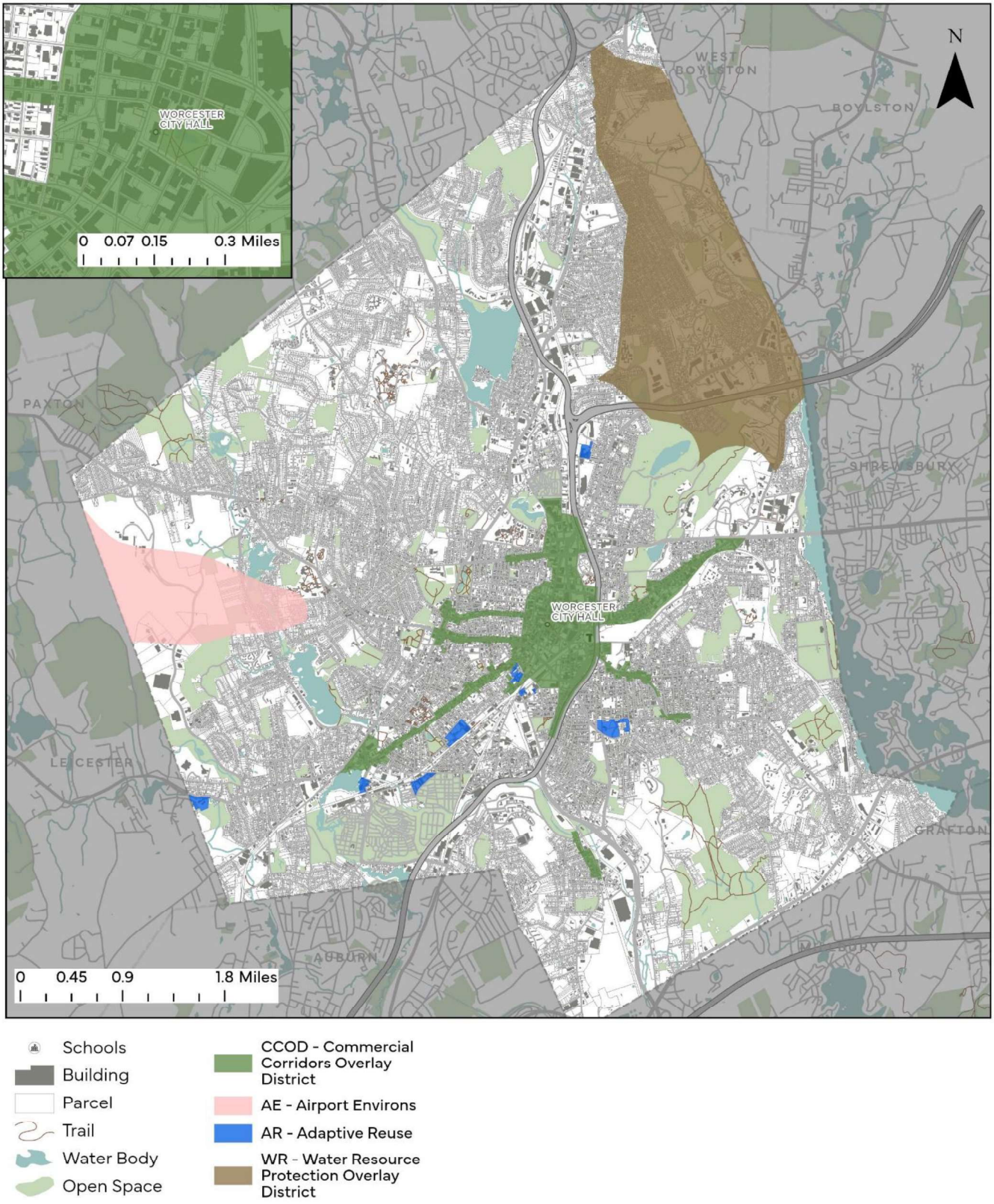

CITY OF WORCESTER - ZONING OVERLAY DISTRICTS DOWNTOWN

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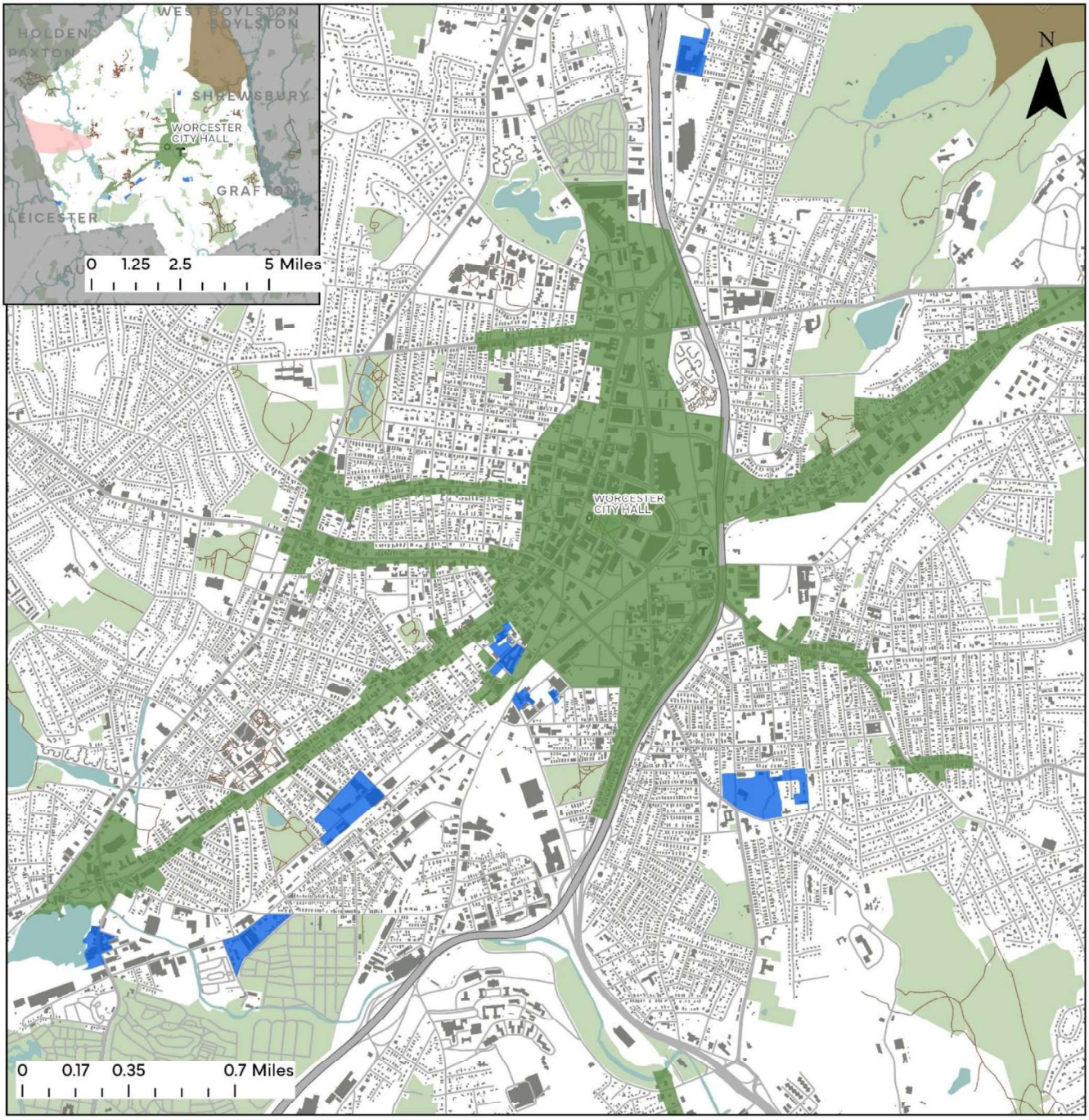

- Schools
- Building
- Parcel
- Trail
- Water Body
- Open Space
- CCOD - Commercial Corridors Overlay District
- AE - Airport Environs
- AR - Adaptive Reuse
- WR - Water Resource Protection Overlay District

Parking Requirements

Residential parking requirements in Worcester vary by housing type. Single, two-family, and three-family residences are required to provide two off-street spaces per dwelling unit. Multi-family residences must also provide two spaces per dwelling unit.

Table 11. Minimum Parking Requirements in Worcester, MA

Source: City of Worcester Zoning Ordinance

Type of Residence	*Spaces Required*	*Unit of Measurement*
Single, Two or Three Family Dwelling	2	Dwelling unit
Multi-Family Dwelling	2	Dwelling unit
Group Residence	0.25	Bed
Lodging House	0.5	Bed
Housing For Elderly (Subsidized)	1	Dwelling unit
Dormitory	0.33	Dwelling unit
Continuing Care Retirement Community	1	Dwelling unit
Temporary Shelter	0.1	Bed
All other Residential, including Hotel & Motel	1	Bed

As documented extensively by UCLA Professor Donald Shoup, off-street parking requirements contribute to development costs and are cited as a chief constraint for housing production.[71]

Minimum parking requirements are known to drive up construction costs and render certain projects infeasible. For example, parking requirements can add ten to twenty percent to overall construction costs.[72] In recent years, many municipalities across the country have been studying whether to reduce or "right-size" their parking minimums, often converting them to maximums, or eliminating them entirely.[73]

In Worcester, the Commercial Corridors Overlay District includes both parking minimums and maximums. Development in these areas—including multi-family—is generally required to provide at least one space per dwelling unit but no more than two spaces per dwelling unit.

Special Permit Granting Authority

The Zoning Board of Appeal is designated by Worcester's Zoning Ordinance as the primary Special Permit Granting Authority (SPGA). This means that - for uses that are allowed only by Special Permit (marked with SP in

[71] Shoup, Donald, "The High Cost of Free Parking," 2005, *Planners Press,* Chicago.
[72] Litman, Todd, "Parking Requirement Impacts on Housing Affordability," February 2024, *Victoria Transport Policy Institute,* https://vtpi.org/park-hou.pdf
[73] Wamsley, Laurel, "From Austin to Anchorage, U.S. cities opt to ditch their off-street parking minimums" January 2024, *National Public Radio,* https://www.npr.org/2024/01/02/1221366173/u-s-cities-drop-parking-space-minimums-development

the Table of Permitted Uses) - the Zoning Board of Appeals is given the discretion to determine whether to issue an approval.

For example, the Zoning Board of Appeal might determine whether a high or low-rise multi-family dwelling might be allowed in the Institutional, Medical (INH) district. Lodging houses are allowed only by Special Permit in a handful of zoning districts in the City, while Temporary Shelter may be constructed citywide with a Special Permit. The Planning Board is also made the SPGA for certain items in the Ordinance, such as Special Permits in the Commercial Corridors Overlay District.

Site Plan Review

Residential development of more than five units is required to undergo Site Plan Review with the Planning Board prior to application approval. At Site Plan Review, the Planning Board will review the arrangement of the development including impacts on adjacent properties, vehicular access, and "general site compatibility of buildings."

Worcester requires Site Plan Review - which includes a public hearing - for residential projects with five units or more.

The Thomas Giguere Three-Decker (circa 1926), located in the City's Greendale neighborhood. *Source: Magicpiano, Wikimedia Commons.*

Other Applicable Bylaws

Priority Development Sites - Massachusetts General Law Chapter 43D allows for streamlined permitting for development projects. The City of Worcester has opted into Chapter 43D, and the City Council has designated

four sites (49 Canterbury, City Square, Gateway Park, and North Main) as Priority Development Sites.[74] In these locations, permitting application decisions are guaranteed within 180 days.

Recent research has shown that discretionary approvals, such as those involved with Site Plan Review, can lead to delays in housing production. One 2023 research paper, published in the Journal of the American Planning Association, found that by-right projects that did not require discretionary approvals were permitted 28 percent faster than their counterparts. Furthermore, the authors found that "the faster approval times, moreover, have been accompanied by an increase in average project size and the number of units reserved for low-income households."[75]

Cluster Zoning - Cluster Zoning allows for compact development that often preserves adjacent land for conservation. Worcester's Cluster Zoning provisions require that at least 25 percent of the net site be dedicated as permanent open space and that a maximum of 40 percent of a lot can be impervious surface. This is offered in lieu of the conventional regulations offered under the subdivision control law.

Inclusionary Zoning – Worcester's Inclusionary Zoning ordinance applies to development of 12 or more dwelling units, with 15 percent of the total units required to be reserved at 80 percent Area Median Income (AMI). A density bonus of up to 25 percent, as well as dimensional relief, is offered to projects that dedicate at least five percent of the overall units to households earning no more than 60 percent (AMI), or $77,220 for a family of four in 2024.[76]

Stretch Code – In July 2024, both the Stretch Code and Specialized Stretch Code for new buildings and additions in Worcester went into effect.[77] The Stretch Code requires new structures to conform with a performance-based HERS energy efficiency rating, while the Specialized Stretch Code calls for buildings to be "pre-wired" for future electrification. A 2023 joint report by MIT and Wenworth Institute of Technology found a cost premium of up to 3.8 percent for single-family construction, and 2.4 percent for multi-family construction.[78]

Permitting – Residential building permits are issued by the City's Inspectional Services Department. The Interdepartmental Review Team (IRT) offers regularly scheduled pre-development consultations, where landowners and developers can share their project and ask staff questions. Building permit applications are available electronically, via the City's website.

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[74] Executive Office of Economic Development, "Chapter 43D Communities," 2024, *Executive Office of Economic Development,* https://www.mass.gov/info-details/chapter-43d-communities

[75] Manville, M., Monkkonen, P., Gray, N., and Phillips, S., "Does Discretion Delay Development?", *Journal of The American Planning Association,* https://www.tandfonline.com/doi/full/10.1080/01944363.2022.2106291#abstract

[76] Department of Housing and Urban Development, "FY 2024 Income Limits Summary," 2024, *Department of Housing and Urban Development,*
https://www.huduser.gov/portal/datasets/il/il2024/2024summary.odn?STATES=25.0&INPUTNAME=METRO49340M49340*2502782000%2BWorcester+city&statelist=&stname=Massachusetts&wherefrom=%24wherefrom%24&statefp=25&year=2024&ne_flag=&selection_type=county&incpath=%24incpath%24&data=2024&SubmitButton=View+County+Calculations

[77] City of Worcester, "Specialized Stretch Energy Building Code," 2024, *City of Worcester,*
https://www.worcesterma.gov/sustainability-resilience/renewable-energy-efficiency/specialized-stretch-energy-building-code#:~:text=Stretch%20Code%20vs.-,Specialized%20Stretch%20Code,envelope%20requirements%20and%20other%20requirements.

[78] Bakshi, et. al., "Public Policy for Net Zero Homes and Affordability," May 2023, *Home Builders & Remodelers Association of Massachusetts,* https://hbrama.com/wp-content/uploads/2023/05/Public-Policy-for-Net-Zero-Homes-and-Affordability-Final-6-14-23.pdf

A mixed-use apartment building located in the Main South neighborhood. *Source: Kenneth C. Zirkel, Wikimedia Commons.*

Housing Development – Potential Barriers

Worcester's zoning code regulates where certain types of housing can be built, including their dimensions, uses, and, in the case of Inclusionary Zoning and Stretch Energy Code requirements, the number of affordable units and the energy efficiency of the structure.

Development of four units or more (which is permitted by right in 25 percent of Worcester, predominantly in the Business and RG-5 districts) is required to undergo site plan review. This may serve as a potential barrier for smaller scale, "gentle density" type development, where additional levels of review may discourage developers from undertaking such projects. In this way, the zoning ordinance categorizes a five-unit project similarly to a fifty-unit project.

The City's Inclusionary Zoning requirements go into effect at twelve units. In a period of high interest rates, these requirements may serve to stymy the construction of smaller multi-family housing. It may be difficult for a 12-unit project to cross-subsidize the two required affordable units. The City's three percent payment in lieu provision does mitigate this, but the requirement may serve as a challenge for this type of structure.

Parking requirements, too, may hinder smaller-scale infill development. As detailed in an earlier section, minimum parking mandates drive up construction costs, reduce potential buildable land, and can render development infeasible.[79]

Potential Future Growth

Another geospatial analysis was conducted, looking at properties in Worcester that may be likely to be redeveloped in the near future. This analysis identified parcels with a low built improvement value relative to their underlying value.

Some of the parcels on the following maps are not likely to be redeveloped, such as the Worcester Regional Airport, the Upper Blackstone Treatment plant, or CSX's railyards near downtown.

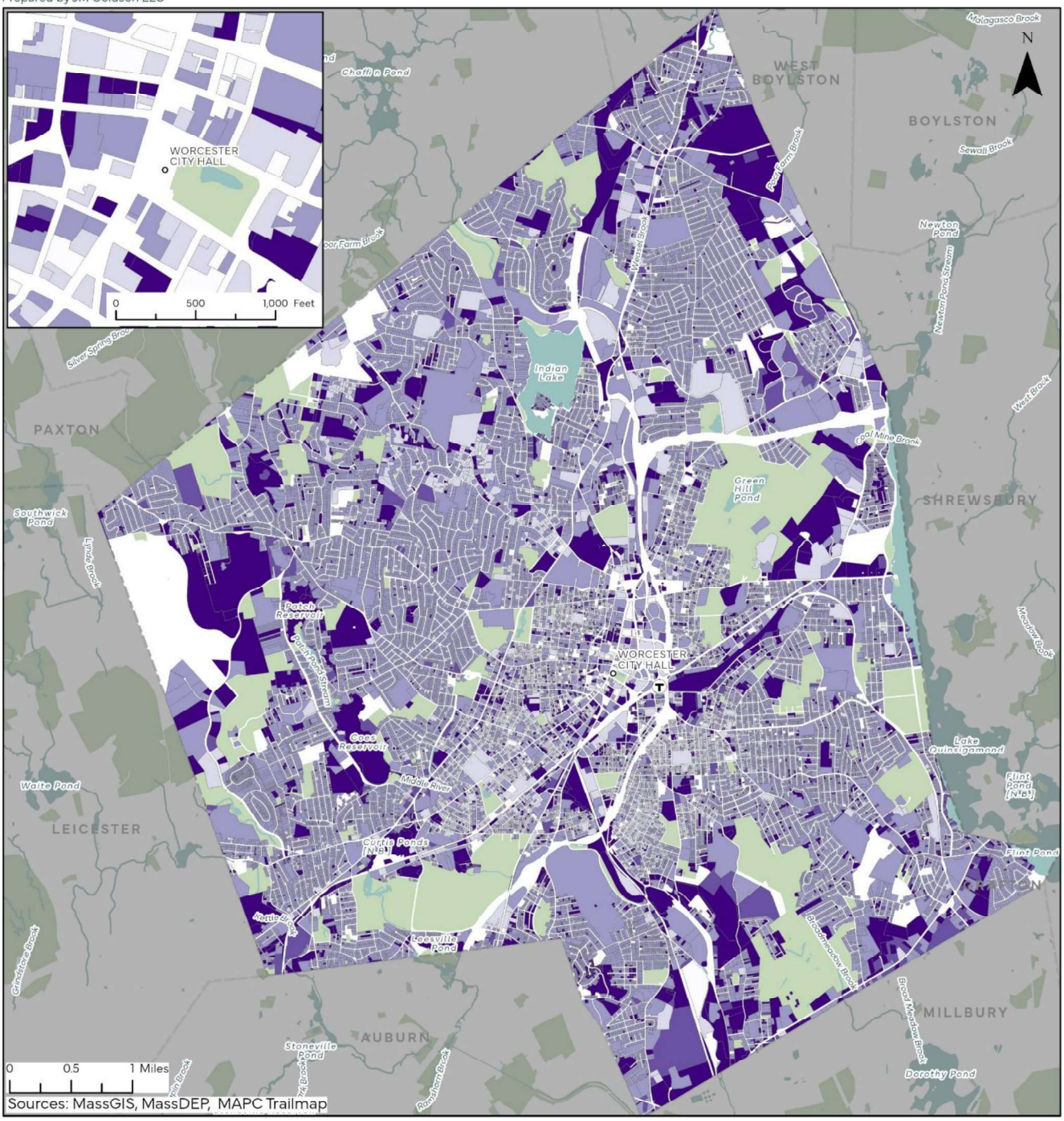
Others, like the Tatnuck Country Club, Worcester Country Club, 199 Moreland Street, and the Department of Public Works & Parks site at 1065 Millbury Street appear—at least on paper—more likely to be redeveloped.

[79] Spivak, Jeff. "A Business Case for Dropping Parking Minimums." *Planning* , Spring 2022. Accessed August 19, 2024. https://www.planning.org/planning/2022/spring/a-business-case-for-dropping-parking-minimums/.

CITY OF WORCESTER - PARCELS LIKELY TO BE (RE)DEVELOPED

Prepared by JM Goldson LLC

J M GOLDSON



Schools
Building
Parcel
Trail
Water Body
Open Space

Improvement-to-Land Ratio

0 - 0.5 (More Likely)
0.5 - 1
1 - 5
5 - 15
15 - 60 (Less Likely)

CITY OF WORCESTER - PARCELS LIKELY TO BE (RE)DEVELOPED

Prepared by JM Goldson LLC

J M GOLDSON

REGULATORY CONSTRAINTS SUMMARY

- Worcester's zoning code does not allow for by right mixed-use development.
- The City's parking minimums may be outdated and contrary to current best practices.
- Deeply affordable and supportive housing, namely temporary shelters, lodging houses, and mobile homes, are not allowed by right in the City, requiring potentially contentious hearings and discretionary approvals to be built.
- Several Priority Development Areas under Chapter 43D allow for development with expedited permitting. Worcester's City Square development benefited from inclusion in this program.
- An Inclusionary Zoning provision in the ordinance is applicable to buildings with more than 12 units, set at 15 percent of dwelling units at no greater than 80% Area Median Income (AMI).

SUMMARY

While there are some environmental constraints—notably flood zones and the City's hilly topography—Worcester's zoning appears to be the key barrier to housing production.

Through a combination of incongruent dimensional regulations and minimum parking requirements, many of the City's historic buildings would be illegal to construct today. This serves as a burden in two ways: existing property owners who own a "nonconforming" structure must pass through an additional barrier (i.e. a petitioning for zoning relief) when they seek to invest in their property, such as building an addition on a dwelling that violates a rear yard setback.

It also serves as a disincentive for new housing production, requiring relief for a swathe of violations that can cause a developer to choose to walk away from a project. The true cost of outdated, conflicting zoning is disincentivizing investment both modernization and new homes in Worcester.

CHAPTER 6: LOCAL AND REGIONAL CAPACITY

This chapter summarizes existing housing-focused municipal departments, government agencies, and non-profit and affordable housing-focused organizations in the Worcester area. By assessing existing local and regional capacity, potential opportunities for collaboration can be identified.

MUNICIPAL CAPACITY

City of Worcester Executive Office of Economic Development (Housing Development Division, Neighborhood Development Division, and Division of Planning & Regulatory Services)

The Executive Office of Economic Development (EOED) oversees key divisions that support housing initiatives and neighborhood development in Worcester:

- Housing Development Division – Focuses on housing rehabilitation and new construction, aiming to provide quality affordable housing for residents.
- Neighborhood Development Division – Develops and administers programs to enhance quality of life in Worcester's neighborhoods.
- Division of Planning & Regulatory Services – Manages land use, zoning, and regulatory programs.

Housing & Neighborhood Development Initiatives

The Housing Development and Neighborhood Development Divisions administer several programs and grants to support property owners, developers, and residents, including:

- **Landlord Summit:** An annual event providing information and resources for landlords in Worcester. The March 2024 Landlord Summit included guidance on the City's Rental Registry & Inspection Program, energy efficiency, and working with municipal departments. The 2025 summit is scheduled for May.
- **Pre-Development Consultation:** Interdepartmental Review Team (IRT) meetings are free pre-development consultations that are offered free of charge to assist developers and landowners in navigating city requirements and land use considerations. The meetings include staff from multiple municipal departments, including the Executive Office of Economic Development, Inspectional Services Department, Fire Department, and the Department of Public Works & Parks.
- **Community Development Block Grants (CDBG):** A HUD-funded program that offers grants for community development projects, including housing. CDBG grantees must undertake activities that benefit low- and moderate-income areas and clientele, and can include acquisition of real property, rehabilitation, and site clearance. CDBG funds in Worcester have been used to support a variety of activities including the rehabilitation of residential structures as well as homeless facilities.
- **Down Payment Assistance Programs**: The CDBG-funded Down Payment Assistance Program provides first-time income-qualified homebuyers with up to $5,000 in down payment and closing cost assistance. The City also used funds from the American Rescue Plan Act (ARPA) to provide up to $25,000 to eligible first-time homebuyers for down payment and closing costs. Worcester Community Housing Resources administered the program in coordination with the Housing Development Division.
- **Worcester Housing Now Initiative:** The Worcester Housing Now Initiative is a tiered program that provides resources for the City's older multifamily housing stock, primarily triple-deckers, which, due to their age, may have deferred maintenance and code violations. A Tier 1 application (for owner-occupied 2–4-unit properties) can result in up to $25,000 for rehabilitation funding, although a five-year 80

percent AMI affordability restriction is required. Tier 2 is similarly structured for larger-scale multifamily properties, with a ten-year affordability restriction, and additional requirements.

- **Elder Home Repair Program:** Up to $25,000 in CDBG funding for income-eligible seniors to make necessary home repairs, with a five-year owner-occupancy requirement.
- **Worcester Lead Abatement Program (WLAP):** The WLAP is a federally-funded program that assists eligible properties with lead paint remediation. The program is open to applications from tenants, homeowners, and investor-owned properties.
- **HOME Program:** The HOME Investment Partnerships Program (HOME), funded through HUD, provides formula grants to municipalities to fund a wide range of activities including building, buying, and rehabilitating affordable housing for rent and providing direct rental assistance to low-income households through the Tenant Based Rental Assistance Program (TBRA).
- **Emergency Solutions Grants (ESG):** The ESG program provides funding to: (1) engage homeless individuals and families living on the street; (2) improve the number and quality of emergency shelters for homeless individuals and families; (3) help operate these shelters; (4) provide essential services to shelter residents, (5) rapidly re-house homeless individuals and families, and (6) prevent families/individuals from becoming homeless.
- **Housing Opportunities for Persons With AIDS (HOPWA) Program:** The HOPWA Program is the only Federally-funded program dedicated to the housing needs of people living with HIV/AIDS. Under the HOPWA Program, grants are made to nonprofit organizations for projects that benefit low-income persons living with HIV/ AIDS and their families.

Affordable Housing Trust Fund

Worcester's Affordable Housing Trust Fund (AHTF) was established in 2021 by city ordinance to address the community's affordable housing needs. Its mission is to "provide for the creation and preservation of affordable homeownership and rental housing that meets the needs of low- and moderate-income residents."

The pandemic underscored the urgency of housing quality and stability, while community input reinforced affordable housing as a critical priority. In response, $28 million in American Rescue Plan Act (ARPA) funding was dedicated to housing, with an initial allocation of $15 million to the AHTF. In total, the AHTF has committed $18.4 million in ARPA funds to 13 projects, leveraging nearly $380 million in additional investment to create 324 net new affordable housing units.

Community Preservation Committee

In 2022, the City of Worcester opted in to the Community Preservation Act (CPA), adding a 1.5 percent surcharge to annual real estate property taxes. A minimum of 10 percent of Community Preservation funds must be budgeted toward Community Housing each year, which includes housing up to 100 percent AMI. The Community Preservation Committee released their Spring 2025 Pilot Round application in March 2025 and anticipates providing funding recommendations to the City Council in Summer 2025.

Worcester Housing Authority

The Worcester Housing Authority manages nearly 3,000 federal and state public housing units in the City. In addition, the Housing Authority administers approximately 4,000 rental vouchers (often referred to as the Section 8 program), which limit the rent a voucher holder might pay to no more than thirty percent of their gross income. A full summary of the Worcester Housing Authority's portfolio is provided in the Housing Conditions chapter of this plan.

In May 2024 the Housing Authority celebrated the start of the phase redevelopment of the 1950's era Curtis Apartments. The 372 public housing units will be redeveloped into 529 new mixed-income apartments, with the first phase expected to be complete in early 2025.

LOCAL NONPROFITS AND COMMUNITY-BASED ORGANIZATIONS

Worcester Common Ground

Worcester Common Ground (WCG) is a community development corporation (CDC) dedicated to enhancing housing stability and promoting neighborhood revitalization in Worcester, Massachusetts. Since its establishment in 1988, WCG has focused on creating affordable housing, preserving green spaces, and empowering low-income residents. By developing and managing affordable rental units and facilitating homeownership opportunities, WCG helps combat housing insecurity in a city where rising housing costs and gentrification pose significant challenges. In total, WCG has created 176 housing units, as well as 25 first-time homeownership units. The organization also provides support services for tenants, such as financial literacy education, and advocates for policies that promote equitable housing solutions. Through these efforts, WCG plays a crucial role in fostering long-term stability for Worcester's most vulnerable populations.

Worcester Community Housing Resources (WCHR)

Worcester Community Housing Resources (WCHR) is a nonprofit organization dedicated to increasing affordable housing opportunities and fostering housing stability for low- and moderate-income residents in Worcester, Massachusetts. Founded in 1993, WCHR has focused on acquiring, developing, and rehabilitating properties to create affordable rental units and homeownership opportunities. Notably, WCHR hosts a Community Laon Fund with $4 million for low-interest financing for home repairs and the development of affordable housing. The organization is currently developing Whitmarsh Center, the expansion of Zion Lutheran Church with affordable housing, emergency shelter, and community space, as well as 50 Oriol Drive, which will involve the conversion of a former hotel into 90 income-restricted units.

Main South Community Development Corporation

The Main South Community Development Corporation (Main South CDC) is a nonprofit organization dedicated to enhancing the quality of life in Worcester's Main South neighborhood. Established in 1986, the organization focuses on developing safe, affordable housing and fostering economic opportunities for residents. To date, Main South CDC has developed 400 housing units, including the recent Grand Street Commons, which offers 48 new affordable units. The organization is currently developing a 9,000-square-foot affordable commercial condominium structure at 807 Main Street to support local businesses with a unique "lease to own" structure.

STATE AND REGIONAL RESOURCES

Central Massachusetts Housing Alliance (CMHA)

The Central Massachusetts Housing Alliance (CMHA) is a nonprofit organization committed to addressing homelessness and promoting housing stability in Worcester and the surrounding areas. CMHA serves as Worcester County's Continuum of Care (CoC) coordinator, coordinating housing and services funding for families and individuals experiencing homelessness. CMHA offers a range of programs, including emergency shelters, homelessness prevention services, and affordable housing advocacy. The organization also provides financial assistance for rent and utilities, elder home repair and maintenance, housing counseling, and long-term case management to help at-risk populations maintain stable housing. CMHA works to create comprehensive

solutions to the region's housing challenges, aiming to prevent homelessness before it occurs and ensure safe, sustainable housing options for all residents.

Habitat For Humanity MetroWest/Greater Worcester

Habitat for Humanity MetroWest/Greater Worcester is a nonprofit organization focused on building affordable homes and providing homeownership opportunities for low- and moderate-income families in the Worcester area. Through its volunteer-driven model, Habitat constructs and rehabilitates homes, offering families a pathway to homeownership with affordable mortgages and financial counseling services. Notable projects in Worcester include a duplex at 21 Aetna Street and 81 Harrison Street, which included three attached homes.

RCAP Solutions

RCAP Solutions is a regional nonprofit that provides comprehensive housing and community services in Worcester and beyond, addressing housing instability and supporting economic development. As part of its mission, the organization offers a wide range of housing programs, including rental assistance through the Section 8 Housing Choice Voucher program, homelessness prevention, homeownership counseling, and financial literacy education. RCAP Solutions also administers funds from the state Home Modification Loan Program (HMLP), providing no-interest loans to help homeowners or their family members to add accessibility improvements to their home.

Sources

Central Massachusetts Housing Alliance, “About CMHA,” 2024, *Central Massachusetts Housing Alliance,* https://www.cmhaonline.org/

City of Worcester, “Affordable Housing Trust Fund,” 2024, *City of Worcester,* https://www.worcesterma.gov/housing-neighborhood-development/affordable-housing-trust-fund

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City of Worcester, “The Community Preservation Program,” 2024, *City of Worcester,* https://www.worcesterma.gov/development/special-projects/community-preservation-program

Habitat For Humanity MetroWest/Greater Worcester, “About Us,” *Habitat For Humanity MetroWest/Greater Worcester,* https://www.habitatmwgw.org/

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Worcester Common Ground, “About Us, “ 2024, *Worcester Common Ground,* https://www.wcgcdc.org/about-us/

Worcester Community Housing Resources, ”What We Do,” 2024, *Worcester Community Housing Resources,* https://www.wchr.org/

Worcester Housing Authority, “Admissions,” 2024, *Worcester Housing Authority,* https://worcesterha.org/admissions_eligibility.html#:~:text=The%20Worcester%20Housing%20Authority%20manages,state%20subsidized%20public%20housing%20units.

Acronyms & Key Definitions

ACS	US Census Bureau's American Community Survey, Five-Year Estimates
ADA	Americans with Disabilities Act
ADU	Accessory Dwelling Unit
AMI/AMFI	Areawide Median Family Income set by HUD (household of four)
ARPA	American Rescue Plan Act
AUL	Activity and Use Limitation designation, monitored by DEP
BIPOC	Black, Indigenous, and People of Color
CHAS	Comprehensive Housing Affordability Strategy
CPA	State of Massachusetts Community Preservation Act (MGL Chapter 44B)
CPC	Community Preservation Committee
DEP	Massachusetts Department of Environmental Protection
EA	Emergency Assistance
EEA	Executive Office of Energy & Environmental Affairs
EJ	Environmental Justice
EPA	U.S. Environmental Protection Agency
ELI	Extremely Low Income
EOHLC	Executive Office of Housing and Livable Communities
FEMA	Federal Emergency Management Agency
FY	Fiscal Year(s) (July 1-June 30)
HPP	Housing Production Plan
HUD	United States Department of Housing and Urban Development
LMI	Low/Moderate- Income (at or below 80 percent AMI)
MACRIS	Massachusetts Cultural Resources Information System
MAPC	Metropolitan Area Planning Council
MassDEP	Massachusetts Department of Environmental Protection
MassDOT	Massachusetts Department of Transportation
MassGIS	Massachusetts Bureau of Geographic Information
MBTA	Massachusetts Bay Transportation Authority
MSBA	Massachusetts School Building Authority
MGL	Massachusetts General Laws
MLS	Multiple Listings Service (central real estate database)
MSA	Metropolitan Statistical Area
MWRA	Massachusetts Water Resources Authority
NHESP	Massachusetts Natural Heritage and Endangered Species Program
NOAH	Naturally Occurring Affordable Housing
SHI	Massachusetts Subsidized Housing Inventory
SOI	Statement of Interest
STR	Short-Term Rental
VLI	Very Low Income
YTD	Year to Date
40B	Comprehensive Permit, per MGL Chapter 40B, §20-23
40R	Smart Growth Overlay District Act, per MGL Chapter 40R

Key Definitions

This list of key definitions is intended to assist the reader and is not intended to replace applicable legal definitions of these terms. The following definitions are for key terms used throughout the document, many of which are based on definitions in statutes and regulations.

Area Median Income (AMI) – the median gross income for a person or family as calculated by the United States Department of Housing and Urban Development, based on the median income for the Metropolitan Statistical Area. For FY2024, the HUD area median family income (AMFI) for the Worcester, MA HUD Metro FMR Area was $117,300.[80] AMI is also referred to in the document as median family income (AMFI).

Black, Indigenous, and People of Color (BIPOC) – Pronounced "bye-pock," this is a term specific to the United States, intended to center the experiences of Black and Indigenous groups and demonstrate solidarity between communities of color. It acknowledges that people of color face varying types of discrimination and prejudice. Additionally, it emphasizes that systemic racism continues to oppress, invalidate, and deeply affect the lives of Black and Indigenous people in ways other people of color may not necessarily experience. Lastly and significantly, Black and Indigenous individuals and communities still bear the impact of slavery and genocide.[81]

Cost-Burdened Household – a household that spends 30 percent or more of its income on housing-related costs (such as rent or mortgage payments). Severely cost-burdened households spend 50 percent or more of their income on housing-related costs.

Environmental Justice - Environmental justice is the fair treatment and meaningful involvement of all people, regardless of race, color, national origin, or income, concerning the development, implementation, and enforcement of environmental laws, regulations, and policies. Fair treatment means that no population bears a disproportionate share of negative environmental consequences resulting from industrial, municipal, and commercial operations or from the execution of federal, state, and local laws, regulations, and policies. Meaningful involvement requires effective access to decision-makers for all and the ability in all communities to make informed decisions and take positive actions to produce environmental justice for themselves.[82]

Household – all the people, related or unrelated, who occupy a housing unit. It can also include a person living alone in a housing unit or a group of unrelated people sharing a housing unit as partners or roommates. Family households consist of two or more individuals who are related by birth, marriage, or adoption, although they also may include other unrelated people. Nonfamily households consist of people who live alone or who share their residence with unrelated individuals.

> **Family Household –** Family households consist of two or more individuals who are related by birth, marriage, or adoption, although they also may include other unrelated people.
>
> **Non-Family Household –** Non-family households consist of individuals living alone and individuals living with roommates who are not related by birth, marriage, or adoption.

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[80] U.S. Department of Housing and Urban Development. FY 2024 Income Limits Summary. https://www.huduser.gov/portal/datasets/il/il2024/2024summary.odn (accessed May 2024).
[81] BIPOC definition from Seattle YWCA https://www.ywcaworks.org/blogs/ywca/wed-04062022-0913/why-we-use-bipoc#:~:text=BIPOC%20stands%20for%20Black%2C%20Indigenous,solidarity%20between%20communities%20of%20color.
[82] U.S. Department of Energy, Office of Legacy Management, "What is Environmental Justice" https://www.energy.gov/lm/what-environmental-justice

Income Thresholds – the U.S. Department of Housing and Urban Development (HUD) establishes income thresholds that apply to various housing assistance programs. These thresholds are updated annually and are categorized by household size. Worcester is part of the Worcester, MA HUD Metro FMR Area.

> **Extremely Low-Income (ELI) –** the FY 2014 Consolidated Appropriations Act changed the definition of extremely low-income to an individual or family whose annual gross income is greater than 30/50ths (60 percent) of the Section 8 very low-income limit or the poverty guideline. The FY2024 ELI income limit for a household of one is $27,050, and for a household of four is $38,600.
>
> **Very Low-Income (VLI) –** an individual or family whose annual gross income is at or below 50 percent AMI. The FY2024 VLI income limit for a household of one is $45,000, and for a household of four is $64,350.
>
> **Low/Moderate income (LMI) –** an individual or family whose annual gross income is at or below 80 percent of the Area Median Income (AMI).[83] The FY2024 LMI income limit for a household of one is $68,500, and for a household of four is $97,800.

Labor Force – all residents within a community over the age of 16 who are currently employed or *actively* seeking employment. It does not include students, retirees, discouraged workers (residents who are not actively seeking a job), or those who cannot work due to a disability.

Missing Middle – a term coined by planner and architect Daniel Parolek, describing small and moderately-sized housing types (such accessory units, duplexes, triplexes, townhomes, and cottage courts) that blend well with neighborhoods that primarily consist of single-family homes.

Naturally Occurring Affordable Housing (NOAH) – NOAH refers to residential rental properties that are affordable but are unsubsidized by any federal program. Their rents are relatively low compared to the regional housing market. NOAH properties are typically Class B and Class C rental buildings or complexes built between 1940 and 1990. Rents are lower-ranging and affordable to low- and moderate-income households. NOAH units are the most common affordable housing in the United States.[84]

Non-Family Households – Non-family households consist of individuals living alone and individuals living with roommates who are not related by birth, marriage, or adoption.

Open Space – land to protect existing and future well fields, aquifers and recharge areas, watershed land, agricultural land, grasslands, fields, forest land, fresh and saltwater marshes and other wetlands, oceans, rivers, streams, lake, and pond frontage, beaches, dunes, and other coastal lands, lands to protect scenic vistas, land for wildlife or nature preserve, and/or land for recreational use.

Short-Term Rental - A short–term rental is typically defined as a rental of any residential home unit or accessory building for a short period of time. This generally includes stays of less than a month (30 days), but the maximum length can vary depending on the state and jurisdiction in which the rental is located.

[83] For purposes of MGL c.40B, moderate income is defined as up to 80 percent AMI.

[84] NOAH Impact Fund. https://noahimpactfund.com/impact-investing-affordable-housing-minnesota/what-is-noah/#:~:text=NOAH%20stands%20for%20Naturally%20Occurring,to%20the%20regional%20housing%20market.

ATTACHMENTS

Worcester Subsidized Housing Inventory

EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
3507	Addison Street Apts	2-26 Addison & 130-140 Dorchester Sts.	Rental	50	Perp	No	*HUD*
3508	Belmont Towers	40 Belmont St.	Rental	166	Perp	No	*HUD*
3509	Elm Park Towers	425 Pleasant St. & Hudson	Rental	193	Perp	No	*HUD*
3510	Great Brook Valley Gardens	69 Tacoma/75-203 Chino/1-45 Freedom Way/1-291 Constitution/New Vista Ln	Rental	523	Perp	No	*HUD*
3511	Hooper Street Apts	25 Hooper St.	Rental	26	Perp	No	*HUD*
3512	Lincoln Park Towers	11 Lake Ave.	Rental	199	Perp	No	*HUD*
3513	May Side Apartments	May & Mayside Sts.	Rental	47	Perp	No	*HUD*
3514	Mill Pond Apartments	1-11 Lowland Court	Rental	50	Perp	No	*HUD*
3515	Mill Pond Extension	527-600 Mill St.	Rental	24	Perp	No	*HUD*
3516	Murray Avenue Apartments	50 Murray Ave.	Rental	72	Perp	No	*HUD*
3517	North Street Apartments	North. Sigourney. Providence Sts.	Rental	29	Perp	No	*HUD*
3518	Pleasant Tower	275 Pleasant Street	Rental	141	Perp	No	*HUD*
3519	Southwest Gardens	Dix/Cottage/Wachusett/N. Ashland/Homes/Richards Sts.	Rental	25	Perp	No	*HUD*
3520	Webster Square East	1050 Main St.	Rental	252	Perp	No	*HUD*
3521	Webster Square Tower	1060 Main St.	Rental	215	Perp	No	*HUD*
3522	Wellington Apartments	30 Wellington St.	Rental	104	Perp	No	*HUD*
3523	Curtis Apts.	60-80 Boylston St, 2-64 Great Brook Valley Av, 64-68 Tacoma St.	Rental	390	Perp	No	*EOHLC*

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EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
3524	Lakeside Apts.	0-50 Circuit Av, 52-54 S. Circuit Av, 2-46 Lakeside Ave, etc..	Rental	204	Perp	No	*EOHLC*
3525	Booth Apts.	698-732 Lincoln St; New Haven Lane	Rental	75	Perp	No	*EOHLC*
3526	Greenwood Gardens	335 Greenwood St.	Rental	61	Perp	No	*EOHLC*
3527	John J. Curran	201 Providence St.	Rental	50	Perp	No	*EOHLC*
3528	Lafayette Place	2 Lafayette Street	Rental	66	Perp	No	*EOHLC*
3529	Comm. Residence, Inc.	309 Hamilton St.	Rental	8	Perp	No	*EOHLC*
3530	CTC Comm. Residence	32 Oberlin St.	Rental	8	Perp	No	*EOHLC*
3531	Monson Development Ctr	8-10 Hudson St.	Rental	7	Perp	No	*EOHLC*
3532	Monson Development Ctr	197-199 Providence Street	Rental	8	Perp	No	*EOHLC*
3533	You, Inc.	975 Millbury St.	Rental	8	Perp	No	*EOHLC*
3534	Main South Gardens	Kilby/Cheney/Ripley/ Beacon/Gardner/Benefit St.	Rental	24	Perp	No	*EOHLC*
3535	Scattered Sites	Albert/Jacques/Hancock/Newport/Lincoln/ Perkins Sts.	Rental	16	Perp	No	*EOHLC*
3542	800 Main Street	800 Main Street	Rental	5	2023	No	*EOHLC*
3543	866 Main Street	866 Main St.	Rental	16	2029	No	*EOHLC*
3545	Abby's House I	77 Chatham St	Rental	7	2035	No	*EOHLC* *EOHLC* *FHLBB*
3547	Aurora Hotel	660 Main St	Rental	85	2040*	No	*HUD*

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Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
3547	Aurora Hotel	660 Main St	Rental	85	2040*	No	*EOHLC*
3548	Beacon & Oread Sts Nghd Redev.	24,34,40-42,56-58 Oread; 140 Beacon	Rental	34	Perp	No	*MHP* *EOHLC* *EOHLC*
3549	Beacon Brightly	Beacon/Lagrange/Hammond	Ownership	7	2030-2032	No	*EOHLC*
3550	Beaver Apartments	974 Main St & 1-5 Beaver St	Rental	26	2032	No	*EOHLC* *HUD*
3551	Beaverbrook Co-op	Main St/Agawam St	Ownership	11	2028	No	*EOHLC*
3552	Bell Hill Commons	5 East Kendall St	Ownership	23	2030	No	*EOHLC*
3553	By-the-Way	5 (or 9?) Sever St.	Rental	15	2035*	No	*HUD*
3554	Canterbury Tower	Lancaster & Dix St. (6 Wachusett St?)	Rental	156	2036*	No	*MassHousing*
3555	Castle Hill Nghd FHB	6-8,2029 King St, 99 Bellevue St, 2028 Bell St	Rental	7	2029	No	*EOHLC*
3556	Channing Terrace	26 Channing St	Rental	45	2062	No	*MassHousing* *EOHLC*
3557	Chatham Street	85 Chatham St	Rental	16	2031	No	*EOHLC*
3558	Chatham Street Apts	99 Chatham Street	Rental	6	2101	No	*FHLBB*
3559	Christopher Heights	20 Mary Scano Drive	Rental	80	2047	No	*EOHLC*

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EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
3561	Clark U/Main South FTHB	15,31,33,51 Beaver St.; 14 Florence; 71 Gates; 79 Hollis; 17-19 Grand St	Ownership	27	2027	No	*EOHLC*
3562	Coe's Pond Village	39 First Street	Rental	250	2028	No	*EOHLC* *MassHousing*
3563	Colony Retirement Homes I	485 Grove St.	Rental	61	2043*	No	*HUD*
3564	Colony Retirement Homes II	485 Grove St.	Rental	78	2039*	No	*HUD*
3565	Colony Retirement Homes III	41 (or 101) Chadwick St.	Rental	100	2041*	No	*HUD*
3566	Colony Retirement Homes IV	521 Grove St. (123 Holden St)	Rental	70	2040*	No	*HUD*
3567	Concord Apts	11 Sever St.	Rental	132	2046	No	*HUD*
3568	Conway Gardens	10 Newbury St (31 Oread too?)	Rental	40	2028*	No	*HUD* *EOHLC*
3569	Dale Street Phase I	21-23&31-33 Dale Street	Rental	18	2037	No	*EOHLC* *EOHLC* *MHP*
3570	Dale Street Phase II	11-15 Dale St; 1 Allensdale St.	Rental	15	2030	No	*EOHLC* *EOHLC*
3571	Dewey/Canterbury	17-19 Dewey St; 124-128 Canterbury St.	Ownership	22	2029	No	*EOHLC*
3573	Emanuel Senior House	59 Evelyn St.	Rental	75	2031	No	*HUD*
3575	Florence St. Co-op	6 Florence St.	Ownership	5	2035	No	*EOHLC*
3576	Freeland Apartments	979 Main Street	Rental	21	Perp	No	*EOHLC*

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EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
3576	Freeland Apartments	979 Main Street	Rental	21	Perp	No	*MHP* *EOHLC*
3577	Greenhill Towers	20, 26, 27, 30 Mt. Vernon St	Rental	185	2033*	No	*MassHousing*
3578	Independent Living Project	1030-1036 Main St.	Rental	20	2032	No	*HUD* *HUD*
3579	King-Quincy-Newbury-Chatham	48 King St; 9 Quincy St; 7 Newbury St; 90-92 Chatham St.	Ownership	13	2027	No	*EOHLC* *EOHLC*
3580	La Grange Street	24 Lagrange St	Rental	3	2024	No	*EOHLC*
3581	Lincoln Village	Lincoln St./ Pleasant Valley Dr	Rental	1213	2024*	No	*HUD*
3582	Main & Oread Corp./Refinance	2 Oread St.,799-805 and 866 Main St	Rental	24	2029	No	*EOHLC*
3583	Marble Street Apartments	11,21,31,41 A-D Marble St (1010 Main St)	Rental	162	2037*	No	*MassHousing*
3584	Matheson Apartments	Main/37,49 Wellington St./Murray	Rental	70	2039*	No	*HUD*
3585	Meadow Brook Gardens	545 Salisbury St.	Rental	72	2031	No	*EOHLC* *HUD*
3586	Mountain Village	200 East Mountain St.	Rental	200	2029*	No	*HUD* *HUD*
3587	Mt. Carmel Apartments	60 E. Central St (50 Shrewsbury St.)	Rental	75	2031	No	*HUD*
3588	New Horizons	507 Main St. (65 Merrick St)	Rental	34	2025*	No	*HUD*
3590	Oak Hill Estates	33-35 Wall Street	Ownership	9	2030-2032	No	*EOHLC*

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EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
3591	Oberlin House	28 Marble St.	Rental	22	2024	No	*HUD*
3592	Plantation Towers	501 Plantation St.	Rental	107	2024*	No	*EOHLC* *MassHousing*
3593	Plumley Village	16 Laurel Street	Rental	430	2031*	No	*HUD* *EOHLC*
3595	Seabury Heights	240 Belmont St./Belmont & Elliott	Rental	302	2023	No	*HUD*
3596	Section 8 Mod Rehab	Scattered sites	Rental	58	2024*	No	*EOHLC*
3597	Stratton Hill	161 W. Mountain St. & Brook Sts.	Rental	156	2069	No	*EOHLC* *MassHousing* *MHP*
3599	Teamster Retiree Housing	Clark & Mountain Sts./295 Clark St	Rental	24	2032	No	*HUD*
3600	The Royal Worcester	45 Grand Street	Rental	155	2023*	No	*EOHLC* *HUD* *MassHousing*
3601	Union Hill	50,63,68,69,82-84,87 Norfolk St.	Ownership	40	Perp	No	*EOHLC* *MHP* *EOHLC* *EOHLC*
3602	Union Hill Nghd FTHB	68 Harrison, 42 Penn Ave; 59 Coral; 18 Clarkson	Ownership	11	2027	No	*EOHLC*

This data is derived from information provided to the Executive Office of Housing and Livable Communities (EOHLC) by individual communities and is subject to change as new information is obtained and use restrictions expire.

EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
3603	Union Hill Scattered Site Co-op	Penn Ave/Aetna St/ Mendon St	Ownership	9	2029	No	*EOHLC*
3604	Upland Gardens	80 Upland St	Rental	274	2031	No	*HUD*
3605	Upsala St. Elderly Apts	36 Upsala St.	Rental	49	2037	No	*EOHLC* *HUD*
3606	WAARC Community Residence	100 West Chester St.	Rental	11	2032	No	*HUD*
3607	Washington Heights	67 Outlook Dr/ 55 Williamsberg Dr	Rental	404	Perp	No	*HUD* *MassHousing*
3608	Wellington Community	714 Main Street/ 84 Murray Ave	Rental	180	2037*	No	*MassHousing*
3609	Wellington House	41 Wellington St.	Rental	0		No	*HUD*
3610	Whittier Terrace	29-33, 38-42 Oxford St; 86 Austin St	Rental	163	2036*	No	*MassHousing*
3611	Bet Shalom	475 Chandler St./ S. Flagg St	Rental	70	2028*	No	*HUD*
3612	Worcester Youth Guidance	Burncoat Street	Rental	8	2025	No	*EOHHS*
3743	Standish Apartments	767 Main St	Rental	28	2034	No	*EOHLC* *EOHLC*
3771	Austin Street 98-102	98-102 Austin St	Rental	9	perp	No	*EOHLC* *MHP*
4064	Bet Shalom II	475 Chandler St		24	2042	No	*HUD*
4069	Chandler Street	133 Chandler St	Rental	5	4/03/2023	No	*MHP*
4530	DDS Group Homes	Confidential	Rental	139	N/A	No	*DDS*

This data is derived from information provided to the Executive Office of Housing and Livable Communities (EOHLC) by individual communities and is subject to change as new information is obtained and use restrictions expire.

EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
4623	DMH Group Homes	Confidential	Rental	140	N/A	No	*DMH*
7882	Remembrance House	Lewis St	Rental	2	2046	NO	*HUD*
9767	Village at Ascension Heights	48 Vernon Street	Rental	35	2036	NO	*EOHLC* *HUD*
9786	149 Belmont Street	149 Belmont Street	Rental	10	2057	NO	*HUD* *MassHousing* *MHP* *EOHLC*
9787	5 Benefit Street	5 Benefit Street	Rental	4	2039	NO	*EOHLC* *HUD*
9789	767-771 Main Street	767-771 Main Street	Rental	28	2034	NO	*EOHLC* *HUD*
9790	6 Florence Street	6 Florence Street	Rental	8	2103	NO	*EOHLC* *HUD*
9791	300-302 Pleasant Street	300-302 Pleasant Street	Rental	6	2036	NO	*EOHLC* *MassHousing* *HUD*
9792	674 Main Street	674 Main Street	Rental	24	2032	NO	*EOHLC* *MassHousing* *MHP*

This data is derived from information provided to the Executive Office of Housing and Livable Communities (EOHLC) by individual communities and is subject to change as new information is obtained and use restrictions expire.

EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
9793	1-7 Piedmont Street	1-7 Piedmont Street	Rental	12	2059	NO	*EOHLC* *HUD* *MassHousing* *MHP*
9794	9 May Street	9 May Street	Rental	46	2058	NO	*MassHousing* *EOHLC* *HUD*
9795	Southgate Place	146 Grand Street	Rental	25	2041	NO	*MHP* *EOHLC* *HUD*
9796	Canal Lofts	39, 45, 48 Water Street	Rental	64	2061	NO	*EOHLC* *HUD* *MassHousing* *MHP*
9797	Voke Lofts	21 Salisbury Street	Rental	84	2064	NO	*EOHLC* *HUD* *MassHousing*
9798	Austin Corridor II	Piedmont St, Austin St, Bellevue St, Bancroft St	Rental	20	2063	NO	*HUD* *MassHousing* *MHP*

This data is derived from information provided to the Executive Office of Housing and Livable Communities (EOHLC) by individual communities and is subject to change as new information is obtained and use restrictions expire.

EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
9798	Austin Corridor II	Piedmont St, Austin St, Bellevue St, Bancroft St	Rental	20	2063	NO	*EOHLC*
9799	Channing Terrace Apartments	26 Channing Street	Rental	45	2062	NO	*EOHLC* *HUD* *MassHousing*
9800	Castle Hill Initiative-LaGrange Street	13, 15, 17, 19 LaGrange Street	Rental	10	2042	NO	*EOHLC* *HUD* *MassHousing*
9801	651-659 Main Street	651-659 Main Street	Rental	45	2059	NO	*EOHLC* *HUD* *MassHousing*
10022	Loomworks I	93 Grand Street	Rental	39	2065	NO	*EOHLC* *MassHousing*
10023	Loomworks II	93 Grand Street	Rental	55	2065	NO	*EOHLC*
10807	Central Building	322 Main St	Rental	55	2069	NO	*EOHLC* *MHP*
10808	AKFC Renovations	52 High St	Rental	56	2058	NO	*EOHLC*
10809	Forbest St Development	7 Forbest St	Rental	8	2046	NO	*EOHLC*
10810	126 Chandler St	126 Chandler St	Rental	31	2071	NO	*EOHLC*

This data is derived from information provided to the Executive Office of Housing and Livable Communities (EOHLC) by individual communities and is subject to change as new information is obtained and use restrictions expire.

EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES CH40B SUBSIDIZED HOUSING INVENTORY

Worcester

DHCD ID #	Project Name	Address	Type	Total SHI Units	Affordability Expires	Built w/ Comp. Permit?	Subsidizing Agency
10810	126 Chandler St	126 Chandler St	Rental	31	2071	NO	*MassHousing* *MHP*
10811	Trinity Worcester	2 Main St	Rental	118	2073	NO	*MHP* *EOHLC* *MassHousing*
	Worcester Totals			10,222	**Census 2020 Year Round Housing Units**		84,071
					Percent Subsidized		12.16%

This data is derived from information provided to the Executive Office of Housing and Livable Communities (EOHLC) by individual communities and is subject to change as new information is obtained and use restrictions expire.

EOHLC AFFIRMATIVE FAIR HOUSING GUIDELINES

The Commonwealth of Massachusetts has a compelling interest in creating fair and open access to affordable housing and promoting compliance with state and federal civil rights obligations. Therefore, all housing with state subsidy or housing for inclusion on the SHI shall have an Affirmative Fair Housing Marketing Plan. To that end, EOHLC has prepared and published comprehensive guidelines that all agencies follow in resident selection for affordable housing units.

In particular, the local preference allowable categories are specified:

- **Current Residents.** A household in which one or more members is living in the Town or town at the time of application. Documentation of residency should be provided, such as rent receipts, utility bills, street listing, or voter registration listing.
- **Municipal Employees**. Employees of the municipality, such as teachers, janitors, firefighters, police officers, librarians, or town hall employees.
- **Employees of Local Businesses**. Employees of businesses located in the municipality.
- **Households with Children**. Households with children attending the locality's schools.
- **Veterans:** Any person honorably discharged from the Army, Navy, Marine Corps, Air Force, Coast Guard or National Guard of the United States.

The latest revisions to the guidelines were in May 2013. A further update per the 2024 *Affordable Homes Act* is expected to be forthcoming. The full guidelines can be found here: https://www.mass.gov/doc/ma-fair-housing-marketing-and-resident-selection-plan-guidelines-1/download.

INTERAGENCY BEDROOM MIX POLICY

INTERAGENCY AGREEMENT

Regarding Housing Opportunities for Families with Children

This Interagency Agreement (this "Agreement") is entered into as of the 17th day of January, 2014 by and between the Commonwealth of Massachusetts, acting by and through its Department of Housing and Community Development ("DHCD"), the Massachusetts Housing Partnership Fund Board ("MHP"), the Massachusetts Housing Finance Agency (in its own right and in its capacity as Project Administrator designated by DHCD under the Guidelines for Housing Programs in Which Funding is Provided By Other Than a State Agency, "MassHousing"), the Massachusetts Development Finance Agency ("MassDevelopment") and the Community Economic Development Assistance Corporation ("CEDAC"). DHCD, MHP, MassHousing, MassDevelopment and CEDAC are each referred to herein as a "State Housing Agency" and collectively as the "State Housing Agencies".

Background

A. DHCD's 2013 Analysis of Impediments to Fair Housing Choice ("AI") includes action steps to improve housing opportunities for families, including families with children, the latter being a protected class pursuant to fair housing laws, including the federal Fair Housing Act, as amended (42 U.S.C. §§ 3601 *et seq.)* and Massachusetts General Laws Chapter 151B. In order to respond to development patterns in the Commonwealth that disparately impact and limit housing options for families with children, such steps include requiring a diversity of bedroom sizes in Affordable Production Developments that are not age-restricted and that are funded, assisted or approved by the State Housing Agencies to ensure that families with children are adequately served.

B. The State Housing Agencies have agreed to conduct their activities in accordance with the action steps set forth in the AI.

C. This Agreement sets forth certain agreements and commitments among the State Housing Agencies with respect to this effort.

Definitions

1) "Affordable" - For the purposes of this Agreement, the term "Affordable" shall mean that the development will have units that meet the eligibility requirements for inclusion on the Subsidized Housing Inventory ("SHI").

2) "Production Development" - For purposes of this Agreement "Production Development" is defined as new construction or adaptive reuse of a non-residential building and shall include rehabilitation projects if the property has been vacant for two (2) or more years or if the property has been condemned or made uninhabitable by fire or other casualty.

Agreements

NOW, THEREFORE, DHCD, MHP, MassHousing, MassDevelopment and CEDAC agree as follows:

Bedroom Mix Policy

1) Consistent with the AI, it is the intention of the State Housing Agencies that at least ten percent (10%) of the units in Affordable Production Developments funded, assisted or approved by a State Housing Agency shall have three (3) or more bedrooms except as provided herein. To the extent practicable, the three bedroom or larger units shall be distributed proportionately among affordable and market rate units.

2) The Bedroom Mix Policy shall be applied by the State Housing Agency that imposes the affordability restriction that complies with the requirements of the SHI.

3) The Bedroom Mix Policy shall not apply to Affordable Production Developments for age-restricted housing, assisted living, supportive housing for individuals, single room occupancy or other developments in which the policy is not appropriate for the intended residents. In addition, the Bedroom Mix Policy shall not apply to a Production Development where such units:

(i) are in a location where there is insufficient market demand for such units , as determined in the reasonable discretion of the applicable State Housing Agency; or
(ii) will render a development infeasible, as determined in the reasonable discretion of the applicable State Housing Agency.

4) Additionally, a State Housing Agency shall have the discretion to waive this policy (a) for small projects that have less than ten (10) units and (b) in limited instances when, in the applicable State Housing Agency's judgment, specific factors applicable to a project and considered in view of the regional need for family housing, make a waiver reasonable.

5) The Bedroom Mix Policy shall be applicable to all Production Developments provided a Subsidy as defined under 760 CMR 56.02 or otherwise subsidized, financed and/or overseen by a State Housing Agency under the M.G.L. Chapter 40B comprehensive permit rules for which a Chapter 40B Project Eligibility letter is issued on or after March 1, 2014. The policy shall be applicable to all other Affordable Production Developments funded, assisted, or approved by a State Housing Agency on or after May 1, 2014.

COMPREHENSIVE PERMIT DENIAL AND APPEAL PROCEDURES

(a) If a Board considers that, in connection with an Application, a denial of the permit or the imposition of conditions or requirements would be consistent with local needs on the grounds that the Statutory Minima defined at 760 CMR 56.03(3)(b or c) have been satisfied or that one or more of the grounds set forth in 760 CMR 56.03(1) have been met, it must do so according to the following procedures. Within 15 days of the opening of the local hearing for the Comprehensive Permit, the Board shall provide written notice to the Applicant, with a copy to the Department, that it considers that a denial of the permit or the imposition of conditions or requirements would be consistent with local needs, the grounds that it believes have been met, and the factual basis for that position, including any necessary supportive documentation. If the Applicant wishes to challenge the Board's assertion, it must do so by providing written notice to the Department, with a copy to the Board, within 15 days of its receipt of the Board's notice, including any documentation to support its position. The Department shall thereupon review the materials provided by both parties and issue a decision within 30 days of its receipt of all materials. The Board shall have the burden of proving satisfaction of the grounds for asserting that a denial or approval with conditions would be consistent with local needs, provided, however, that any failure of the Department to issue a timely decision shall be deemed a determination in favor of the municipality. This procedure shall toll the requirement to terminate the hearing within 180 days.

(b) For purposes of this subsection 760 CMR 56.03(8), the total number of SHI Eligible Housing units in a municipality as of the date of a Project's application shall be deemed to include those in any prior Project for which a Comprehensive Permit had been issued by the Board or by the Committee, and which was at the time of the application for the second Project subject to legal appeal by a party other than the Board, subject however to the time limit for counting such units set forth at 760 CMR 56.03(2)(c).

(c) If either the Board or the Applicant wishes to appeal a decision issued by the Department pursuant to 760 CMR 56.03(8)(a), including one resulting from failure of the Department to issue a timely decision, that party shall file an interlocutory appeal with the Committee on an expedited basis, pursuant to 760 CMR 56.05(9)(c) and 56.06(7)(e)(11), within 20 days of its receipt of the decision, with a copy to the other party and to the Department. The Board's hearing of the Project shall thereupon be stayed until the conclusion of the appeal, at which time the Board's hearing shall proceed in accordance with 760 CMR 56.05. Any appeal to the courts of the Committee's ruling shall not be taken until after the Board has completed its hearing and the Committee has rendered a decision on any subsequent appeal.

Source: EOHLC Comprehensive Permit Regulations, 760 CMR 56.03(8)

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.4C

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request City Council's review, consideration, and adoption of the attached Resolutions authorizing five (5) affordable housing restrictions under Massachusetts General Law (MGL) Chapter 184, as received from Peter Dunn, Chief Development Officer.

The municipality has partnered with Habitat for Humanity MetroWest/Greater Worcester, Inc. on the development of five (5) affordable homeownership opportunities at 38 Aetna St., 210 Perry Ave., 521 Sunderland Rd., 523 Sunderland Rd., and 13 Hawley St. Under MGL Chapter 184, affordable housing restrictions held by a charitable organization must be approved by both the City Manager and the City Council before being placed upon the property. The proposed deed riders provide for an affordability restriction in perpetuity to enable long-term affordability to the greatest extent possible.

In addition, the municipality will be celebrating a home dedication ceremony with Habitat for Humanity and the new homeowner of 210 Perry Ave. on Thursday, June 19 at 3:30 p.m.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
P| 508-799-1400 **F|** 508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: Resolution for Acceptance of Affordable Housing Restrictions under M.G.L Chapter 184

I am pleased to submit for your consideration five affordable housing deed riders on properties developed by Habitat for Humanity MetroWest/Greater Worcester, Inc., for the purpose of affordable homeownership. These deed riders establish affordable housing restrictions in perpetuity to ensure long-term affordability.

Under Massachusetts General Law Chapter 184, affordable housing restrictions held by a charitable organization must be approved by both the City Manager and the City Council before being placed upon the property.

Affordable Homeownership restrictions that will be subject to affordable housing deed riders under this request include:

- 38 Aetna St.
- 210 Perry Ave.
- 521 Sunderland Rd.
- 523 Sunderland Rd.
- 13 Hawley St.

MGL Chapter 184 Overview

Massachusetts General Law Chapter 184 relates to general provisions relative to real property. Section 31 defines an affordable housing restriction as *"a right, either in perpetuity or for a specified number of years, whether or not stated in the form of a restriction, easement, covenant or condition in any deed, mortgage, will, agreement, or other instrument executed by or on behalf of the owner of the land appropriate to (a) limiting the use of all or part of the land to occupancy by persons, or families of low or moderate income in either rental housing or other housing or (b) restricting the resale price of all or part of the property in order to assure its affordability by future low and moderate income purchasers or (c) in any way limiting or restricting the use or enjoyment of all or any portion of the land for the purpose of encouraging or assuring creation or retention of rental and other housing for occupancy by low and moderate income persons and families."*

Section 32 ensures that certain land use restrictions, including affordable housing restrictions, are legally enforceable, even if there is no direct connection between the landowner and the restriction holder. Section 32 states "*No conservation restriction, agricultural preservation or watershed preservation restriction as defined in section thirty-one, held by any governmental body or by a charitable corporation or trust whose purposes include conservation of land or water areas or of a particular such area, and no preservation restriction, as defined in said section thirty-one, held by any governmental body or by a charitable corporation or trust whose purposes include preservation of buildings or sites of historical significance or of a particular such building or site, and no affordable housing restriction as defined in said section thirty-one, held by any governmental body or by a charitable corporation or trust whose purposes include creating or retaining or assisting in the creation or retention of affordable rental or other housing for occupancy by persons or families of low or moderate income shall be unenforceable on account of lack of privity of estate or contract or lack of benefit to particular land or on account of the benefit being assignable or being assigned to any other governmental body or to any charitable corporation or trust with like purposes, or on account of the governmental body the charitable corporation or trust having received the right to enforce the restriction by assignment, provided (a) in case of a restriction held by a city or town or a commission, authority or other instrumentality thereof it is approved by the secretary of environmental affairs if a conservation restriction, the commissioner of the metropolitan district commission if a watershed preservation restriction, the commissioner of food and agriculture if an agricultural preservation restriction, the Massachusetts historical commission if a preservation restriction, or the secretary of housing and livable communities if an affordable housing restriction, and (b)* ***in case of a restriction held by a charitable corporation or trust it is approved by the mayor, or in cities having a city manager the city manager, and the city council of the city,*** *or selectmen or town meeting of the town, in which the land is situated, and the secretary of environmental affairs if a conservation restriction, the commissioner of the metropolitan district commission if a watershed preservation restriction, the commissioner of food and agriculture if an agricultural preservation restriction, the Massachusetts historical commission if a preservation restriction, or the secretary of housing and livable communities if an affordable housing restriction*."

I respectfully recommend the City Council's acceptance of the five affordable housing deed riders in perpetuity for the properties identified. I also want to express my appreciation to Habitat for Humanity for their partnership and commitment to creating affordable homeownership opportunities in the community.

Sincerely,

Peter Dunn
Chief Development Officer

A RESOLUTION TO ACCEPT AN AFFORDABLE HOUSING RESTRICTION IN PERPETUITY AT 38 AETNA ST UNDER MGL CHAPTER 184

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester Inc. has developed a single-family property at 38 Aetna St. for the purpose of creating an affordable homeownership opportunity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks to place an affordable housing deed rider in perpetuity to ensure a long-term homeownership opportunity remains at the property in perpetuity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks city council approval under Massachusetts General Law Chapter 184 Section 32 to place an affordable deed rider in perpetuity at 38 Aetna St.

NOW, THEREFORE BE IT RESOLVED:

1. That the city council approves the placement of an affordable deed rider under Chapter 184 in perpetuity for the purpose of maintaining long term affordable homeownership.

2. That the city manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the restriction.

A RESOLUTION TO ACCEPT AN AFFORDABLE HOUSING RESTRICTION IN PERPETUITY AT 210 PERRY AVENUE UNDER MGL CHAPTER 184

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester Inc. has developed a single-family property at 210 Perry Avenue for the purpose of creating an affordable homeownership opportunity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks to place an affordable housing deed rider in perpetuity to ensure a long-term homeownership opportunity remains at the property in perpetuity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks city council approval under Massachusetts General Law Chapter 184 Section 32 to place an affordable deed rider in perpetuity at 210 Perry Avenue.

NOW, THEREFORE BE IT RESOLVED:

1. That the city council approves the placement of an affordable deed rider under Chapter 184 in perpetuity for the purpose of maintaining long term affordable homeownership.

2. That the city manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the restriction.

A RESOLUTION TO ACCEPT AN AFFORDABLE HOUSING RESTRICTION IN PERPETUITY AT 521 SUNDERLAND ROAD UNDER MGL CHAPTER 184

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester Inc. has developed a single-family property at 521 Sunderland Road for the purpose of creating an affordable homeownership opportunity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks to place an affordable housing deed rider in perpetuity to ensure a long-term homeownership opportunity remains at the property in perpetuity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks city council approval under Massachusetts General Law Chapter 184 Section 32 to place an affordable deed rider in perpetuity at 521 Sunderland Road.

NOW, THEREFORE BE IT RESOLVED:

1. That the city council approves the placement of an affordable deed rider under Chapter 184 in perpetuity for the purpose of maintaining long term affordable homeownership.

2. That the city manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the restriction.

A RESOLUTION TO ACCEPT AN AFFORDABLE HOUSING RESTRICTION IN PERPETUITY AT 523 SUNDERLAND ROAD UNDER MGL CHAPTER 184

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester Inc. has developed a single-family property at 523 Sunderland Road for the purpose of creating an affordable homeownership opportunity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks to place an affordable housing deed rider in perpetuity to ensure a long-term homeownership opportunity remains at the property in perpetuity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks city council approval under Massachusetts General Law Chapter 184 Section 32 to place an affordable deed rider in perpetuity at 523 Sunderland Road.

NOW, THEREFORE BE IT RESOLVED:

1. That the city council approves the placement of an affordable deed rider under Chapter 184 in perpetuity for the purpose of maintaining long term affordable homeownership.

2. That the city manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the restriction.

A RESOLUTION TO ACCEPT AN AFFORDABLE HOUSING RESTRICTION IN PERPETUITY AT 13 HAWLEY STREET UNDER MGL CHAPTER 184

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester Inc. has developed a single-family property at 13 Hawley Street for the purpose of creating an affordable homeownership opportunity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks to place an affordable housing deed rider in perpetuity to ensure a long-term homeownership opportunity remains at the property in perpetuity.

WHEREAS: Habitat for Humanity Metrowest/Greater Worcester, Inc. seeks city council approval under Massachusetts General Law Chapter 184 Section 32 to place an affordable deed rider in perpetuity at 13 Hawley Street.

NOW, THEREFORE BE IT RESOLVED:

1. That the city council approves the placement of an affordable deed rider under Chapter 184 in perpetuity for the purpose of maintaining long term affordable homeownership.

2. That the city manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the restriction.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.4D

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request City Council's review, consideration, and adoption of the attached Order transferring the care, custody, management, and control of the surplus tax title property located at 6 Gladstone St., Assessor's Map 07, Block 031, Lot 00016, from the Tax Title Custodian to the Executive Office of the City Manager, as received from Peter Dunn, Chief Development Officer, and forwarded for the consideration of your Honorable Body.

The transfer of the property to the Executive Office of the City Manager will allow for a Request for Proposals process to ensure the disposition and future use of the property aligns with the economic development goals and objectives of the municipality.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
City Hall, 455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F**|508-799-1406
development@worcesterma.gov

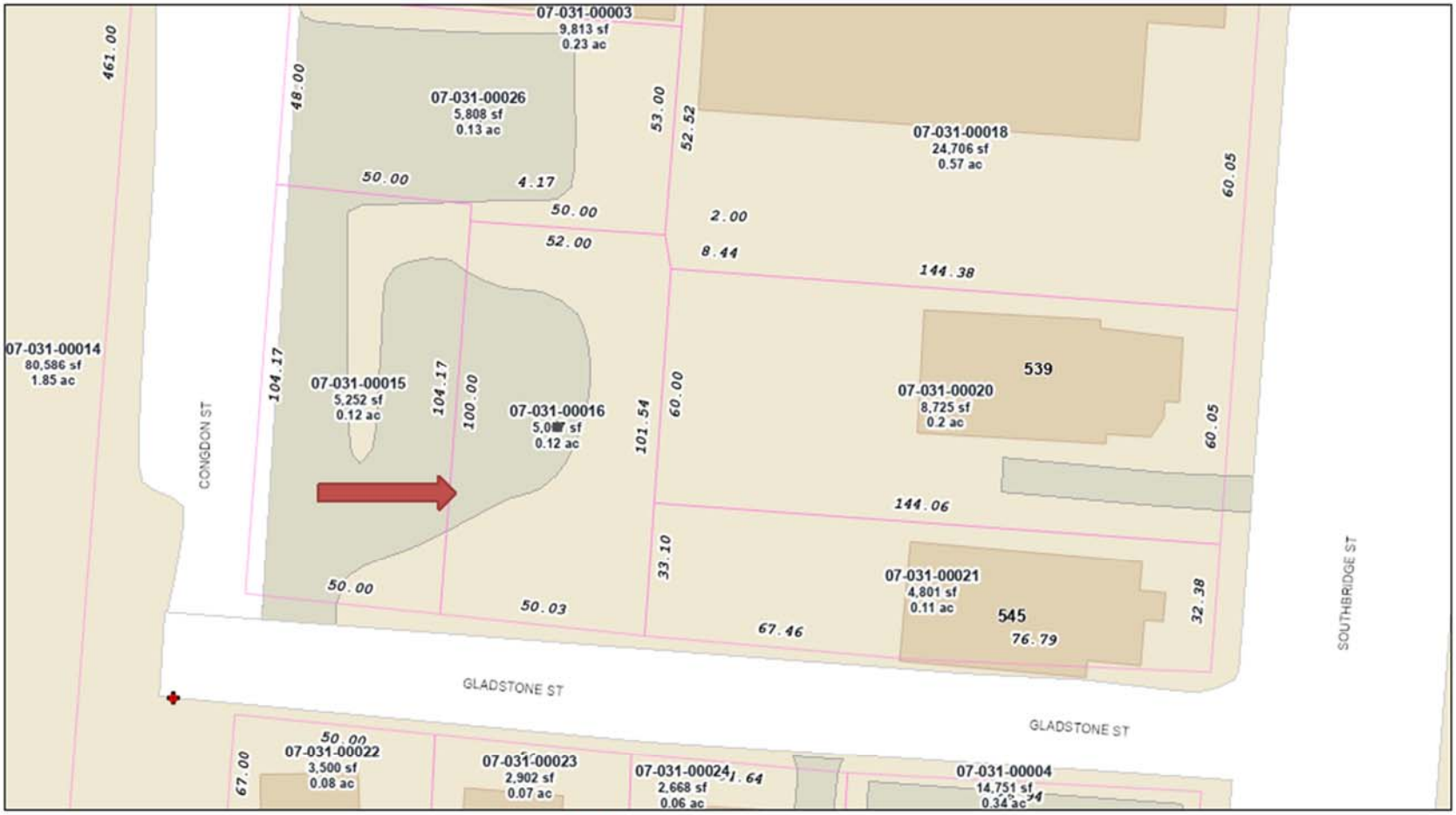
TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: Approval of an Order Regarding the Jurisdiction and Disposition of Real Property at 6 Gladstone St.

I respectfully request City Council's review, consideration, and adoption of the attached order transferring the care, custody, management, and control of the surplus, tax title property located at 6 Gladstone St., Assessor's Map 07, Block 031, Lot 00016 (the "Property"), to the Executive Office of the City Manager for disposition purposes and authorizing the conveyance of the Property.

The Property is a 5,057 square foot vacant parcel. The zoning district is Manufacturing Limited - 2.0 (ML-2.o). The City of Worcester completed a tax taking of the Property on Feb. 7, 2020. Following the approval of the order, the intention of my office is to prepare and issue a Request for Proposals (RFP) for the sale and redevelopment of the Property. The RFP will require the selected proposer to develop the Property into a use that aligns with our economic development goals and objectives. The minimum sale price, consistent with the current assessed value of the Property, will be $48,900.00.

Sincerely,

Peter Dunn
Chief Development Officer



Parcel Search Print Layout

5/30/2025 1:35 PM

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DATA SOURCE:
City of Worcester Geographic Information System
Original Data - Digitized at 1:480 scale (Data true resolution: 1 inch = 40 feet).
Updated Using Spring 2003 Aerial Photography at 1:1,200 scale (1 inch = 100 feet).
Further Updates Using City of Worcester Information.

Considerable effort has been made to ensure the accuracy, correctness and timeliness of data presented; however, this information is only as accurate as its sources and may not reflect the most current information. The City of Worcester, MA assumes no liability for any errors, omissions or inaccuracies and makes no warranty, representation or guaranty of any kind, express or implied, as to the content or for any decisions made or actions taken or not taken by the user based upon any information provided on this map.

Override 1

Hydrants

City Owned Hydrant, In Service

Tax Parcels

Buildings

TYPE

Building

CITY OF WORCESTER

BE IT ORDERED, that

1. the tax title property located at 6 Gladstone Street (MBL 07-031-00016) is hereby declared surplus and transferred from the jurisdiction of the Tax Title Custodian to the jurisdiction of the Executive Office of the City Manager; and

2. the care, custody, management, and control of the property is hereby transferred to the City Manager for disposition purposes; and

3. the City Manager be and is hereby authorized to execute a deed conveying said land on such terms and conditions as the City Manager shall determine are in the best interest of the City of Worcester.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.4E

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request City Council's review, consideration, and adoption of the attached Order transferring the care, custody, management, and control of the surplus, tax title property located at 2R Holcombe St., Assessor's Map 35, Block 023, Lot 0041A, from the Tax Title Custodian to the Executive Office of the City Manager, as received from Peter Dunn, Chief Development Officer, and forwarded for the consideration of your Honorable Body.

The transfer of the undevelopable property to the Executive Office of the City Manager will allow for the disposition of the property through a direct sale to the abutter at 11 Wabash Ave.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
City Hall, 455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F**|508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE Approval of an Order Regarding the Jurisdiction and Disposition of Real Property at 2R Holcombe St.

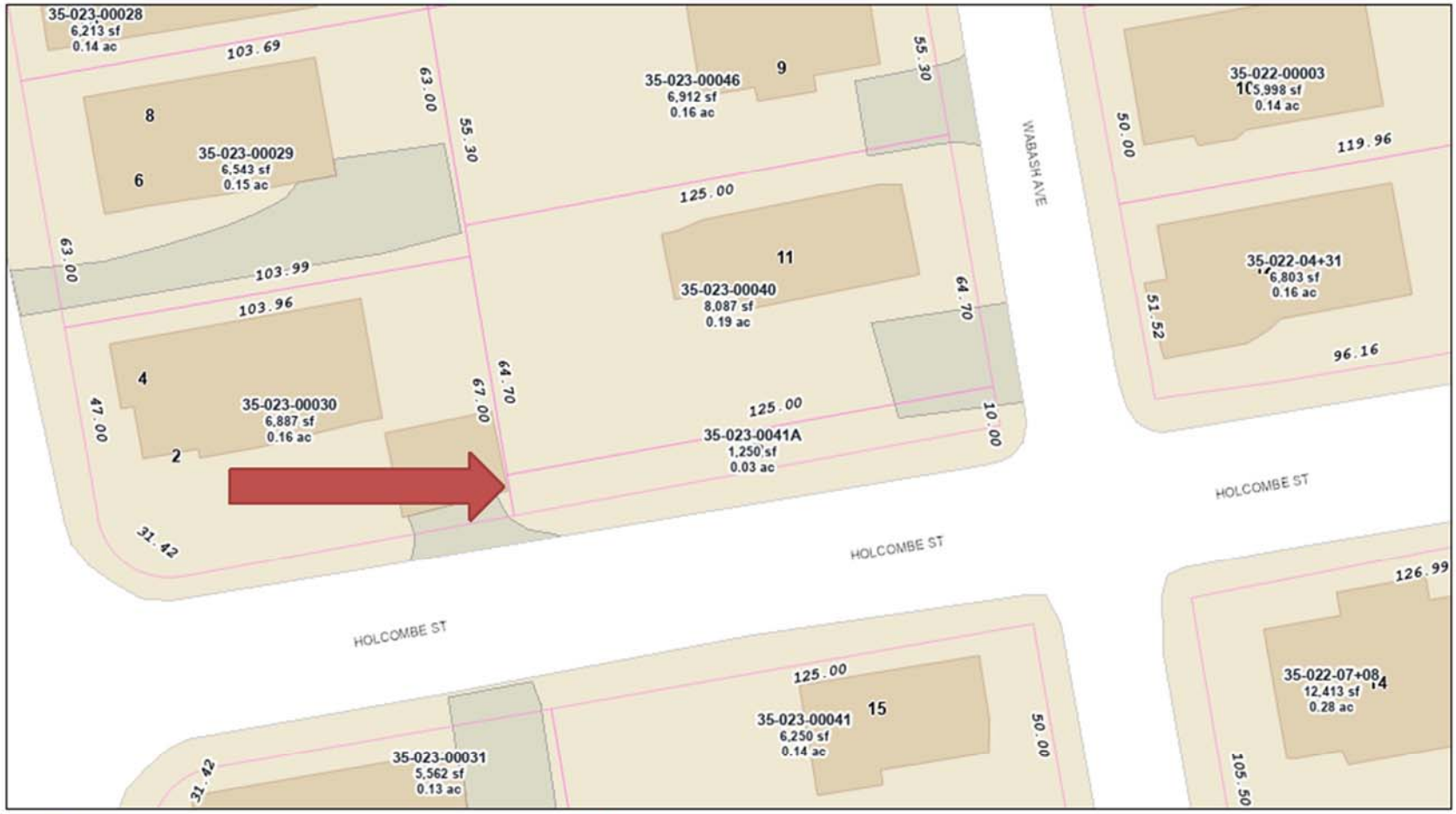
I respectfully request City Council's review, consideration, and adoption of the attached order transferring the care, custody, management, and control of the surplus, tax title property located at 2R Holcombe St., Assessor's Map 35, Block 023, Lot 0041A (the "Property"), to the Executive Office of the City Manager for disposition purposes and authorizing the conveyance of the Property.

The Property is a 1,250 square foot vacant parcel of undevelopable land. The zoning district is Residential General - 5.0 (RG-5.o). The City of Worcester completed a tax taking of the Property several decades ago.

Following the approval of the order, the intention of my office is to dispose of the Property through a direct sale to the abutter at 11 Wabash Ave. The sale price, consistent with the current assessed value of the Property, is $900.00.

Sincerely,

Peter Dunn
Chief Development Officer



Parcel Search Print Layout

5/30/2025 3:32 PM

0 0 0.01 0.01 mi

N

Override 1

Tax Parcels

Buildings

TYPE

Building

DATA SOURCE:
City of Worcester Geographic Information System
Original Data - Digitized at 1:480 scale (Data true resolution: 1 inch = 40 feet).
Updated Using Spring 2003 Aerial Photography at 1:1,200 scale (1 inch = 100 feet).
Further Updates Using City of Worcester Information.

Considerable effort has been made to ensure the accuracy, correctness and timeliness of data presented; however, this information is only as accurate as its sources and may not reflect the most current information. The City of Worcester, MA assumes no liability for any errors, omissions or inaccuracies and makes no warranty, representation or guaranty of any kind, express or implied, as to the content or for any decisions made or actions taken or not taken by the user based upon any information provided on this map.

CITY OF WORCESTER

BE IT ORDERED, that

1. the foreclosed tax title property of 2R Holcombe Street (MBL 35-023-0041A) is hereby declared surplus and is hereby transferred from the jurisdiction of the Tax Title Custodian to the jurisdiction of the Executive Office of the City Manager; and

2. the care, custody, management, and control of the property is hereby transferred to the City Manager for disposition purposes; and

3. the City Manager be and is hereby authorized to execute a deed conveying said land on such terms and conditions as the City Manager shall determine are in the best interest of the City of Worcester.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.4F

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend approval of the attached order and discontinuance plan for a portion of the former Foster Street layout, as received from Peter Dunn, Chief Development Officer, and forwarded for the consideration of your Honorable Body.

As the City Council is aware, there have been changes over the years to the roadway configuration of Washington Square in alignment with the goals and objectives of the Worcester Redevelopment Authority's Union Station Urban Renewal Plan. Previous sections of Foster Street have already been discontinued, but there is a remnant section of Foster Street that still appears on the Official Map that should also be discontinued, as depicted in the attached plan. The discontinuance will also facilitate the development plans and access considerations for the proposed second hotel at Washington Square. The Worcester Redevelopment Authority and the Executive Office of Economic Development are still working diligently with the hotel project partner to hopefully see that project get underway before the end of the calendar year.

As such, I recommend that the attached materials be referred to the Planning Board before returning to the City Council and the Public Works Committee for further review and consideration.

Respectfully submitted,

Eric D. Batista
City Manager

The City *of* Worcester

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
City Hall, 455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F**|508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: Recommend Discontinuance of a Portion of the Former Foster Street Layout at Washington Square

I respectfully request the discontinuance of a portion of the former Foster Street layout, as depicted on the attached discontinuance plan. In prior years, portions of Foster Street, adjacent to Washington Square, were discontinued as public ways because they were no longer needed for public street purposes. There is a remnant section of Foster Street that still appears on the Official Map that should also be discontinued.

The Executive Office of Economic Development and the Worcester Redevelopment Authority are still working diligently on plans for a second hotel to be constructed at Washington Square. The Worcester Redevelopment Authority has an agreement to sell the project parcel to Washington Circle Realty, LLC (controlled by First Bristol Corporation), which is currently planned for September 2025. The developer is working on due diligence and preparation of site plan to submit to the Planning Board. It is likely that this former public street could be well utilized as an additional means of egress, with a right-turn only outlet onto the new Foster Street layout. Therefore, I am also recommending the transfer of care, custody and control of this discontinued area to the Office of the City Manager along with the authorization to convey an easement to Washington Circle Realty, LLC for this purpose.

Please let me know if you have any questions or require any additional information.

Sincerely,

Peter Dunn
Chief Development Officer

Enclosures

Department of Public Works & Parks
John K. Westerling, Commissioner
20 East Worcester St., Worcester, MA 01604
P| 508-929-1300 **F**| 508-799-1448
DPW@worcesterma.gov

To: Eric D. Batista, City Manager
From: John K. Westerling, Commissioner of Public Works & Parks
CC: Peter Dunn, Chief Development Officer
Date: June 4, 2025
RE: Discontinuance of a Portion of Foster Street from the Official Map

In 2008, 2017 and 2019, portions of Foster Street adjacent to Washington Square that were no longer needed for public street purposes were discontinued as public ways. There is a remaining section of the public street on the Official Map located underneath the Genesee and Wyoming Railroad (formerly Providence and Worcester Railroad). This portion is depicted on the attached plan.

Pursuant to Massachusetts General Laws, Chapter 40, Sections 15 and 15A, I have determined this portion of Foster Street is no longer needed for street purposes. I hereby recommend that the described portion be discontinued and removed from the City's Official Map. I also recommend that this parcel be transferred to the care, custody and control of the Office of the City Manager for disposition purposes.

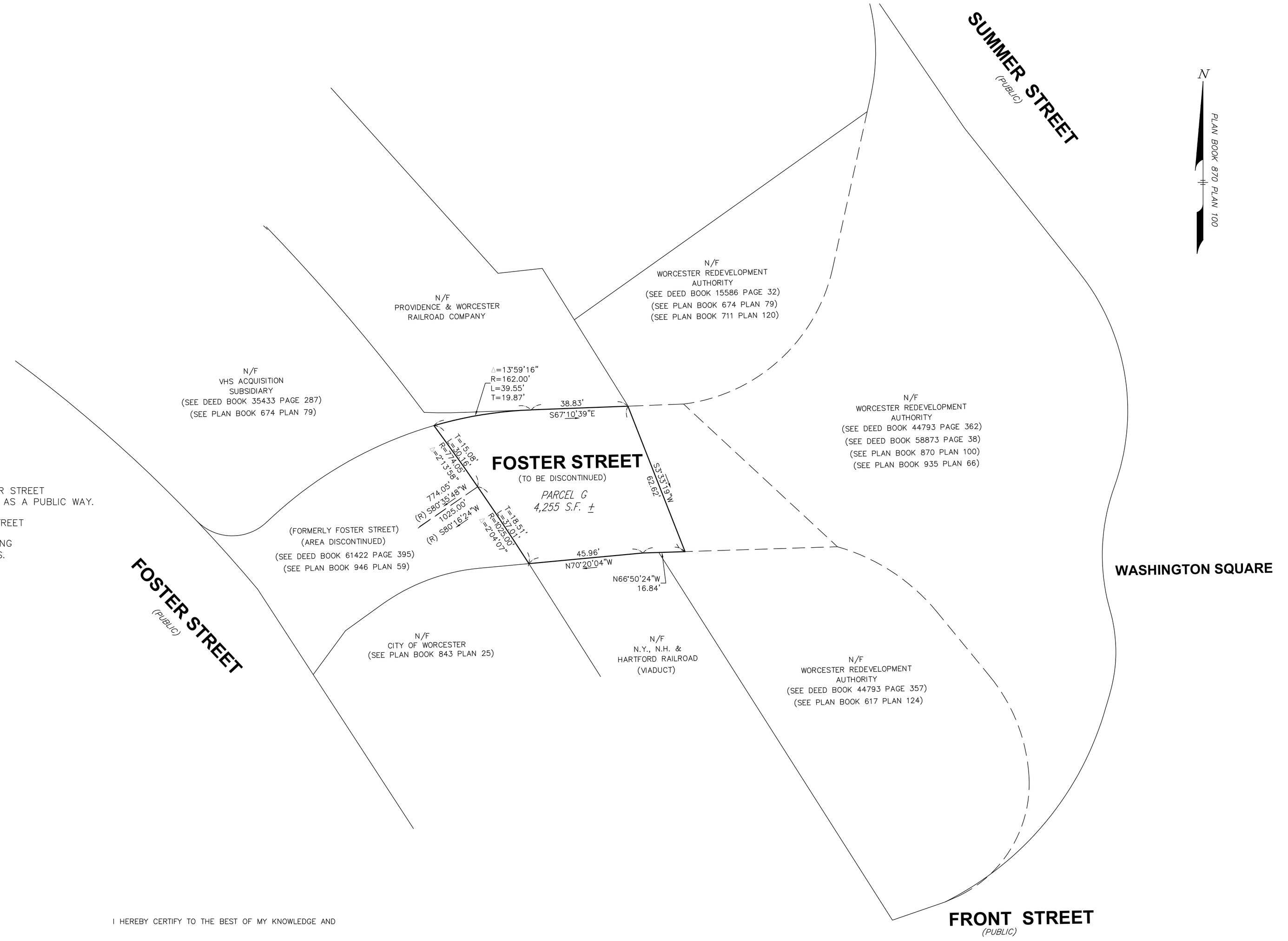
Sincerely,

John K. Westerling
Commissioner, DPW&P

NOTES:

1.) THE PURPOSE OF THIS PLAN IS TO DELINEATE THE PORTION OF FOSTER STREET (PARCEL G) TO BE DISCONTINUED AS A PUBLIC WAY.

2.) DISCONTINUED AREA OF FOSTER STREET TO BE RETAINED AS A CITY OF WORCESTER UTILITY EASEMENT ALONG WITH RIGHTS TO PASS AND REPASS.



FOR REGISTRY USE ONLY

I HEREBY CERTIFY TO THE BEST OF MY KNOWLEDGE AND

1) THIS PLAN HAS BEEN PREPARED IN CONFORMITY WITH THE RULES AND REGULATIONS OF THE RIGESTRY OF DEEDS OF THE COMMONWEALTH OF MASSACHUSETTS.

2) THIS PLAN SHOWS THE PROPERTY LINES OF EXISTING OWNERSHIPS AND STREETS AND WAYS SHOWN ARE THOSE OF PUBLIC OR PRIVATE STREETS OR WAYS ALREADY ESTABLISHED AND THAT NO NEW LINES FOR DIVISION OF EXISTING OWNERSHIP OR FOR NEW WAYS ARE SHOWN.

WILLIAM B. NIEMITZ, PLS

DRAFT

DISCONTINUANCE OF PUBLIC ROADWAY EASEMENT OWNED BY THE CITY OF WORCESTER.

HOR. SCALE IN FEET
20 0 20 40

NO.	DATE	DESCRIPTION	BY

DEPARTMENT OF PUBLIC WORKS AND PARKS
Engineering Division
20 East Worcester St, Worcester MA 01604

CITY OF WORCESTER
TOWN JUNE 14, 1722 · A CITY FEB 28, 1848

PLAN OF LAND IN WORCESTER, MA

TITLE:
FOSTER STREET (PORTION) TO BE DISCONTINUED

DRAWN BY:	RL
CHECKED BY:	WN
SCALE: (H)	1"=20'
SCALE: (V)	NONE
CAD I.D.:	FOSTER ST.DWG
DATE:	APRIL 28, 2025

SHEET 1 OF 1

CITY OF WORCESTER

WHEREAS: the city manager, acting upon the recommendation of the commissioner of the department of public works and parks, requested the city council to discontinue a portion of the Foster Street public layout, said portion identified on a plan attached to the request, consisting of approximately 4,255 square feet; and

WHEREAS: Section 15 of chapter 40 of the General Laws provides that any land, easement, right or part thereof acquired by the city that is no longer required for public purposes may be disposed of and conveyed upon terms and conditions as authorized by said provisions; and

WHEREAS: By virtue of section 20 of chapter 444 of the Acts of 1893 and section 21 of chapter 82 of the General Laws, the city council has authority to discontinue, alter and layout anew all streets, ways and public highways or town ways previously laid out or established within the limits of the city; and

WHEREAS: The city council has adopted the Official Map of the city of Worcester on June 9, 1953, under the provisions of section 81E of chapter 41 of the General Laws; and

WHEREAS: The commissioner of public works and parks, in accordance with Section 15A of chapter 40, has reported his determination that said portion of Foster Street, is no longer needed for public street purposes and recommended that it be removed from the Official Map; and

WHEREAS: The planning board, pursuant to G.L. c. 41, §81G, has reported favorably on said petition; and

WHEREAS: The public works committee of the city council held a public hearing on _____, after due notice and publication of the same in accordance with G.L. c. 82, §2, at which hearing parties in interest had an opportunity to be heard; and

WHEREAS: The public works committee, at such hearing, did vote to recommend approval of said petition; and

WHEREAS: Said portion of Foster Street is shown as "Parcel G" on a plan entitled "Foster Street (Portion) To Be Discontinued," dated April 28, 2025, prepared by City of Worcester, Department of Public Works & Parks, Engineering Division, (the "Plan"), filed of even date with the recording of this instrument in the Worcester District Registry of Deeds in Plan Book _____, Plan ____;

NOW THEREFORE, it is hereby ADJUDGED and DECREED that common necessity and convenience no longer require that a particular portion of Foster Street consisting of approximately 4,255 square feet, being said portion further described in Exhibit A and herein referred to as the "Parcel G," is hereby **discontinued** as a public way; and

BE IT ORDERED, *that*

1. the Official Map be and the same is hereby altered, pursuant to G.L. c. 41, §81H, by removing the Parcel;

2. the care, custody and control of Locus is hereby transferred to the city manager for disposition purposes; and

3. the city manager be and he is hereby authorized to convey an easement to Washington Circle Realty, LLC, or its designee to provide for egress and parking relative to the adjacent parcel at 36 Washington Square; and to execute the appropriate instrument relative thereto.

EXHIBIT A

PARCEL G
FOSTER STREET DISCONTINUANCE

Land situated in the City of Worcester, County of Worcester, Commonwealth of Massachusetts, being bounded and described as follows:

Beginning at a point on the southerly line of formerly Foster Street, area discontinued at land owned by the City of Worcester;

Thence: Northwestery, by a non-tangent curved line to the left the radius of which is one thousand twenty five and no hundredths (1025.00) feet a length of thirty seven and one hundredths (37.01) feet to a point;

Thence: Northwestery, by a non-tangent curved line to the left the radius of which is seven hundred seventy four and five hundredths (774.05) feet a length of thirty and sixteen hundredths (30.16) feet to a point;

Thence: Easterly, by a non-tangent curved line to the right the radius of which is one hundred sixty two and no hundredths (162.00) feet a length of thirty nine and fifty five hundredths (39.55) feet to a point;

Thence: South 67°-10'-39" east along land now or formerly Providence & Worcester Railroad Company a distance of 38.83 feet to a point;

Thence: South 3°-33'-19" west along land now or formerly Worcester Redevelopment Authority a distance of 62.62 feet to a point;

Thence: North 66°-50'-24" west along land now or formerly Worcester Redevelopment Authority and N.Y, N.H. & Hartford Railroad a distance of 16.84 feet to a point;

Thence: North 70°-20'-04" west along land now or formerly N.Y, N.H. & Hartford Railroad a distance of 45.96 feet to the point of beginning;

The above described area to be Discontinued contains 4,255 more or less square feet.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.4G

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully submit the attached report relative to recent activities of the Business & Community Development Division, as received from Peter Dunn, Chief Development Officer, forwarded for the information of your Honorable Body.

The Business & Community Development Division (BCDD) in the Executive Office of Economic Development (EOED) is a team of four (4) full-time staff dedicated to serving our small businesses and related community development initiatives. In addition to their core programs and services, over the past year the BCDD has played a lead role in implementing the municipality's Minority and Women Business Enterprise (M/WBE) initiative and the MassDevelopment TDI Program. The BCDD also assumed increased programmatic and administrative responsibilities relative to the small business funding allocated through the American Rescue Plan Act. Looking forward, the BCDD will help to achieve several objectives under the Economic Growth category of the City's FY2025-FY2029 Strategic Plan.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
City Hall, 455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F**|508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: Informational Communication Relative to Business & Community Development Division Initiatives

I am pleased to provide an update on the Executive Office of Economic Development (EOED) Business and Community Development Division's programs and initiatives over the past year.

Financial Assistance Programs

The Business and Community Development Division administers three core financial assistance programs for small businesses and property owners in the municipality – a Microloan Program, Small Business Grant Program, and Façade Program. In addition, the municipality is a part of the Massachusetts Vacant Storefront Program – a statewide tax credit program that provides additional incentive to small business owners locating in a formerly vacant first-floor storefront. The Division receives allocations from the municipality's entitlement of Community Development Block Grant (CDBG) from the Department of Housing and Urban Development (HUD) for its financial assistance programs. Last year – American Rescue Plan Act (ARPA) funding was also leveraged to support demand for the Division's programs.

Financial assistance programs provide gap financing to new, existing, or expanding small businesses. Assistance is typically in the form of a forgivable loan when retail-oriented businesses are locating in a formerly vacant first-floor storefront or when property owners are investing to enhance the attractiveness of their commercial storefront spaces. The community benefits in multiple ways from these investments including:

- Job creation for low-to-moderate income Worcester residents.
- Vibrant neighborhoods and improved neighborhood stability.
- Access to neighborhood essentials.
- Gathering spaces.
- Culturally unique goods and services that reflect the diversity of the community.
- Wealth creation for individual business owners.
- Historic preservation.
- Visitation from the local community and region.

Since the beginning of calendar year 2024, the Division has awarded $1,104,921.00 in financial assistance to 20 small businesses and façade projects in the municipality. These programs have successfully leveraged $3,747,748 in private investment and to-date have created over 20 full-time and 32 part-time jobs. Moreover, 13 of the 20 (65%) businesses and recipients identify as women, minority or immigrant owned.

Technical Assistance

Technical assistance is foundational in supporting inclusive economic growth for new and existing entrepreneurs. Division staff play an active role in supporting and connecting entrepreneurs to technical assistance providers within the entrepreneurial ecosystem in the region. The Division leads and facilitates monthly Worcester Business Resource Alliance (WBRA) meetings – a coalition of local nonprofit organizations, local and federal government agencies, and entrepreneurial support entities working together to disseminate valuable information for entrepreneurs including business planning seminars, one-on-one coaching, training opportunities, workshops, and funding opportunities.

The Division is actively involved in providing technical assistance outreach sessions in the community. Over the last year, Division staff have facilitated 18 'Small Business 101' business planning sessions at the Worcester Public Library and MassHire Worcester Career Center. These sessions guide aspiring entrepreneurs through the process of starting a business in the municipality – from resource navigation to city permitting, licensing, and funding opportunities.

Our staff supports entrepreneur walk-ins to City Hall daily: informing individuals on how to register their business ventures; sharing available resources in the community; providing guidance on the regulatory, permitting, and licensing processes; and assisting with site search. Staff have the ability to provide support in Spanish, Portuguese, and Albanian in addition to the on-demand translation services available.

The municipality, through its Business Assistance ARPA allocation, committed $465,547 in ARPA funding for local nonprofits to provide culturally sensitive Technical Assistance to entrepreneurs and small businesses within the city that were disproportionately impacted by the COVID-19 pandemic. To implement this work, the municipality partnered with the Latin American Business Organization (LABO), the Massachusetts Women of Color Coalition (MAWOCC), the Small Business Development Center (SDBC) at Clark University, the Southeast Asian Coalition of Central Massachusetts (SEACMA), and the Business School at Worcester Polytechnic Institute (WPI). While work with the partner agencies is still ongoing, to-date these funds have supported 168 Worcester entrepreneurs and small businesses receive services such as business planning, financial literacy coaching, financial forecasting, marketing and branding, assistance applying for government certification including navigating government contracting, and digitization of their businesses.

Minority & Women Business Enterprise Initiative

In the Fall of 2022, EOED transmitted a report to City Council relative to contracting with underrepresented businesses. This report resulted from a year long study in partnership with the UMass Donahue Institute to inform the municipality on barriers in contracting with Minority and Women Owned Business Enterprises (M/WBE) and to revisit previous contracting goals with M/WBEs. One of the key findings of the report was to increase efforts to remove barriers to certification and encourage eligible businesses to obtain certification. Diverse business owners interested in seeking certification for their businesses must undertake a cumbersome and time-consuming process to achieve their certification with the Massachusetts Supplier Diversity Office (SDO). This process can take at a minimum 90 days to complete and presents significant challenges for underrepresented business owners, immigrant business owners, business owners with limited English proficiency, and business owners with limited technology skills.

In April 2024, EOED launched the Diverse Business Certification Grant Program. The focus of the program was to grow the pool of certified businesses and help those businesses be positioned for contracting opportunities with governmental entities, institutions, and other businesses. The budget for this program was $550,000 through ARPA funding. This program provided a $5,000 grant stipend to Worcester-based, eligible for-profit businesses that successfully achieved certification with the SDO. At the time of launching the grant program, there was a total of 65 SDO certified for-profit businesses located within the city. The SDO and recognized third-party certification agencies provide the following certifications for small businesses:

- Minority-Owned Business Enterprise (MBE)
- Women-Owned Business Enterprise (WBE)
- Veteran-Owned Business Enterprise (VBE)
- Service-disabled Veteran Owned Business Enterprise (SDVOBE)
- Lesbian, Gay, Bisexual and Transgender Owned Business Enterprise (LGBTBE)
- Disability-Owned Businesses (DOBE)

As a part of the education and outreach upon the launch of the program, Division staff hosted nine city-wide information sessions in partnership with community organizations to ensure equitable access and awareness. Locations for info sessions included:

- Lakeview Ghanaian SDA Church
- Worcester Public Library
- Main South Business Association at Main South CDC
- Worcester Regional Chamber of Commerce
- Small Business Development Center

- Latin American Business Organization
- Worclab
- African Community Education
- Liberian Association of Worcester

As a result of the outreach and marketing, the Division received 199 applications with program demand surpassing original funding allocated for the program. Applicants represented multiple sectors: food service, wellness, transportation, childcare, retail, construction, healthcare and social assistance, personal services, and more. From the 199 applicants, 14 either did not qualify or withdrew their application due to the workload of the certification process with the SDO. Conditional grant agreements were committed to the remaining 185 businesses. Demographic disclosure to the Division for this program was optional and not required. From the information provided, these 185 businesses identify as the following:

Ethnicity Breakdown

- Hispanic-owned: 90 of 185 (48.64%)
- Not Hispanic-owned: 84 of 185 (45.40%)
- Not Provided: 11 of 185 (5.96%)

Racial Breakdown

- Black/African American-owned: 65 of 185 (35.14%)
- White-owned: 35 of 185 (18.92%)
- Asian-owned: 15 of 185 (8.11%)
- Other: 49 of 185 (26.48%)
- Not Provided: 21 of 185 (11.35%)

Gender Breakdown

- Women-owned: 109 of 185 (58.92%)
- Men-owned: 11 of 185 (5.95%)
- Not Provided: 65 of 185 (35.13%)

Our office is proud to report that out of 185 grantees for this program, 87 businesses have successfully completed their certification or renewed their certification with the SDO – growing the total pool of for-profit certified businesses in the municipality to 139 businesses. The remaining businesses are continuing to work towards their certification with a deadline of Dec. 31, 2025 to access program funding.

The Business and Community Development Division is currently developing a program targeted at supporting certified Minority and Women Owned Business Enterprises (M/WBE) in the construction industry utilizing proceeds from the Attorney General's Gilbane/Hunt Polar Park Settlement.

Pleasant Street Transformative Development Initiative (TDI)

The Pleasant Street Transformative Development Initiative (TDI) is a place-based partnership model with MassDevelopment, the City of Worcester, community nonprofits, businesses, and residents. The TDI Partnership's workplan is focused on small business development, arts and culture, community engagement, and real estate development. The Business & Community Development Division plays a leading role in the TDI Partnership supporting grant applications, meeting facilitation, and workplan implementation.

Now in its third year of the program, the TDI Partnership has been steadfast in advancing progress towards the workplan goals. To date, the Pleasant Street TDI Partnership has successfully applied for and has been awarded over $450,000 in grant support from MassDevelopment. The TDI Partnership has awarded microgrants to 16 Pleasant Street businesses for operational expenses; completed six storefront improvement projects within the TDI district with an additional one currently underway; supported the recent renovations at the Pleasant Street Neighborhood Network Center; partnered with neighborhood stakeholders to host multiple events at Peace Park and other underutilized spaces; launched a branding and marketing theme for the district; successfully completed the installation of a public art sculpture within Peace Park (La Paz); among other notable grassroots efforts. The TDI Partnership has recently applied to MassDevelopment for a one-year extension of the district. Ongoing work includes implementation of the branding effort, digital promotion of the district, additional storefront improvements, and the formation of a Pleasant Street Business Association.

Site Search Assistance & Film Industry

Business and Community Development Division staff assists individuals and businesses seeking to open, expand, or relocate in the city. These efforts include identifying potential locations and assistance with the regulatory and licensing processes required, which has led to the establishment and relocation of several new businesses to the city. Some of the recently completed projects include the relocation of Pho Sure Restaurant from Shrewsbury, MA to Worcester (502 Shrewsbury St.), the expansion of Alma Gaucha from Boston's Seaport District to the city's Theater District, and the launch of Eddy's Pub and Sports Bar (120 Stafford St.).

Business and Community Development Division staff are crucial to the promotion of the city, working directly with film production companies, television shows, advertising companies, directors, location scouts, and more when a production company is interested in filming in the city. Staff assist these companies with information on the regulatory process for filming, provide a connection to other municipal departments related to street closures and permitting, and work with them to identify prospective locations in the city. These productions have an overwhelmingly positive economic impact on the city, supporting a concentration of other film

related companies including staging, lighting, sound and more, spending with local restaurants and caterers, staying within the local hotels, and providing stipends to businesses disrupted during the filming process. Recent projects include 2024 Academy Award Best Picture Nominee "*The Holdovers*", "Walking Dead: Dead City" Season 2, "Dreamcrusher," two significant commercials featuring Boston Celtics star Jayson Tatum, and most recently filming for the Apple TV+ series "Widow's Bay," among others.

Engagement and Mentorship

The Business and Community Development Division has an active presence at numerous business associations and neighborhood meetings. The Division has played an active role in creating special event promotions to promote the municipality's small businesses including free parking on Small Business Saturday, during the 2024 holiday season, and on "508 Day." Division staff play an active facilitation role within the Leadership Worcester Program and serve liaisons on various working groups including Food Access and the LGTBQIA advisory group. Additionally, the Division has worked with interns from local schools on outreach and supportive work. The Division represents the municipality at numerous public events and workshops both locally and within the state, including the Woostapreneurs Forum, Latin American Business Expo, New England African Business Expo, Worcester Youth Convention, MassBuys Expo at Gillette Stadium, and the Small Business Resource Expo in Boston. Division staff make a concerted effort to volunteer their time outside of work to support local incubators and entrepreneurial support agencies by participating as volunteer mentors and assisting on pitch competitions with Entrepreneurship For All/E Para Todos, Young Professional Women's Association, and Interise.

I am proud of what the Division has accomplished a lot over the last year with a small, dedicated team of four (4) staff members and I look forward to supporting the work ahead as we enter the next fiscal year.

Sincerely

Peter Dunn
Chief Development Officer

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.7A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request the adoption of the attached City Council order authorizing the acceptance of a deed from Boston Capital Development, LLC for the property located at 120 Washington St., as received from John K. Westerling, Commissioner of the Department of Public Works & Parks, for the consideration of your Honorable Body.

The purpose of this deed is to convey sidewalk constructed as part of the multi-family development at 120 Washington St. to the municipality. There is no cost associated with the acceptance of this deed.

Construction of the multi-family residential building at 120 Washington St is slated to begin in Summer 2025 and anticipated to be completed by Fall 2027. One-hundred and eighty-five (185) residential units will be created through construction of this building.

Respectfully submitted,

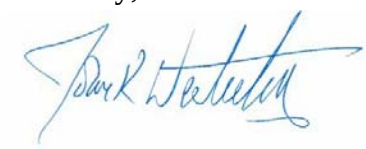
Eric D. Batista
City Manager

Department of Public Works & Parks
John K. Westerling, Commissioner
20 East Worcester St, Worcester, MA 01604
P| 508-929-1300 **F**| 508-799-1448
dpw@worcesterma.gov

To: Eric D. Batista, City Manager
From: John K. Westerling, Commissioner of Department Public Works & Parks
Date: June 10, 2025
Re: Request Authorization to Accept Deed – 120 Washington St

Enclosed please find a City Council order authorizing the acceptance of a deed from Boston Capital Development, LLC for the property located at 120 Washington St. The purpose of this deed is to convey sidewalk constructed as part of the multi-family development at 120 Washington St. to the municipality. There is no cost associated with the acceptance of this deed.

Sincerely,



John K. Westerling
Commissioner, DPW&P

City of Worcester

Be it ordered that:

The city manager be and he is authorized and requested to accept a deed of easement for sidewalk purposes from Boston Capital Development, LLC, owner of a parcel of land shown on a plan entitled "Easement Plan of Land at a scale of 1 IN. = 40 FT, Boston Capital Development, LLC, 120 Washington Street, PARCEL 05-005-0003A" PREPARED by Control Point Associates, Inc.

120 Washington Street. Worcester, MA

DEED OF EASEMENT
FOR SIDEWALK PURPOSES

Boston Capital Development, LLC, ("Grantors"), of 11 Beacon Street, Suite 325, Boston, Suffolk County, Massachusetts 02108, for consideration paid and in full consideration of less than One Hundred Dollars ($100.00), hereby grants to the CITY OF WORCESTER, ("Grantee") a municipal corporation with a principal address at 455 Main Street, Worcester, Worcester County, Massachusetts, its successors and assigns, with Quitclaim Covenants, a permanent and perpetual right-of-way and easement for sidewalk purposes, including, but not limited to, the right to pass and re-pass on foot, and to make any and all reasonable use of the premises incidental to sidewalk use, over the following described parcels.

Portions of land, shown as Permanent Easement A, Permanent Easement B, and Permanent Easement C, on "EASEMENT PLAN OF LAND at a scale of 1 in. = 40 ft, BOSTON CAPITAL DEVELOPMENT, LLC, 120 WASHINGTON STREET PARCEL 05-005-0003A, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES INC., 352 Turnpike Road, Southborough, Massachusetts DATED APRIL 22, 2025, and recorded in the Worcester County District of the Land Court in Plan Book _____ Plan ____, (hereinafter the "Plan") which Permanent Easement A, Permanent Easement B, and Permanent Easement C, is more particularly bounded and described as follows:

PERMANENT EASEMENT A

BEGINNING AT A WORCESTER COUNTY STONE BOUND DRILL HOLE AT AN ANGLE POINT ON THE NORTHERLY LINE OF THEODORE TONNA STREET (PUBLIC-VARIABLE WIDTH R.O.W.) BEING A COMMON CORNER BETWEEN LOT 3A PARCEL 05-005-0003A (N/F BOSTON CAPITAL DEVELOPMENT, LLC), THENCE RUNNING THROUGHT THE INTERIOR OF SAID LOT 3A PARCEL 05-005-0003A THE FOLLOWING FOUR (4) COURSES;

1. SOUTH 89 DEGREES – 59 MINUTES – 59 SECONDS EAST, A DISTANCE OF 12.35 FEET, THENCE;

2. SOUTH 01 DEGREES – 44 MINUTES – 07 SECONDS EAST, A DISTANCE OF 6.85 FEET, THENCE;

3. SOUTH 89 DEGREES – 51 MINUTES – 46 SECONDS EAST, A DISTANCE OF 121.79 FEET, THENCE;

4. SOUTH 00 DEGREES – 06 MINUTES – 19 SECONDS EAST, A DISTANCE OF 1.61 FEET, TO A DIVISION LINE OF SAID NORTHERLY LINE OF

THEDORE TONNA STREET AND SAID LOT 3A PARCEL 05-005-0003A, THENCE;

5. RUNNING ALONG SAID NOTHERLY LINE OF THEODORE TONNA STREET THE FOLLOWING TWO (2) COURSES;

6. SOUTH 89 DEGREES – 53 MINUTES – 41 SECONDS WEST, A DISTANCE OF 124.20 FEET, TO A WORCESTER COUNTY STONE BOUND DRILL HOLE, THENCE;

7. NORTH 48 DEGREES – 30 MINUTES – 03 SECONDS WEST, A DISTANCE OF 13.55 FEET, TO POINT AND PLACE OF BEGINNING.

CONTAINING 294 SQUARE FEET OR 0.007 ACRES

PERMANENT EASEMENT B

BEGINNING AT A WORCESTER COUNTY STONE BOUND DRILL HOLE AT THE INTERSECTION OF THEODORE TONNA STREET (PUBLIC-VARIABLE WIDTH R.O.W.) AND WASHINGTON STREET (PUBLIC – 40’ WIDE R.O.W.), THENCE;

1. RUNNING ALONG THE EASTERLY SIDE OF SAID WASHINGTON STREET NORTH 04 DEGREES – 15 MINUTES – 08 SECONDS EAST, A DISTANCE OF 3.11 FEET, THENCE RUNNING THROUGH THE INTERIOR OF LOT 3A PARCEL 05-005-0003A (N/F BOSTON CAPITAL DEVELOPMENT, LLC) THE FOLLOWING TWO (2) COURSES;

2. NORTH 89 DEGREES – 53 MINUTES – 41 SECONDS EAST, A DISTANCE OF 52.18 FEET, THENCE;

3. SOUTH 00 DEGREES – 06 MINUTES – 19 SECONDS EAST, A DISTANCE OF 3.11 FEET, TO A DIVISION LINE ON THE NORTHERLY LINE OF THEDORE TONNA STREET AND SAID LOT 3A PARCEL 05-005-0003A, THENCE;

4. RUNNING ALONG SAID NOTHERLY LINE OF THEODORE TONNA STREET SOUTH 89 DEGREES – 53 MINUTES – 41 SECONDS WEST, A DISTANCE OF 52.41 FEET TO THE POINT AND PLACE OF BEGINNING;

CONTAINING 163 SQUARE FEET OR 0.004 ACRES

THIS DESCRIPTION IS PREPARED IN REFERENCE TO MAP ENTITLED "EASEMENT PLAN OF LAND, BOSTON CAPITAL DEVELOPMENT, LLC, 120 WASHINGTON STREET PARCEL 05-005-0003A, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES INC., DATED APRIL 22, 2025.

PERMANENT EASEMENT C

COMMENCING AT THE MOST NORTHEASTRLY CORNER OF LOT 3A ON THE SOUTHERLY LINE OF ASH STREET (PUBLIC-30' WIDE R.O.W.) BEING A COMMON CORNER BETWEEN LOT 3A PARCEL 05-005-0003A (N/F BOSTON CAPITAL DEVELOPMENT, LLC), AND LOT 3D NO PARCEL ID YET, (N/F BOSTON CAPITAL DEVELOPMENT, LLC), THENCE RUNNING ALONG SAID SOUTHERLY LINE OF ASH STREET SOUTH 87 DEGREES – 45 MINUTES – 38 SECONDS WEST, A DISTANCE OF 111.27 FEET TO THE POINT AND OF BEGINNING, THENCE;

1. RUNNING THROUGH THE INTERIOR OF SAID LOT 3A THE FOLLOWING THREE (3) COURSES;

2. SOUTH 74 DEGREES – 24 MINUTES – 46 SECONDS WEST, A DISTANCE OF 10.13 FEET, THENCE;

3. SOUTH 87 DEGREES – 49 MINUTES – 14 SECONDS WEST, A DISTANCE OF 36.00 FEET, THENCE;

4. NORTH 02 DEGREES – 10 MINUTES – 28 SECONDS WEST, A DISTANCE OF 2.30 FEET TO A DIVISION LINE OF SAID SOUTHERLY LINE OF ASH STREET AND SAID LOT 3A PARCEL 05-005-0034 , THENCE;

5. ALONG SAID SOUTHERLY LINE OF ASH STREET NORTH 87 DEGREES – 45 MINUTES – 38 SECONDS EAST, A DISTANCE OF 45.85 FEET, TO POINT AND PLACE OF BEGINNING.

CONTAINING 96 SQUARE FEET OR 0.002 ACRES

Grantors' title to the land being that conveyed by quitclaim deed of Pieco Realty, Inc., dated January 19, 2022 and recorded with the Worcester District Registry of Deeds, Book 66967, Page 244.

EXECUTED under seal as of this _____ day of _____, 2025.

ACCEPTED:

CITY OF WORCESTER

_____
Eric D. Batista
City Manager

_____
Richard D. Mazzocchi
Member and Authorized Signatory

COMMONWEALTH OF MASSACHUSETTS

Worcester, ss.

On this _____ day of _____, 2025, before me, the undersigned notary public, personally appeared Eric D. Batista, City Manager of the, City of Worcester, and proved to me through satisfactory evidence of identification, which was _____, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that he signed it voluntarily for its stated purpose in his capacity aforesaid.

_____
Notary Public
My commission expires:

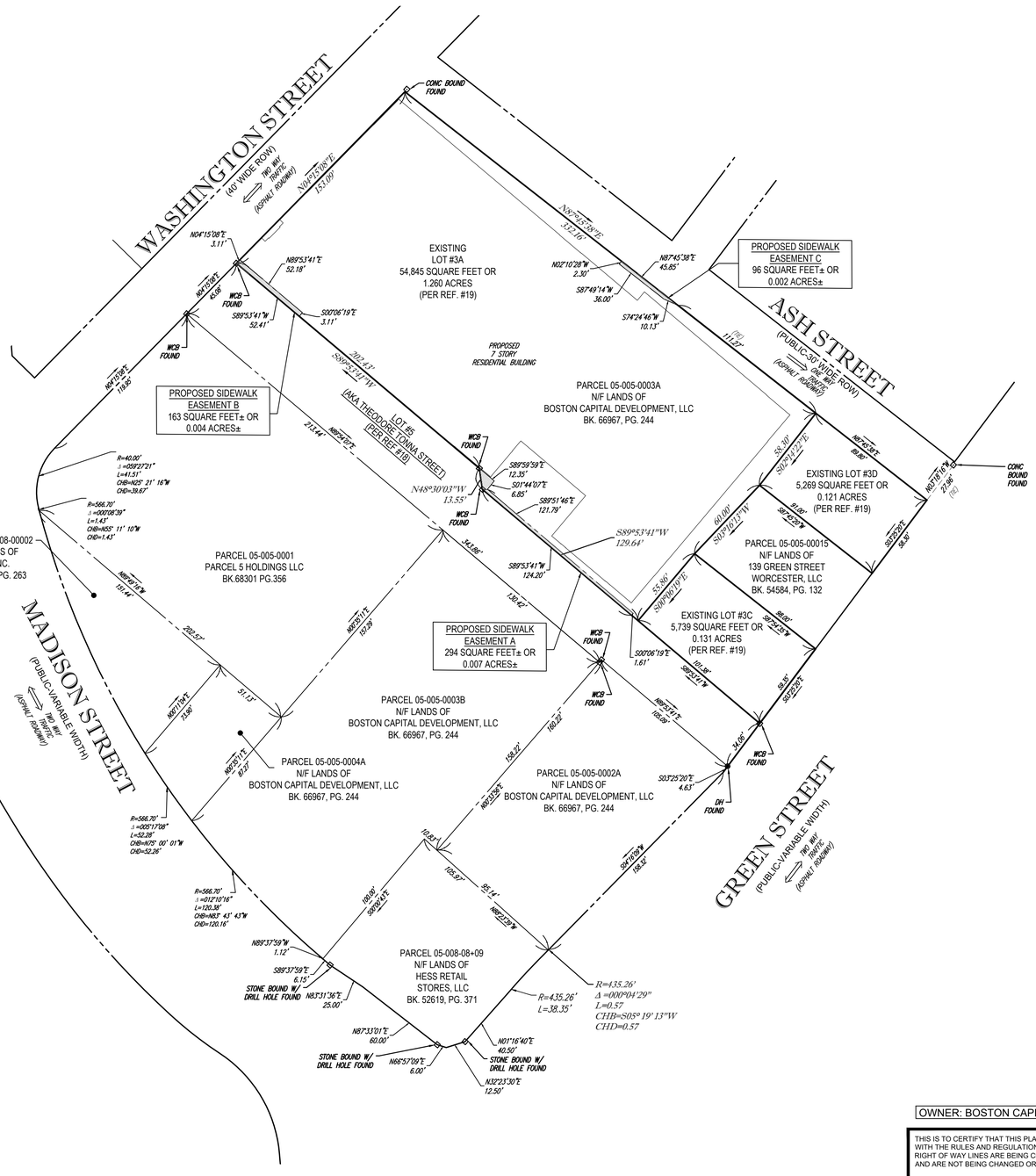
COMMONWEALTH OF MASSACHUSETTS

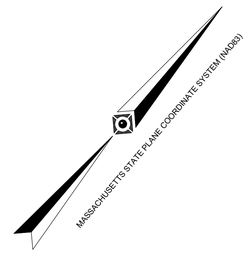
Worcester, ss.

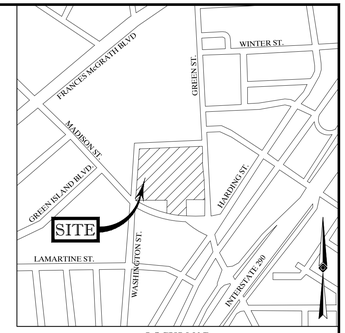
On this _____ day of _____, 2025, before me, the undersigned notary public, personally appeared Richard D. Mazzocchi, and proved to me through satisfactory evidence of identification, which was _____, to be the persons whose names are signed on the preceding or attached document, and acknowledged to me that each signed it voluntarily for its stated purpose in their capacity aforesaid.

_____
Notary Public
My commission expires:

FOR REGISTRY USE ONLY







LOCUS MAP
NOT TO SCALE

NOTES:

1. PROPERTY KNOWN AS PARCEL 05-005-0003A AS DEPICTED ON THE CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS G.I.S. MAPS.
2. AREA: EXISTING LOT 3A = 54,845 SQUARE FEET OR 1.260 ACRES.
   EXISTING LOT 3C = 5,738 SQUARE FEET OR 0.131 ACRES.
   EXISTING LOT 3D = 5,269 SQUARE FEET OR 0.121 ACRES.
   (SEE REFERENCE #19)

   PROPOSED SIDEWALK EASEMENTS AREA:
   SIDEWALK EASEMENT A = 294 SQUARE FEET± OR 0.007 ACRES±.
   SIDEWALK EASEMENT B = 163 SQUARE FEET± OR 0.004 ACRES±.
   SIDEWALK EASEMENT C = 96 SQUARE FEET± 0R 0.002 ACRES±.
3. THE PURPOSE OF THIS PLAN IS SHOW PROPOSED SIDEWALK EASEMENTS TO BENEFIT THE CITY OF WORCESTER.
4. BY GRAPHIC PLOTTING ONLY PROPERTY IS LOCATED IN FLOOD HAZARD ZONE X-UNSHADED (AREAS DETERMINED TO BE OUTSIDE THE 0.2% ANNUAL CHANCE FLOODPLAIN) PER REF. #2
5. PROPOSED SITE FEATURES SHOWN HEREON ARE PER REF. #20 AND ARE DESIGNED BY OTHERS.
6. AS OF APRIL 22, 2025 LOTS 3C & 3D HAVE NOT BEEN GIVING A PARCEL ID ACCORDING TO THE CITY OF WORCESTER G.I.S. MAPS.

REFERENCES:

1. THE G.I.S. DATABASE OF THE CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS.
2. MAP ENTITLED "NATIONAL FLOOD INSURANCE PROGRAM, FIRM, FLOOD INSURANCE RATE MAP, WORCESTER COUNTY, MASSACHUSETTS, (ALL JURISDICTIONS), PANEL 618 OF 1075," COMMUNITY-PANEL NUMBER 25027C0618E, EFFECTIVE DATE: JULY 4, 2011.
3. MAP ENTITLED "ALTA/NSPS LAND TITLE SURVEY, WYMAN-GORDON COMPANY, MADISON STREET, WASHINGTON STREET, GOLD STREET & ASSONET STREET, PARCELS 05-010-00001, 05-009-00019, 05-009-00014, 05-009-00009, 05-007-00004, 05-007-00003, 05-006-00013, 05-004-00027, 05-004-03+04, 05-003-00017, 05-003-00016, & 05-003-00012, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED APRIL 26, 2019. 8 SHEETS.
4. MAP ENTITLED "PLAN OF LAND IN WORCESTER," PREPARED BY ROBINSON ENGINEERING, INC., DATED DECEMBER, 1953. RECORDED WITH THE MASSACHUSETTS LAND REGISTRATION OFFICE AS L.C.C. #25448A.
5. MAP ENTITLED "PLAN OF EASEMENTS OWNED BY THE CITY OF WORCESTER, WORCESTER, MASSACHUSETTS, WORCESTER COUNTY, SHOWING LOCATION OF EASEMENTS FOR THE PURPOSE OF RECONSTRUCTION MADISON, WASHINGTON, GREEN, HARDING, HARRISON, LAMARTINE, MILLBURY, ENDICOTT, SIGEL, ELLSWORTH, ARWICH, ASHMONT, LAFAYETTE, VERNON, AND OLD MILLBURY STREETS FOR THE CITY OF WORCESTER," PREPARED BY VHB, DATED JUNE 5, 2019. PROJECT NO. 609226, RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 943, PLAN 56.
6. MAP ENTITLED "IMPROVEMENTS TO COMBINE SEWERAGE SYSTEM, PLAN OF SEWER EASEMENTS, DRAINAGE CONDUIT, GRABOWSKI SQ. TO GREEN AND TEMPLE STREET, ALONG WASHINGTON STREET AND RAILROAD," PREPARED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS, DATED MAY, 1978. RECORDED WITH WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 478, PLAN 3.
7. WASHINGTON STREEET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
8. MADISON STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
9. GREEN STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
10. ASH STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
11. UTILITIES MAP PROVIDED BY THE CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS AND PARKS.
12. MAP ENTITLED "EXISTING CONDITIONS PLAN, WYMAN-GORDON COMPANY, PORTIONS OF WASHINGTON STREET, ASH STREET, SUMMIT STREET, GOLD STREET, PLYMOUTH STREET & GREEN STREET, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED OCTOBER 24, 2019. LAST REVISED DECEMBER 8, 2020. TWO SHEETS.
13. SPRUCE STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS, PLAN H-32 6842
14. MAP ENTITLED "APPROVAL NOT REQUIRED PLAN OF L AND, BOSTON CAPITAL DEVELOPMENT, LLC, 153 GREEN STREET, PARCEL 05-005-00001, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED APRIL 4, 2022. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 963, PLAN 91.
15. MAP ENTITLED "CITY OF WORCESTER MASSACHUSETTS, DEPARTMENT OF PUBLIC WORKS, IMPROVEMENTS TO COMBINED SEWERAGE SYSTEM, LAND AND EASEMENTS ACQUIRED FOR MILL BROOK DRAINAGE CONDUIT," DATED SEPTEMBER, 1982, RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 507, PLAN 46.
16. MAP ENTITLED "CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS, IMPROVEMENTS TO COMBINED SEWERAGE SYSTEM, CONTRACT 4 / 5 MILL BROOK DRAIN CONDUIT (SOUTH MIDDLE SECTIONS) DRAINAGE CONDUIT PLAN AND PROFILE - PART III," PREPARED BY FAY & THORNDIKE, DATED JANUARY 1983, SHEET 8 OF 47, FILED WITH THE WORCESTER DEPARTMENT OF PUBLIC WORKS.
17. MAP ENTITLED "CONDOMINIUM SITE PLAN OF LAND, BOSTON CAPITAL DEVELOPMENT, LLC, 120 WASHINGTON STREET, A PORTION OF PARCEL 05-005-00001, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED SEPTEMBER 12, 2022. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 966, PLAN 96.
18. MAP ENTITLED "TAKING AND LAYOUT PLAN, THEODORE TONNA STREET, STATION 0+0 TO STATION 4+46.28, PARCEL 05-005-0005A, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED AUGUST 10, 2024- LAST REVISED DECEMBER 18, 2024. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 982, PLAN 67.
19. MAP ENTITLED "APPROVAL NOT REQUIRED PLAN OF LAND, 120 WASHINGTON STREET, PARCEL 05-005-0003A, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED DECEMBER 11, 2024, LAST REVISED JANUARY 3, 2025. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 983, PLAN 73.
20. CAD FILE ENTITLED "P-CIVIL-PROP-MAA240356.00-7A," RECEIVED ON APRIL 17, 2025, PROVIDED BY BOHLER ENGINEERING.

OWNER: BOSTON CAPITAL DEVELOPMENT, LLC.

LEGEND

WCB WORCESTER COUNTY BOUND
◉ □ MONUMENTS FOUND

GRAPHIC SCALE
40 0 20 40 80 160
(IN FEET)
1 inch =40 ft.

THIS IS TO CERTIFY THAT THIS PLAN HAS BEEN PREPARED IN CONFORMITY WITH THE RULES AND REGULATIONS OF THE REGISTERS OF DEEDS. NO NEW RIGHT OF WAY LINES ARE BEING CREATED AND THOSE SHOWN ARE EXISTING AND ARE NOT BEING CHANGED OR ALTERED.

NOT A VALID ORIGINAL DOCUMENT UNLESS EMBOSSED
WITH RAISED IMPRESSION OR STAMPED WITH A BLACK INK SEAL

04-22-2025
DATE

GERRY L. HOLDRIGHT, PLS
MASSACHUSETTS PROFESSIONAL LAND SURVEYOR #49211

FIELD DATE	N/A
FIELD BOOK NO.	N/A
FIELD BOOK PG.	N/A
FIELD CREW	N/A
DRAWN:	G.R.D.
REVIEWED:	G.L.H.

EASEMENT PLAN OF LAND
BOSTON CAPITAL DEVELOPMENT, LLC
120 WASHINGTON STREET
PARCEL 05-005-0003A
CITY OF WORCESTER, WORCESTER COUNTY
COMMONWEALTH OF MASSACHUSETTS

CONTROL POINT ASSOCIATES, INC.
352 TURNPIKE ROAD
SOUTHBOROUGH, MA 01772
508.948.3000 - 508.948.3003 FAX

ALBANY, NY 5182175010
CHALFONT, PA 2157129800
MANHATTAN, NY 6467800411
MT LAUREL, NJ 6098572099
WARREN, NJ 9086680099

APPROVED:	DATE	SCALE	FILE NO.	DWG. NO.
G.L.H.	04-22-2025	1" = 40'	03-200266-01	1 OF 1

CONTROL POINT ASSOCIATES, INC. ALL RIGHTS RESERVED
THE CONTENTS OF THIS ASSOCIATE DRAWING ARE COPYRIGHTED AND THE PROPERTY OF CONTROL POINT ASSOCIATES, INC. AND ARE THE ORIGINAL PROJECT OR THE PURPOSE ORIGINALLY INTENDED WITHOUT THE WRITTEN PERMISSION OF CONTROL POINT ASSOCIATES, INC. IS PROHIBITED.

1-888-344-7233
STOP. CALL BEFORE YOU DIG!
THE COMMONWEALTH OF MASSACHUSETTS REQUIRES NOTIFICATION BY EXCAVATORS, DESIGNERS, OR ANY PERSON PREPARING TO DISTURB THE EARTH'S SURFACE ANYWHERE IN THE COMMONWEALTH.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.7B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request the adoption of the attached City Council order authorizing the conveyance of temporary and permanent easements related to the construction of a multi-family residence located at 120 Washington St. by the City to Boston Capital Development, LLC., as received from John K. Westerling, Commissioner of the Department of Public Works & Parks, for the consideration of your Honorable Body.

The purpose of these easements is to allow for adequate space for construction of the planned residential building at 120 Washington St., as well as provide for excavation support.

Construction of the multi-family residential building at 120 Washington St. is scheduled to begin in Summer 2025 and expected to be completed by Fall 2027. One-hundred and eighty-five (185) residential units will be built.

Respectfully submitted,

Eric D. Batista
City Manager

Department of Public Works & Parks
John K. Westerling, Commissioner
20 East Worcester St, Worcester, MA 01604
P| 508-929-1300 **F**| 508-799-1448
dpw@worcesterma.gov

To: Eric D. Batista, City Manager
From: John K. Westerling, Commissioner
Date: June 10, 2025 City Council Meeting
Re: Request Authorization to Convey Temporary and Permanent Easements – 120 Washington St

Enclosed please find a City Council order authorizing the conveyance of temporary and permanent easements related to the construction of a multi-family residence located at 120 Washington St. by the City to Boston Capital Development, LLC. These easements will allow for adequate space for construction as well as provide excavation support at the planned residential building.

Sincerely,

John K. Westerling
Commissioner, DPW&P

CITY OF WORCESTER

ORDERED, that the city manager, be and he is hereby authorized and requested to execute a deed conveying temporary construction and permanent access easements to Boston Capital Development, LLC, related to a project to construct a multifamily building along the easterly side of Washington Street and southerly side of Ash Street, for nominal consideration and on such terms as the city manager deems in the best interest of the city.

120 Washington Street. Worcester, MA

GRANT OF EASEMENTS

This GRANT OF EASEMENTS, made by the **CITY OF WORCESTER**, ("Grantor") a municipal corporation with a principal address at 455 Main Street, Worcester, Worcester County, Massachusetts, as of the date herein, to **BOSTON CAPITAL DEVELOPMENT, LLC**, a Massachusetts limited liability company with an address of 11 Beacon Street, Suite 325, Boston, Suffolk County, Massachusetts 02108, and its successors and assigns (collectively, the "Grantee").

WHEREAS, Washington Street and Ash Street are maintained and operated by the Grantor as public rights of way;

WHEREAS, Grantee is the owner of a certain lot of land identified as "New Area Lot #3A 54,845 Square Feet or 1.260 Acres Regulatory Factor = 0.87" on a plan entitled, "Approval Not Required Plan of Land Boston Capital Development, LLC 120 Washington Street Parcel 05-005-0003A City of Worcester, Worcester County Commonwealth of Massachusetts," prepared by Control Point Associates, Inc., dated December 11, 2024 and recorded with the Registry in Plan Book 983, Plan 73 ("Grantee's Property"), which is a portion of the property conveyed to Grantee by deed of Pieco Realty, Inc. dated January 19, 2022 and recorded with the Registry in Book 66967, Page 244, and Grantee is undertaking a project to construct a multifamily building (the "Project") along the easterly side of Washington Street and southerly side of Ash Street which will require the grant of temporary and permanent easements over portions of Washington Street and Ash Street; and

WHEREAS, Grantor is willing to grant to Grantee such easements and Grantee is willing to accept such easements subject to the terms set forth herein.

NOW THEREFORE, for consideration paid, and in full consideration of less than One Hundred and 00/100 Dollars ($100.00), Grantor hereby grants to Grantee, with QUITCLAIM COVENANTS:

(a) the perpetual right and easement to use the portion of Washington Street commencing at westerly boundary of the Grantee's Property and extending 10 feet east ("Easement A"), as more particularly shown on a plan entitled Easement Plan of Land, prepared by Control Point Associates, Inc. and dated May 15, 2025, a copy of which is attached hereto as Exhibit "A" and incorporated herein by reference (the "Easement Plan of Land") for the installation of sub-surface improvements within the Easement A, including piles and lagging at least three feet below grade as more particularly shown on a plan entitled Proposed Excavation Support Wall, prepared by H.B. Fleming and dated May 15, 2025, a copy of which is attached hereto as Exhibit "B" and incorporated herein by reference (the "Excavation Support Wall Plan"); and

(b) the perpetual right and easement to use the portion of Ash Street commencing at the northerly boundary of the Grantee's Property and extending 30 feet and 2 inches north

("Easement B"), as more particularly shown on the Easement Plan for the installation of sub-surface improvements including soil anchors within Easement B, as more particularly shown on the Excavation Support Wall Plan.

In addition, Grantor hereby grants to Grantee a temporary right and easement to enter and use Easement A for construction purposes, including, but not limited to, the installing, constructing, reconstructing, laying, inspecting, repairing, replacing, removing and adding sub-surface improvements within Easement A. This temporary right and easement shall automatically expire three (3) years from the date of recording this instrument without further action to effect termination.

SIGNATURE PAGE TO FOLLOW

EXECUTED under seal as of this _____ day of _____, 2025.

CITY OF WORCESTER

_____
Eric D. Batista
City Manager

_____
Richard D. Mazzocchi
Member and Authorized Signatory

COMMONWEALTH OF MASSACHUSETTS

Worcester, ss.

On this _____ day of _____, 2025, before me, the undersigned notary public, personally appeared Eric D. Batista, City Manager of the, City of Worcester, and proved to me through satisfactory evidence of identification, which was _____, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that he signed it voluntarily for its stated purpose in his capacity aforesaid.

_____
Notary Public
My commission expires:

COMMONWEALTH OF MASSACHUSETTS

Worcester, ss.

On this _____ day of _____, 2025, before me, the undersigned notary public, personally appeared Richard D. Mazzocchi, and proved to me through satisfactory evidence of identification, which was _____, to be the persons whose names are signed on the preceding or attached document, and acknowledged to me that each signed it voluntarily for its stated purpose in their capacity aforesaid.

_____
Notary Public
My commission expires:

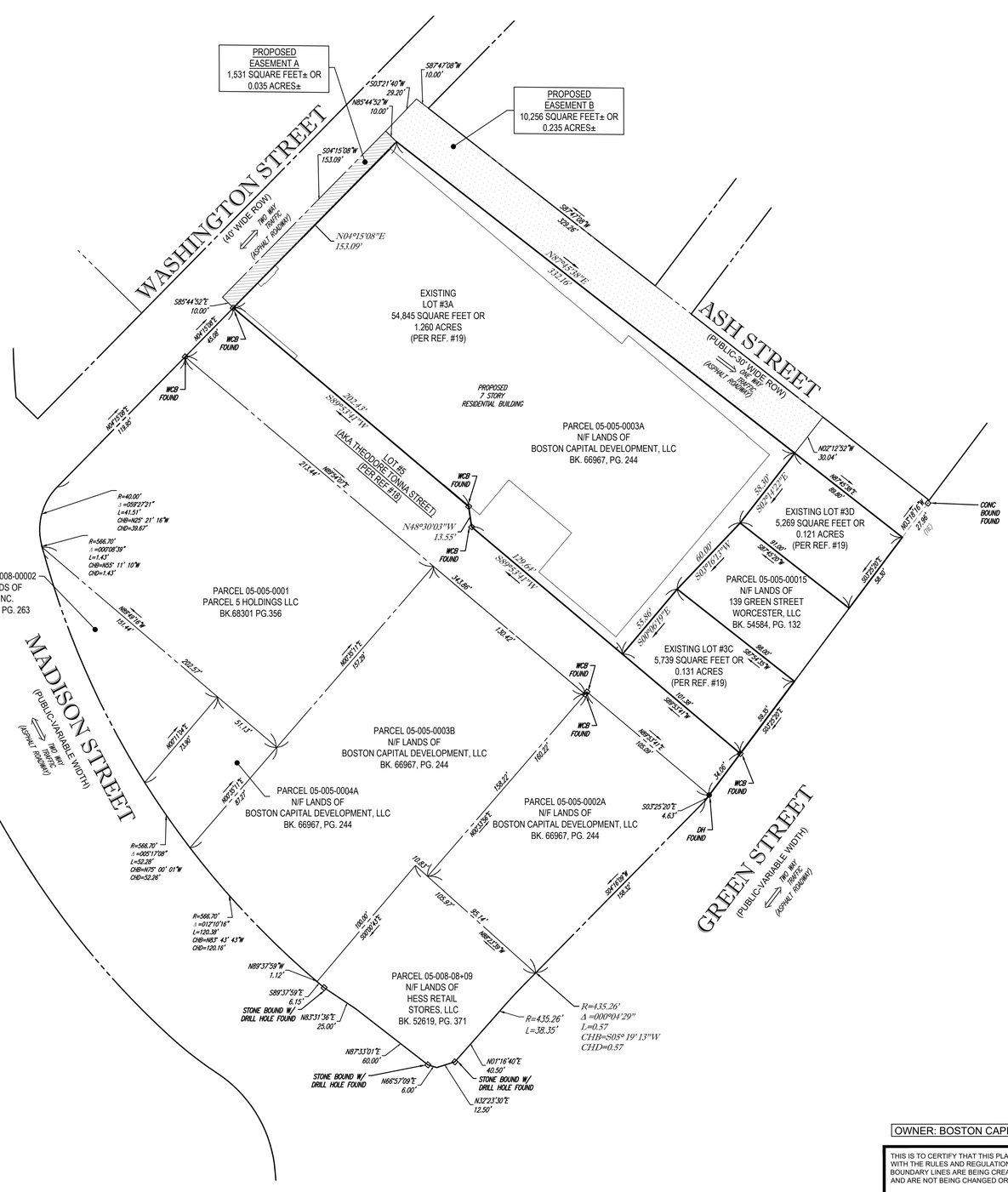
Exhibit A

[Easement Plan of Land]

Exhibit B

[Excavation Support Wall Plan]

FOR REGISTRY USE ONLY



NOTES:

1. PROPERTY KNOWN AS PARCEL 05-005-0003A AS DEPICTED ON THE CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS G.I.S. MAPS.
2. THE PURPOSE OF THIS PLAN IS SHOW PROPOSED EASEMENT AREAS AS SHOWN HEREON.
3. PROPOSED EASEMENTS AREA:
   EASEMENT A = 1,531 SQUARE FEET± OR 0.035 ACRES±. (CROSS HATCH)
   EASEMENT B = 10,256 SQUARE FEET± OR 0.235 ACRES±. (DOT HATCH)
4. BY GRAPHIC PLOTTING ONLY PROPERTY IS LOCATED IN FLOOD HAZARD ZONE X-UNSHADED (AREAS DETERMINED TO BE OUTSIDE THE 0.2% ANNUAL CHANCE FLOODPLAIN) PER REF. #2
5. PROPOSED SITE FEATURES SHOWN HEREON ARE PER REF. #20 AND ARE DESIGNED BY OTHERS.
6. AS OF MAY 15, 2025 LOTS 3C & 3D HAVE NOT BEEN GIVING A PARCEL ID ACCORDING TO THE CITY OF WORCESTER G.I.S. MAPS.

REFERENCES:

1. THE G.I.S. DATABASE OF THE CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS.
2. MAP ENTITLED "NATIONAL FLOOD INSURANCE PROGRAM, FIRM, FLOOD INSURANCE RATE MAP, WORCESTER COUNTY, MASSACHUSETTS, (ALL JURISDICTIONS), PANEL 618 OF 1075," COMMUNITY-PANEL NUMBER 25027C0618E, EFFECTIVE DATE: JULY 4, 2011.
3. MAP ENTITLED "ALTA/NSPS LAND TITLE SURVEY, WYMAN-GORDON COMPANY, MADISON STREET, WASHINGTON STREET, GOLD STREET & ASSONET STREET, PARCELS 05-010-00001, 05-009-00019, 05-009-00014, 05-009-00009, 05-007-00004, 05-007-00003, 05-006-00013, 05-004-00027, 05-004-03+04, 05-003-00017, 05-003-00016, & 05-003-00012, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED APRIL 26, 2019. 8 SHEETS.
4. MAP ENTITLED "PLAN OF LAND IN WORCESTER," PREPARED BY ROBINSON ENGINEERING, INC., DATED DECEMBER, 1953. RECORDED WITH THE MASSACHUSETTS LAND REGISTRATION OFFICE AS L.C.C. #25448A.
5. MAP ENTITLED "PLAN OF EASEMENTS OWNED BY THE CITY OF WORCESTER, WORCESTER, MASSACHUSETTS, WORCESTER COUNTY, SHOWING LOCATION OF EASEMENTS FOR THE PURPOSE OF RECONSTRUCTION MADISON, WASHINGTON, GREEN, HARDING, HARRISON, LAMARTINE, MILLBURY, ENDICOTT, SIGEL, ELLSWORTH, ARWICH, ASHMONT, LAFAYETTE, VERNON, AND OLD MILLBURY STREETS FOR THE CITY OF WORCESTER," PREPARED BY VHB, DATED JUNE 5, 2019. PROJECT NO. 609226, RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 943, PLAN 56.
6. MAP ENTITLED "IMPROVEMENTS TO COMBINE SEWERAGE SYSTEM, PLAN OF SEWER EASEMENTS, DRAINAGE CONDUIT, GRABOWSKI SQ. TO GREEN AND TEMPLE STREET, ALONG WASHINGTON STREET AND RAILROAD," PREPARED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS, DATED MAY, 1978. RECORDED WITH WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 478, PLAN 3.
7. WASHINGTON STREEET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
8. MADISON STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
9. GREEN STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
10. ASH STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS.
11. UTILITIES MAP PROVIDED BY THE CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS AND PARKS.
12. MAP ENTITLED "EXISTING CONDITIONS PLAN, WYMAN-GORDON COMPANY, PORTIONS OF WASHINGTON STREET, ASH STREET, SUMMIT STREET, GOLD STREET, PLYMOUTH STREET & GREEN STREET, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED OCTOBER 24, 2019. LAST REVISED DECEMBER 8, 2020. TWO SHEETS.
13. SPRUCE STREET LAYOUT PROVIDED BY CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS, PLAN H-32 6842
14. MAP ENTITLED "APPROVAL NOT REQUIRED PLAN OF L AND, BOSTON CAPITAL DEVELOPMENT, LLC, 153 GREEN STREET, PARCEL 05-005-00001, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED APRIL 4, 2022. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 963, PLAN 91.
15. MAP ENTITLED "CITY OF WORCESTER MASSACHUSETTS, DEPARTMENT OF PUBLIC WORKS, IMPROVEMENTS TO COMBINED SEWERAGE SYSTEM, LAND AND EASEMENTS ACQUIRED FOR MILL BROOK DRAINAGE CONDUIT," DATED SEPTEMBER, 1982, RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 507, PLAN 46.
16. MAP ENTITLED "CITY OF WORCESTER DEPARTMENT OF PUBLIC WORKS, IMPROVEMENTS TO COMBINED SEWERAGE SYSTEM, CONTRACT 4 / 5 MILL BROOK DRAIN CONDUIT (SOUTH MIDDLE SECTIONS) DRAINAGE CONDUIT PLAN AND PROFILE - PART III," PREPARED BY FAY & THORNDIKE, DATED JANUARY 1983, SHEET 8 OF 47, FILED WITH THE WORCESTER DEPARTMENT OF PUBLIC WORKS.
17. MAP ENTITLED "CONDOMINIUM SITE PLAN OF LAND, BOSTON CAPITAL DEVELOPMENT, LLC, 120 WASHINGTON STREET, A PORTION OF PARCEL 05-005-00001, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED SEPTEMBER 12, 2022. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 966, PLAN 96.
18. MAP ENTITLED "TAKING AND LAYOUT PLAN, THEODORE TONNA STREET, STATION 0+0 TO STATION 4+46.28, PARCEL 05-005-0005A, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED AUGUST 10, 2024- LAST REVISED DECEMBER 18, 2024. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 982, PLAN 67.
19. MAP ENTITLED "APPROVAL NOT REQUIRED PLAN OF LAND, 120 WASHINGTON STREET, PARCEL 05-005-0003A, CITY OF WORCESTER, WORCESTER COUNTY, COMMONWEALTH OF MASSACHUSETTS," PREPARED BY CONTROL POINT ASSOCIATES, INC., DATED DECEMBER 11, 2024, LAST REVISED JANUARY 3, 2025. RECORDED WITH THE WORCESTER COUNTY REGISTRY OF DEEDS AS PLAN BOOK 983, PLAN 73.
20. CAD FILE ENTITLED "P-CIVIL-PROP-MAA240356.00-7A," RECEIVED ON APRIL 17, 2025, PROVIDED BY BOHLER ENGINEERING.

OWNER: BOSTON CAPITAL DEVELOPMENT, LLC.

LEGEND

WCB WORCESTER COUNTY BOUND
◉ □ MONUMENTS FOUND

GRAPHIC SCALE
40 0 20 40 80 160
(IN FEET)
1 inch =40 ft.

THIS IS TO CERTIFY THAT THIS PLAN HAS BEEN PREPARED IN CONFORMITY WITH THE RULES AND REGULATIONS OF THE REGISTERS OF DEEDS. NO NEW BOUNDARY LINES ARE BEING CREATED AND THOSE SHOWN ARE EXISTING AND ARE NOT BEING CHANGED OR ALTERED.

COMMONWEALTH OF MASSACHUSETTS
GERRY L. HOLDRIGHT
NO. 49211
REGISTERED PROFESSIONAL LAND SURVEYOR

05-15-2025
DATE

GERRY L. HOLDRIGHT, PLS
MASSACHUSETTS PROFESSIONAL LAND SURVEYOR #49211

FIELD DATE	N/A
FIELD BOOK NO.	N/A
FIELD BOOK PG.	N/A
FIELD CREW	N/A
DRAWN:	G.R.D.
REVIEWED:	G.L.H.

EASEMENT PLAN OF LAND
BOSTON CAPITAL DEVELOPMENT, LLC
120 WASHINGTON STREET
PARCEL 05-005-0003A
CITY OF WORCESTER, WORCESTER COUNTY
COMMONWEALTH OF MASSACHUSETTS

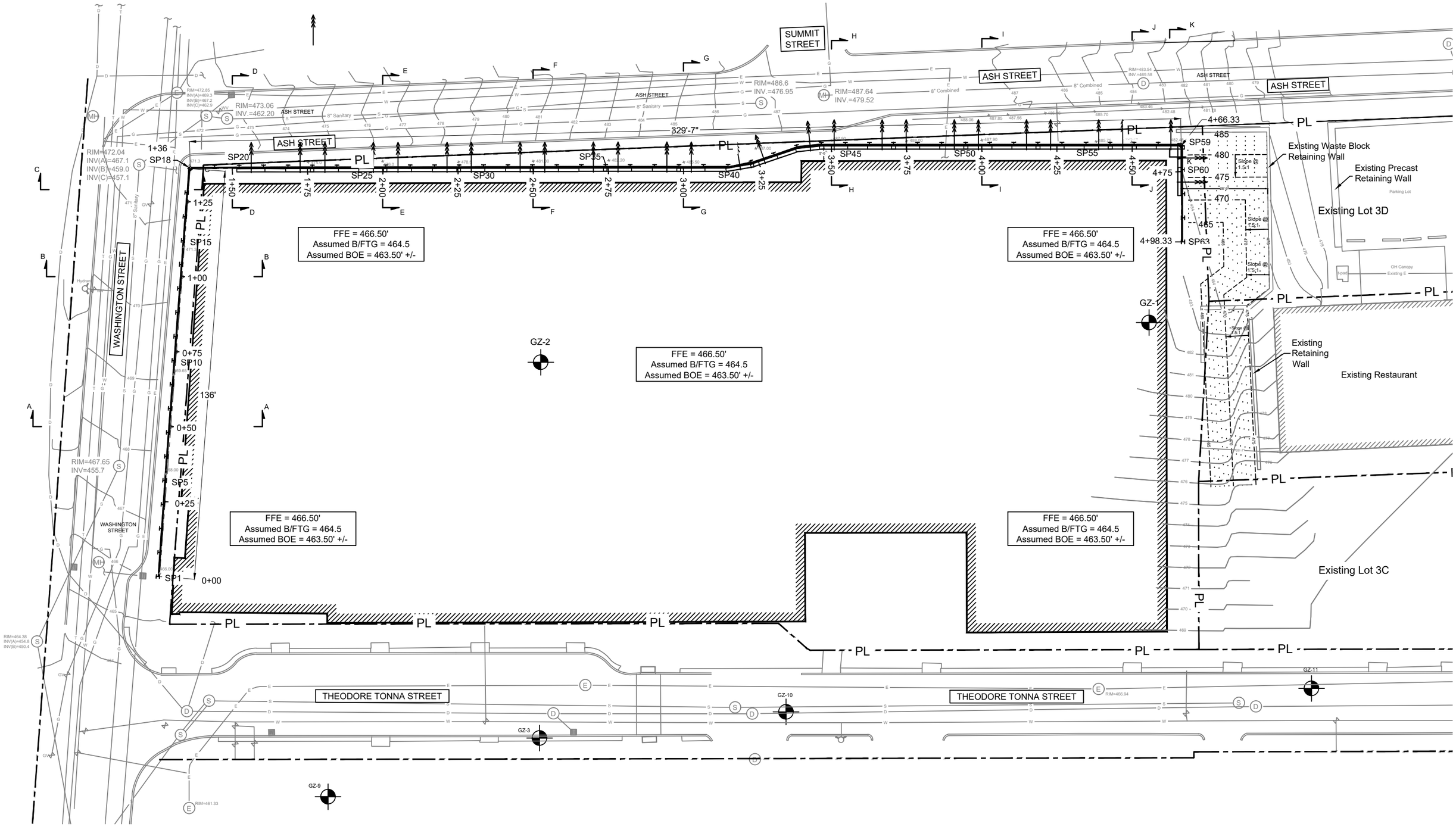
CONTROL POINT ASSOCIATES, INC.
352 TURNPIKE ROAD
SOUTHBOROUGH, MA 01772
508.948.3000 - 508.948.3003 FAX

ALBANY, NY 5182175010
CHALFONT, PA 2157129800
MANHATTAN, NY 6467800411
MT LAUREL, NJ 6098572099
WARREN, NJ 9086680099

APPROVED:	DATE	SCALE	FILE NO.	DWG. NO.
G.L.H.	05-15-2025	1" = 40'	03-200266-01	1 OF 1

CONTROL POINT ASSOCIATES, INC., ALL RIGHTS RESERVED.
THE CONTENTS OF THIS PLAN ARE AN INSTRUMENT OF SERVICE AND REMAIN THE ORIGINAL PROJECT OR THE PURPOSE ORIGINALLY INTENDED WITHOUT THE WRITTEN PERMISSION OF CONTROL POINT ASSOCIATES, INC. IS PROHIBITED.

THE COMMONWEALTH OF MASSACHUSETTS REQUIRES NOTIFICATION BY EXCAVATORS, DESIGNERS, OR ANY PERSON PREPARING TO DISTURB THE EARTH'S SURFACE ANYWHERE IN THE COMMONWEALTH.

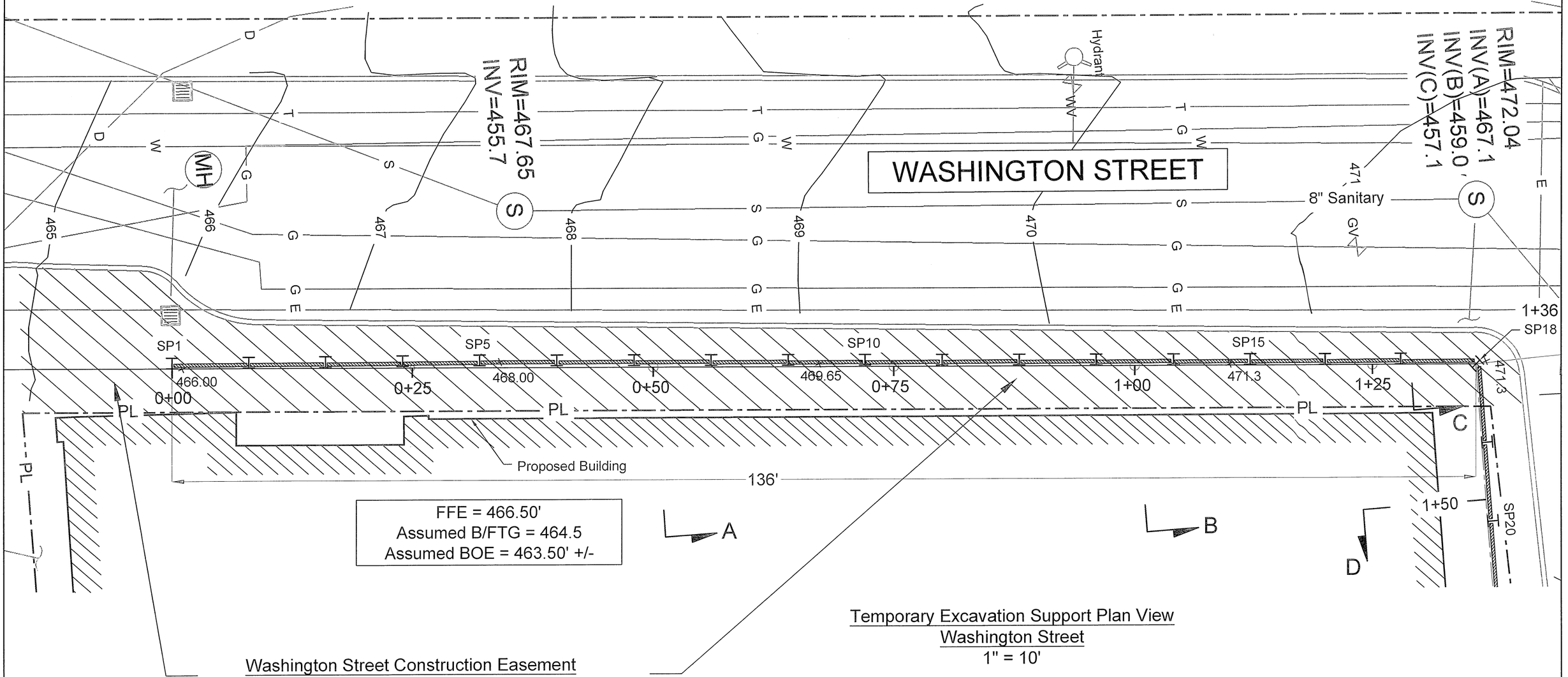


Temporary Excavation Support Overall Plan View
1" = 30'

Sheet 1 of 11

H.B. FLEMING
89 PLEASANT AVENUE
SO. PORTLAND, ME 04106
P: 207-799-8514 F: 207-799-8538
www.hbfleming.com

TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	



Washington Street Construction Easement
Property Line to Curb Line

Temporary Excavation Support Plan View
Washington Street
1" = 10'

H.B. FLEMING
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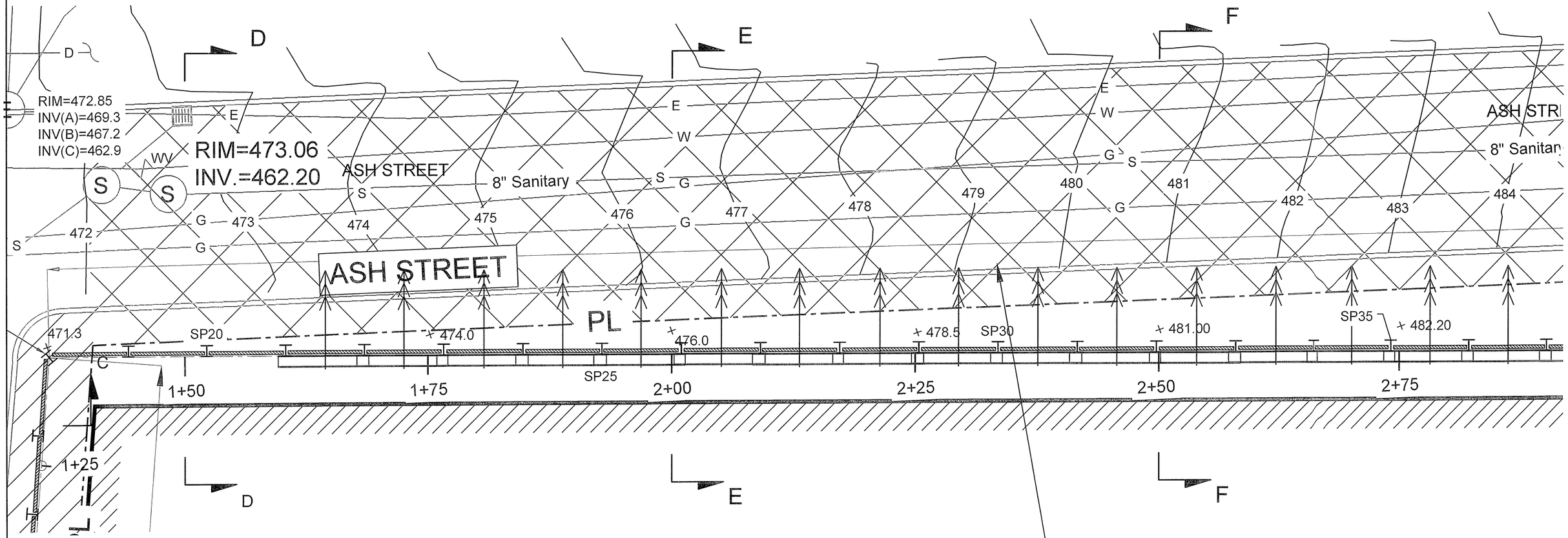
TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	



Temporary Excavation Support Plan View
Ash Street
1" = 10'

H.B. FLEMING
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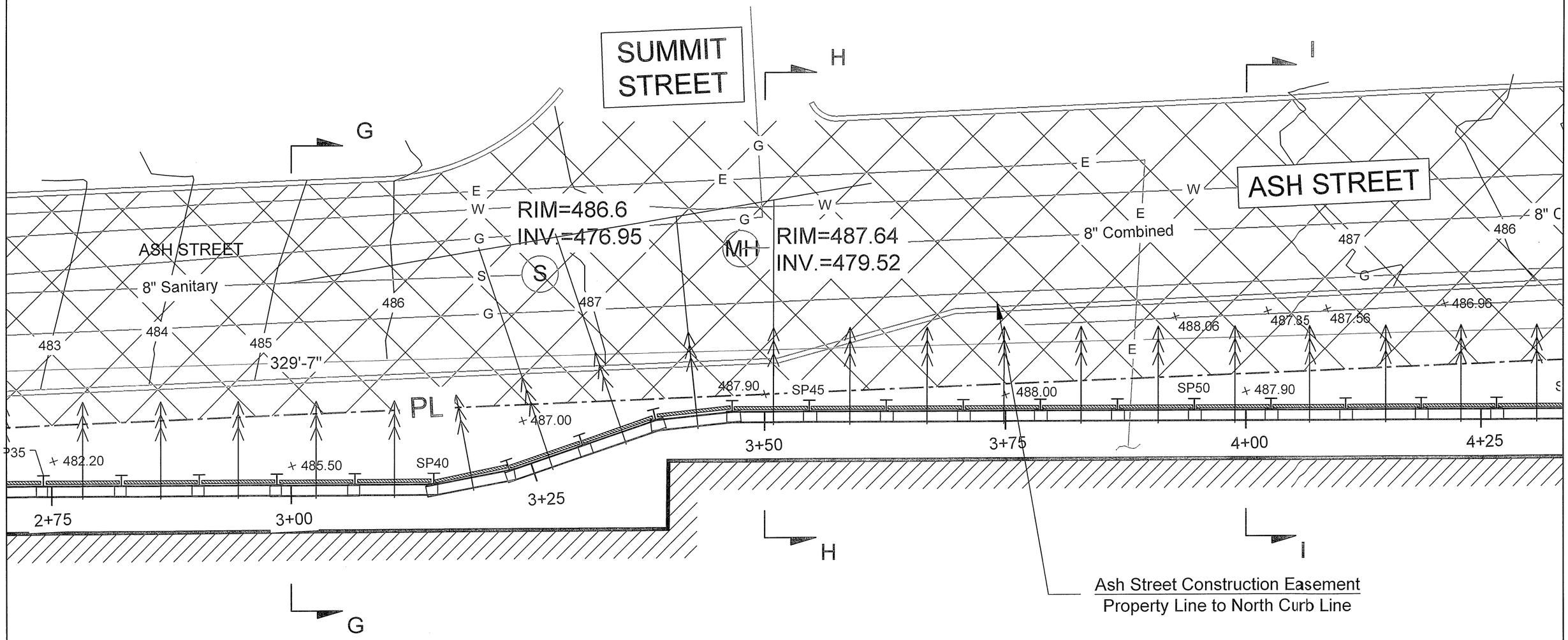
TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	



Temporary Excavation Support Plan View
Ash Street
1" = 10'

H.B. FLEMING
89 PLEASANT AVENUE
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P: 207-799-8514 F: 207-799-8538
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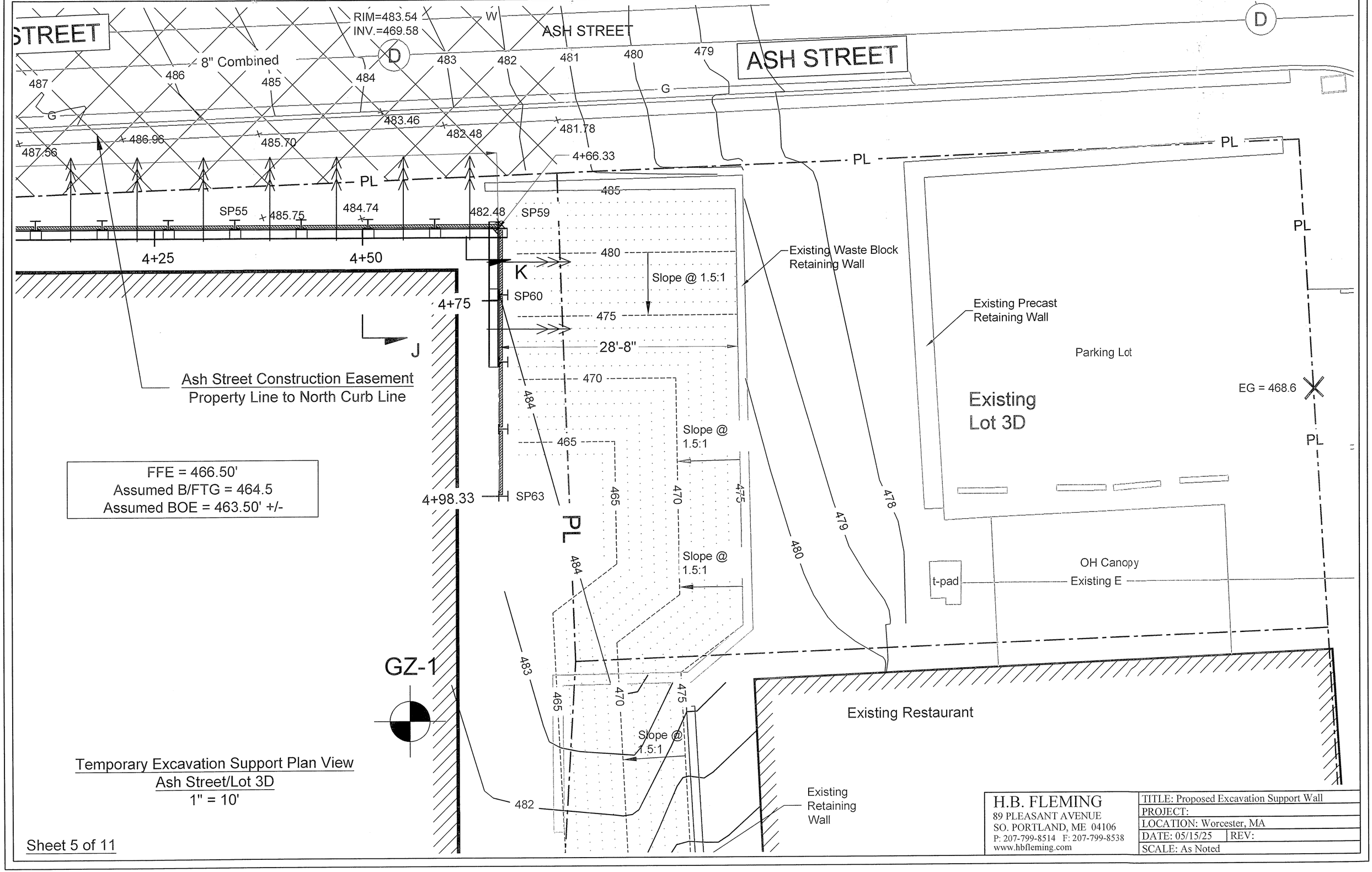
TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	



Temporary Excavation Support Plan View
Ash Street/Lot 3D
1" = 10'

Sheet 5 of 11

H.B. FLEMING
89 PLEASANT AVENUE
SO. PORTLAND, ME 04106
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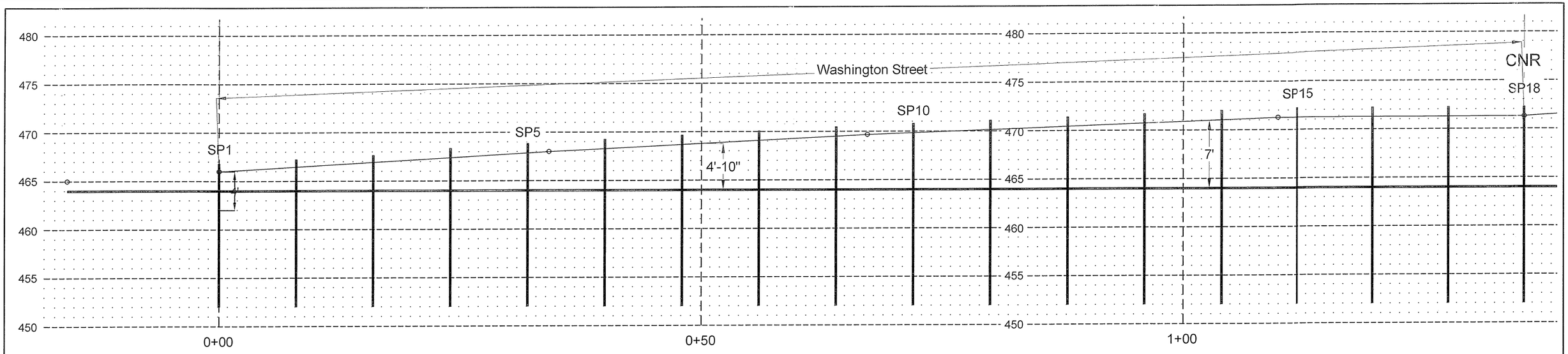
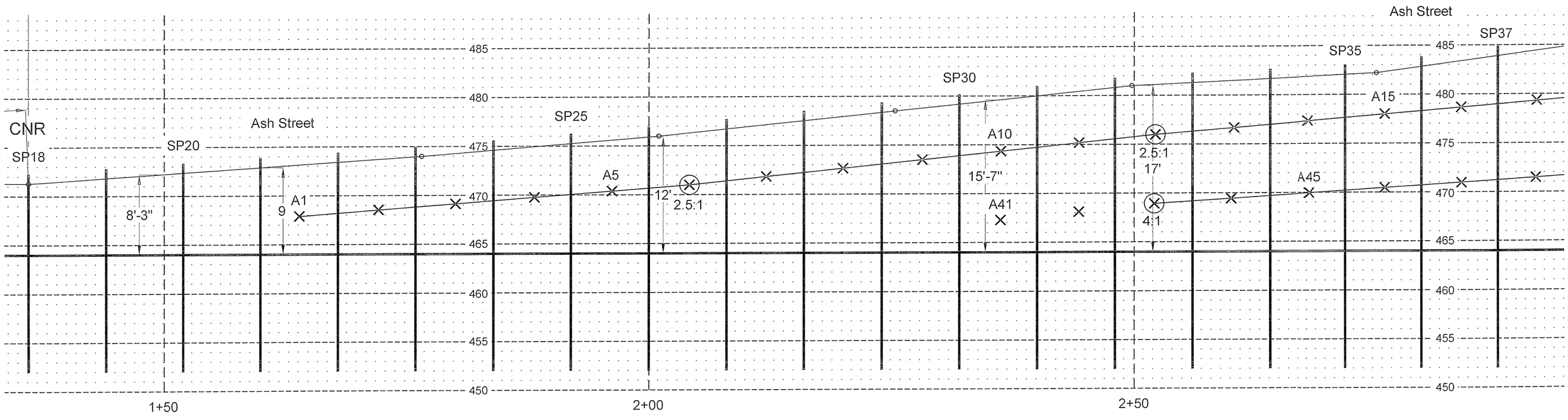
www.hbfleming.com

TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	



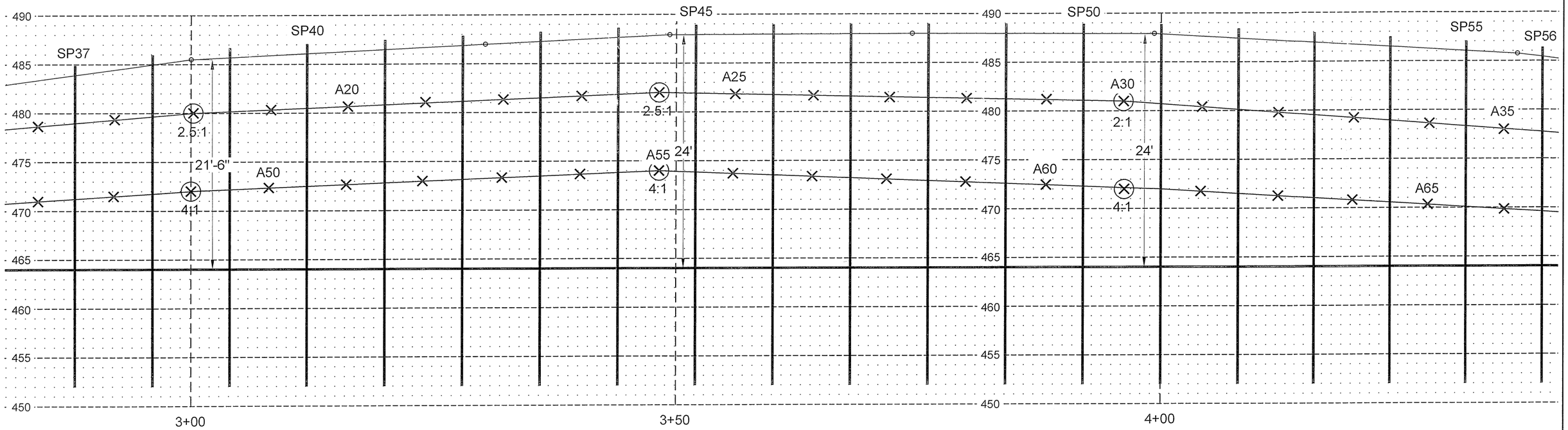


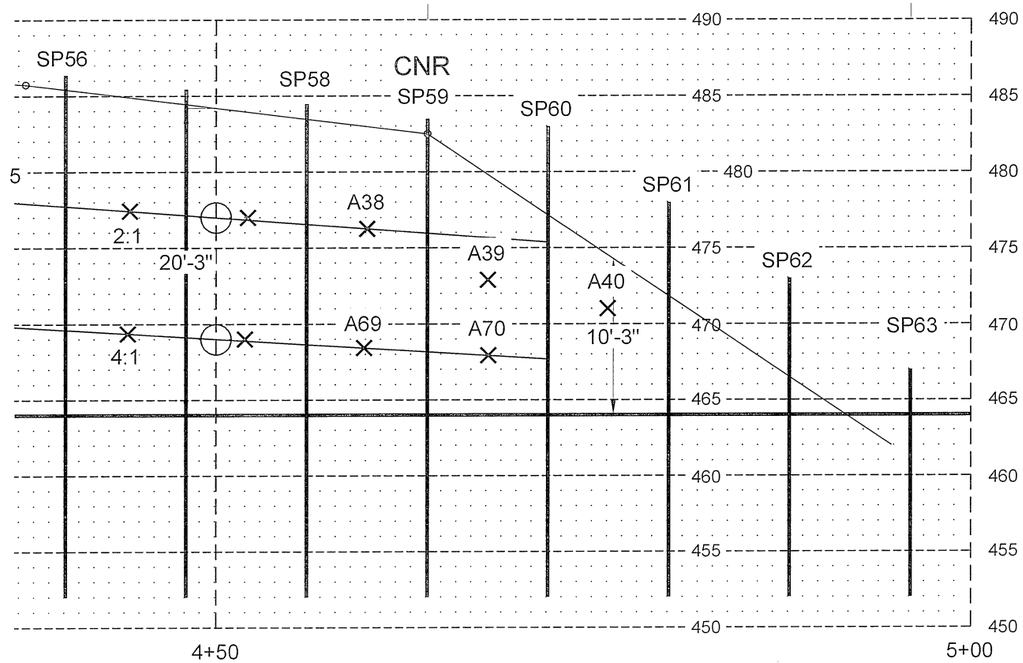
Temporary Excavation Support Profile View (1 of 2)
1" = 10'

Sheet 6 of 11

H.B. FLEMING
89 PLEASANT AVENUE
SO. PORTLAND, ME 04106
P: 207-799-8514 F: 207-799-8538
www.hbfleming.com

TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/07/25	REV:
SCALE: As Noted	





Temporary Excavation Support Profile View (2 of 2)

1" = 10'

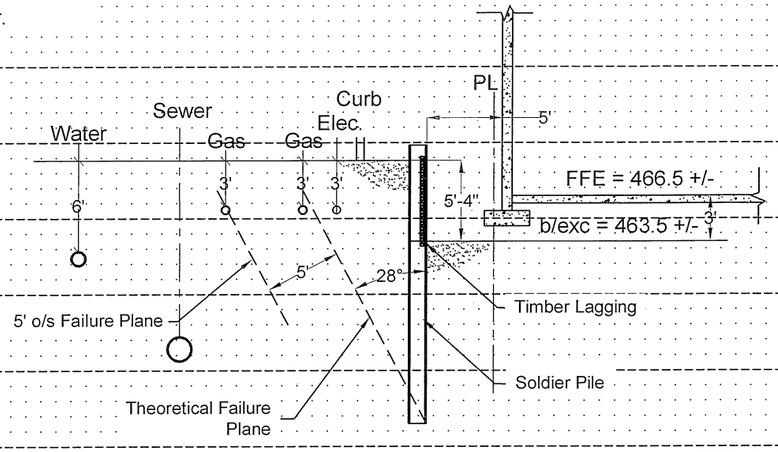
H.B. FLEMING
89 PLEASANT AVENUE
SO. PORTLAND, ME 04106
P: 207-799-8514 F: 207-799-8538
www.hbfleming.com

TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/07/25	REV:
SCALE: As Noted	

Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.

WASHINGTON STREET

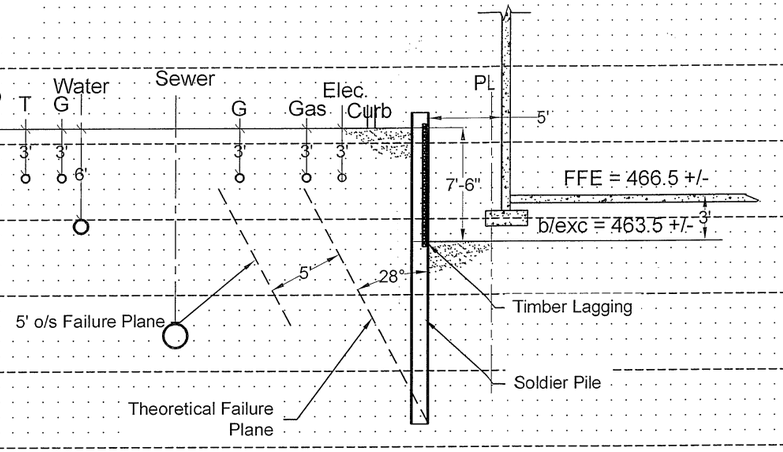
SECTION A-A (0+50)



Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.

WASHINGTON STREET

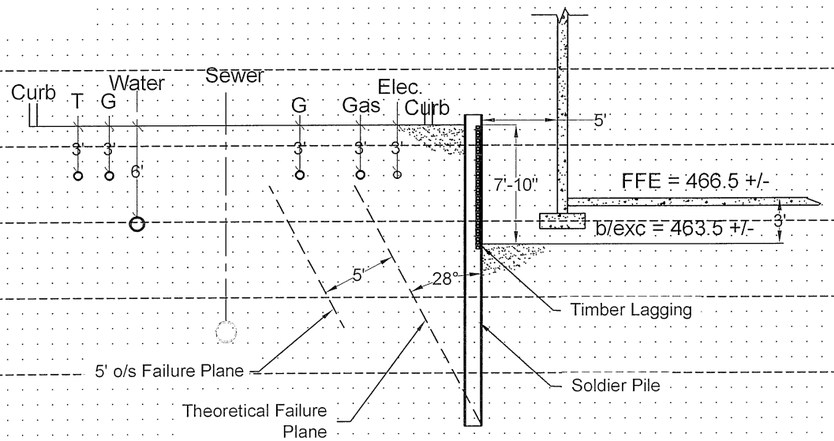
SECTION B-B (1+00)



Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.

WASHINGTON STREET

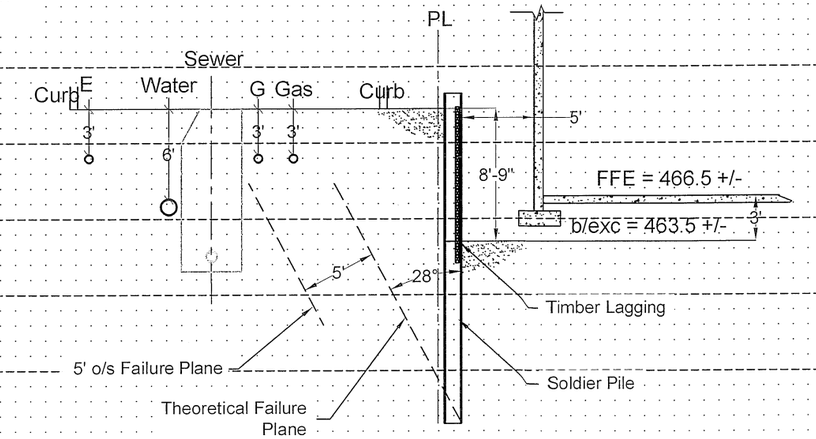
SECTION C-C (1+36)



Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.

ASH STREET

SECTION D-D (1+50)



Temporary Excavation Support Section View(s) (1 of 3)
1" = 10'

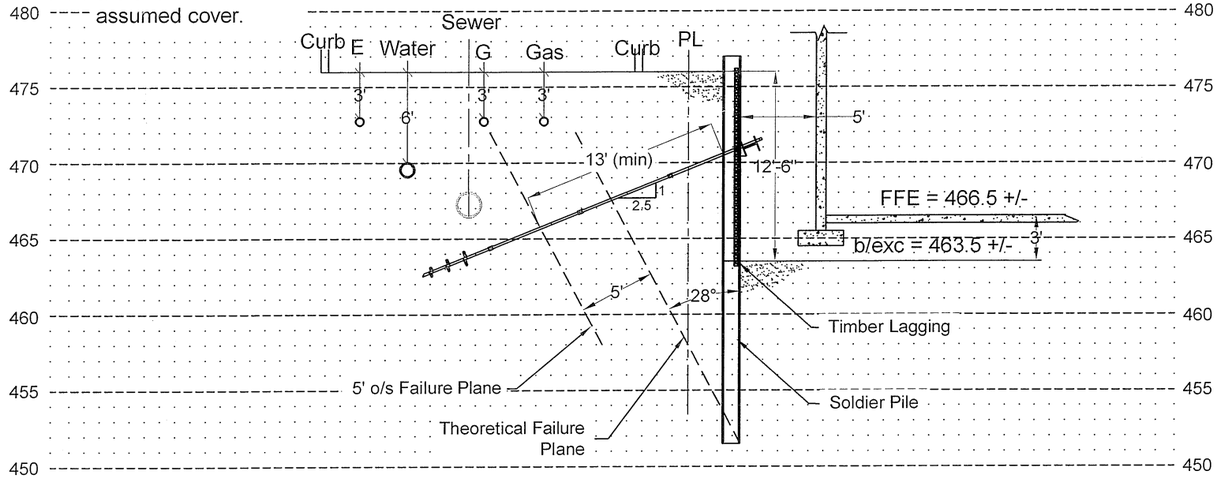
H.B. FLEMING
89 PLEASANT AVENUE
SO. PORTLAND, ME 04106
P: 207-799-8514 F: 207-799-8538
www.hbfleming.com

TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/07/25	REV:
SCALE: As Noted	

ASH STREET

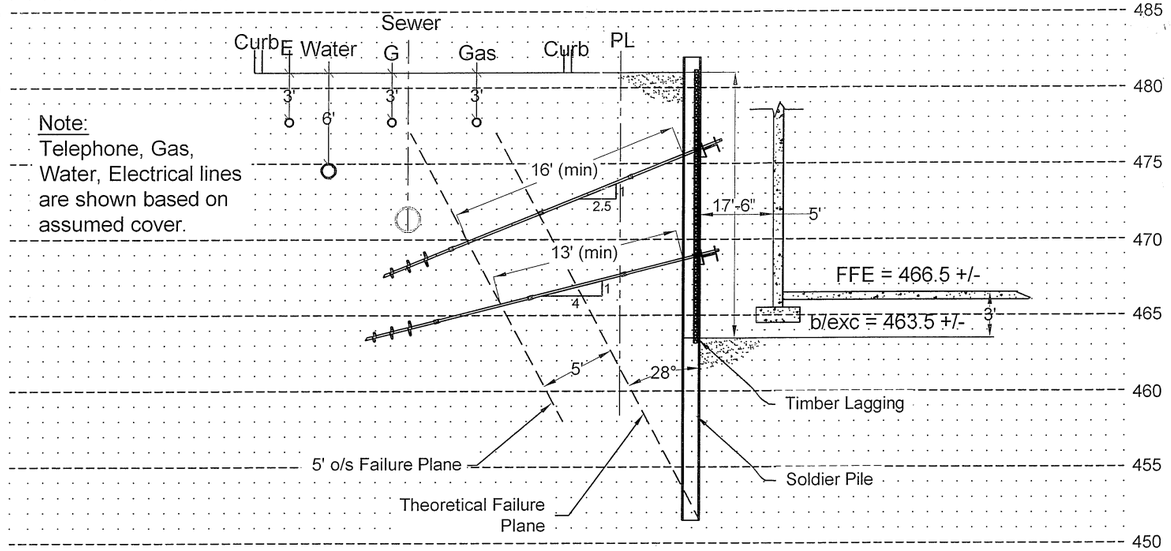
SECTION E-E (2+00)

Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.



SECTION F-F (2+50)

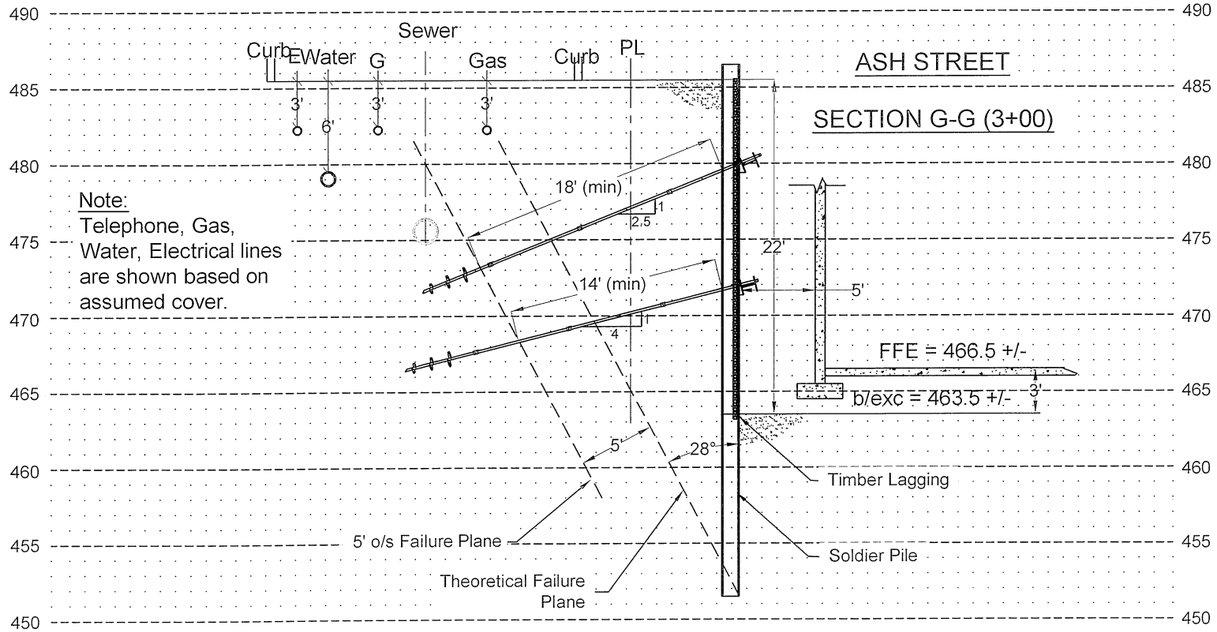
Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.



ASH STREET

SECTION G-G (3+00)

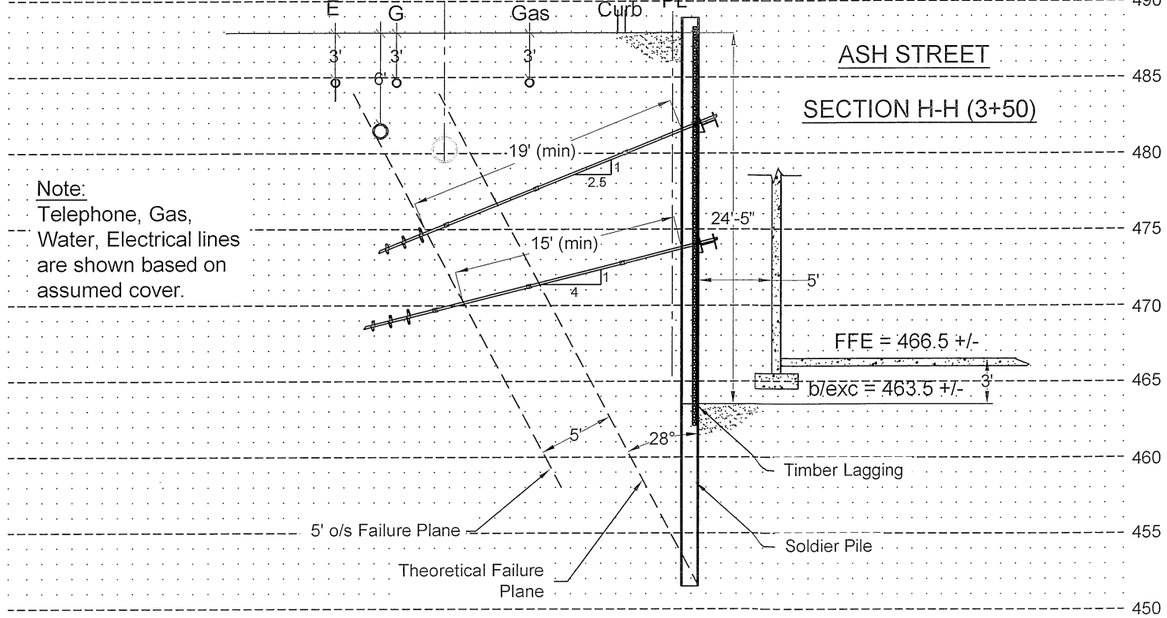
Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.



ASH STREET

SECTION H-H (3+50)

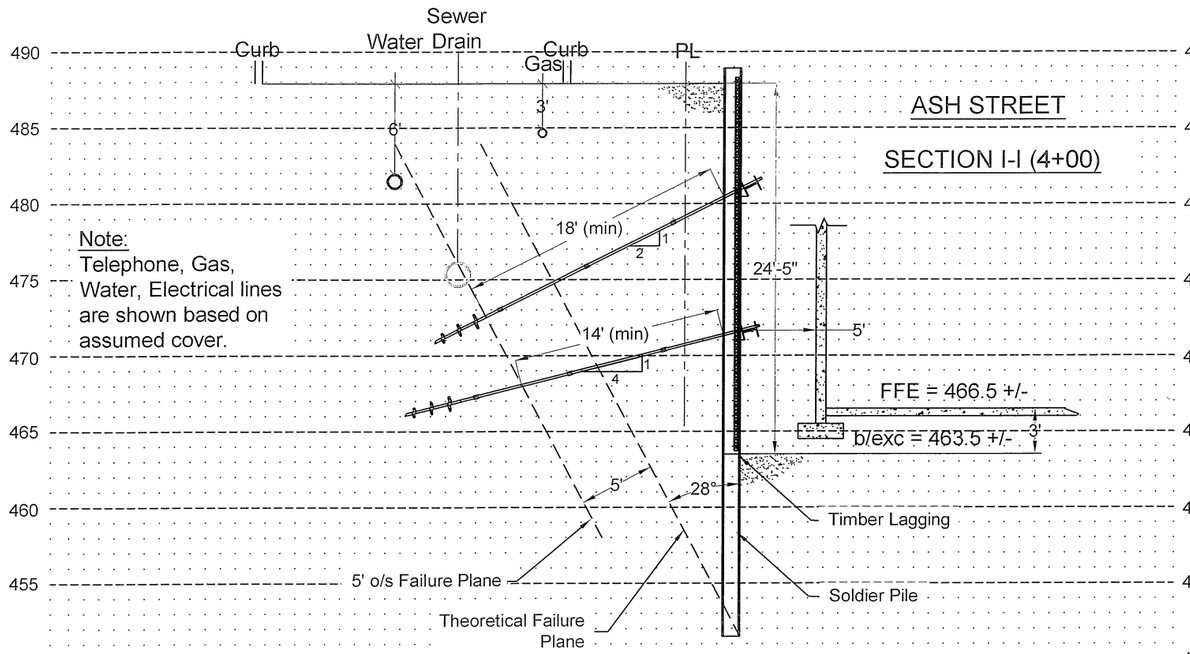
Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.



Temporary Excavation Support Section View(s) (2 of 3)
1" = 10'

H.B. FLEMING
89 PLEASANT AVENUE
SO. PORTLAND, ME 04106
P: 207-799-8514 F: 207-799-8538
www.hbfleming.com

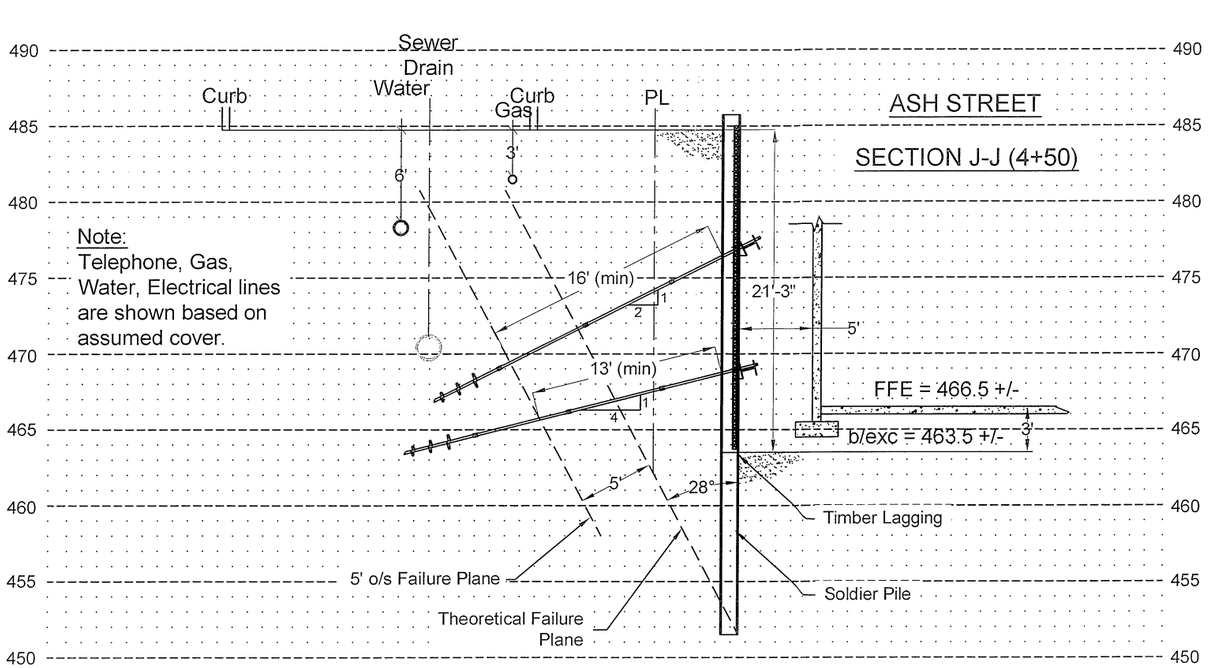
TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	



ASH STREET

SECTION I-I (4+00)

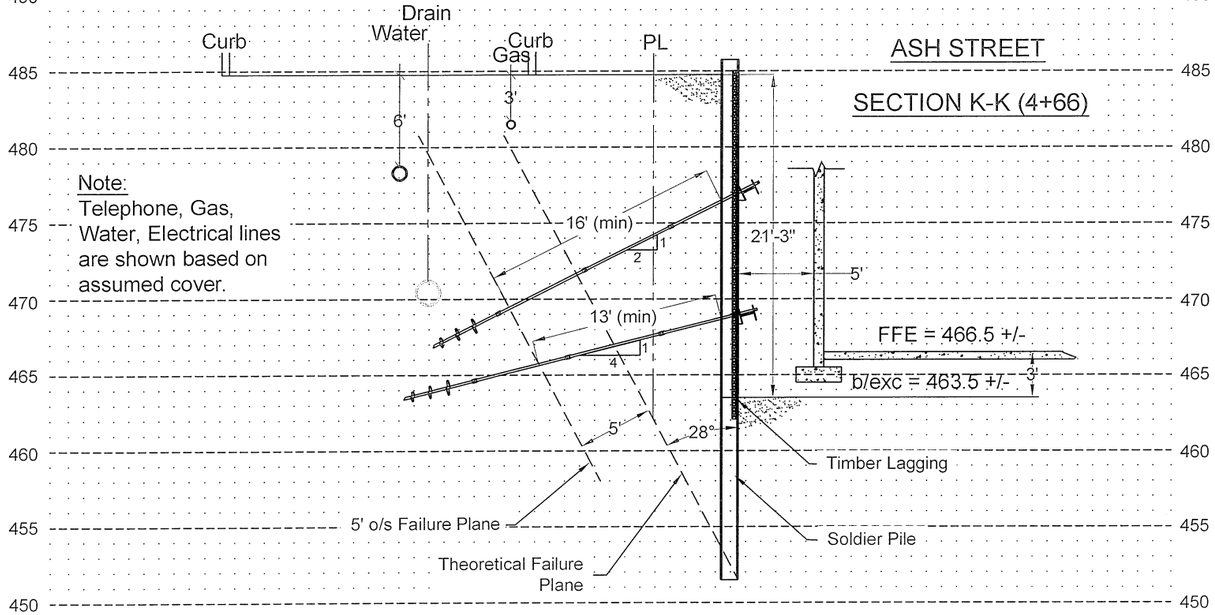
Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.



ASH STREET

SECTION J-J (4+50)

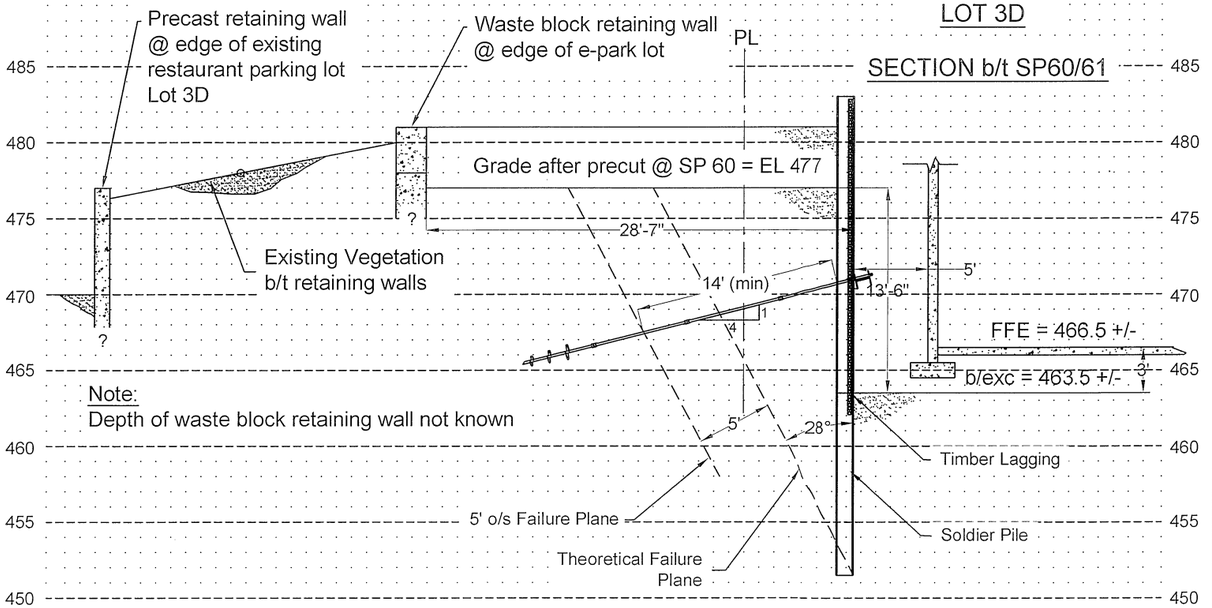
Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.



ASH STREET

SECTION K-K (4+66)

Note:
Telephone, Gas, Water, Electrical lines are shown based on assumed cover.



LOT 3D

SECTION b/t SP60/61

Note:
Depth of waste block retaining wall not known

Temporary Excavation Support Section View(s) (3 of 3)

1" = 10'

H.B. FLEMING
89 PLEASANT AVENUE
SO. PORTLAND, ME 04106
P: 207-799-8514 F: 207-799-8538
www.hbfleming.com

TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	

Notes:

1. Site will be digsafe/premarked prior to beginning work and horizontal locations of existing utilities will be surveyed by H.B. Fleming to confirm existing condition plans provided at bid time. If discrepancies are found, our plans will be updated and communicated to the project design team.
2. H.B. Fleming to confirm/consult with City of Worcester Public Works on existing pipe inverts of sanitary and drain lines. If necessary, an H.B. Fleming team member (with assistance from Worcester DPW) will remove manhole covers and measure inverts.
3. H.B. Fleming to confirm with City of Worcester Public Works on asbuilt plans of existing water.
4. Construction easements (acquired by others) are necessary on Washington Avenue and Ash Street. A hatch shown is shown on the plans from property line to existing curb line on Washington. Construction easement on Ash Street is shown from the property line to the north curb line.
5. Pre-excavation/sloping is required on Lot 3D (refer to plan) prior to the installation of the temporary shoring. Restoration/landscaping plans by others.
6. All soldier piles will be HP12x53 or HP14x73 (min) sections.
7. Piles and wale material will conform to ASTM A572 grade 50 requirements.
8. Soil anchors will be either SS175 or SS200 sections manufactured by A.B. Chance.
9. Soil anchors will be proof tested to 125% of Design Load.
10. Test all anchors to XXX kips (125% of DL). (TBD)
11. All wales will be HP12x53 or HP14x73 (min.) (TBD)
12. Lagging will be 4" rough sawn hemlock (or equivalent).
13. All soldier piles will but cut off approximately 3' below finish grade. Soldier piles and lagging below 3' will remain and be abandoned.
14. Soil anchors will be abandoned in place.

Construction Procedure:

1. Drive soldier piles as shown in plan and profile views.
2. Excavate in no more than 4' lifts and install timber lagging.
3. Excavate to no more than 1.5' below first level of soil anchors, and install soil anchors as shown on plan and profile.
4. Continue excavation/lagging process in no more than 4' lifts.
5. Excavate to approximately 1.5' below lower level of soil anchors and install anchors.
6. Excavate to bottom of footing elevation.
7. Construct abutment as required.
8. Backfill to within 1 foot of lower level of anchors and remove wales. Repeat for the upper level of anchors.
9. Complete backfilling as required and cut soldier pile approximately 3 feet below grade.

H.B. FLEMING
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TITLE: Proposed Excavation Support Wall	
PROJECT:	
LOCATION: Worcester, MA	
DATE: 05/15/25	REV:
SCALE: As Noted	

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.10A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to an update on the 2025 Aquatic Program, as received from John K. Westerling, Commissioner of Public Works and Parks, is forwarded for the information of your Honorable Body.

For the second consecutive year, the municipality will partner with the YMCA of Central Massachusetts to provide an Aquatic Program for the Summer of 2025. The YMCA will manage at Bell Pond Beach, Coes Pond Beach, Indian Lake Beach, Shore Park Beach, and a pool at Compton Park while the municipality will manage the overall program and staff three spray parks at East Park, Greenwood Park, and University Park. YMCA of Central Massachusetts will also offer free water safety and swim lessons for children ages 5 to 12 and supervise the free kayak and paddleboard rental program at Coes Pond.

Aquatic Facilities will operate from the hours of 12 p.m. to 7 p.m. for the following dates:

Crompton Park Pool	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Bell Pond Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Coes Pond Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Indian Lake Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Shore Park Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
East Spray Park	Friday, June 20, 2025, to Monday, Sept. 1, 2025
Greenwood Spray Park	Friday, June 20, 2025, to Monday, Sept. 1, 2025
University Spray Park	Friday, June 27, 2025, to Monday, Sept. 1, 2025

Respectfully submitted,

Eric D. Batista
City Manager

Department of Public Works & Parks
John K. Westerling, Commissioner
20 East Worcester Street, Worcester, MA 01604
P| 508-799-1430 **F**| 508-799-1448
dpw@worcesterma.gov

To: Eric D. Batista, City Manager
From: John K. Westerling, Commissioner
Date: June 10, 2025
Re: Aquatic 2025 Update

The Department of Public Works and Parks (DPW&P) is excited to announce that for the second consecutive year the municipality will be partnering through our existing contract with the YMCA of Central Massachusetts to provide a comprehensive Aquatic Program for the 2025 summer season. The YMCA of Central Massachusetts will manage aquatic facilities including the staffing of lifeguards and gate keepers at four beaches (Bell Pond Beach, Coes Pond Beach, Indian Lake Beach, and Shore Park Beach) and one pool (Crompton Park). The YMCA completed recruitment by the beginning of May 2025 for all staff needed to operate these facilities.

The municipality will still manage and be responsible for the overall management of the aquatic program and will continue to staff the three spray parks at East Park, Greenwood Park, and University Park (new facility for 2025) as well as managing trash removal, general cleanup, and water quality at all sites.

Aquatic facilities will operate from 12 p.m. to 7 p.m. seven days a week on the following schedule:

Crompton Park Pool	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Bell Pond Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Coes Pond Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Indian Lake Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
Shore Park Beach	Friday, June 27, 2025, to Saturday, Aug. 23, 2025
East Spray Park	Friday, June 20, 2025, to Monday, Sept. 1, 2025
Greenwood Spray Park	Friday, June 20, 2025, to Monday, Sept. 1, 2025
University Spray Park	Friday, June 27, 2025, to Monday, Sept. 1, 2025

As part of the summer of 2025 aquatic program the YMCA of Central Massachusetts will offer free swim lessons at Crompton Park Pool, Coes Pond Beach, Bell Pond Beach, and Shore Park Beach. They will also manage and supervise the Parks, Recreation, & Cemetery division of DPW&P's free kayak and paddleboard rental program at Coes Pond Beach, which has been in operation (weekends only) since Memorial Day and will start seven day a week operation on Friday, June 27, 2025.

Please advise if you have any questions.

Sincerely,

John K. Westerling
Commissioner of Public Works & Parks

WATER SAFETY & SWIM LESSONS

Ages 5 to 12
Parents must stay for the 30 minute class

Lessons are Mon. – Thurs., each week for 7 weeks.

Weekly classes
July 7 – Aug. 21

10:00 – 10:30am

10:30 – 11:00am

11:00 – 11:30am

SCan QR Code to register

Bell Pond

190 Belmont Street,
Worcester, MA 01610

YMCA OF CENTRAL MASSACHUSETTS
www.ymcaofcm.org

the YMCA

WATER SAFETY & SWIM LESSONS

Ages 5 to 12
Parents must stay for the 30 minute class

Lessons are Mon. – Thurs., each week for 7 weeks.

Weekly classes
July 7 – Aug. 21

10:00 – 10:30am

10:30 – 11:00am

11:00 – 11:30am

SCan QR Code to register

Crompton Pool

47 Quinsigamond Ave,
Worcester, MA 01610

YMCA OF CENTRAL MASSACHUSETTS
www.ymcaofcm.org

WATER SAFETY & SWIM LESSONS

Ages 5 to 12
Parents must stay for the 30 minute class

Lessons are Mon. – Thurs., each week for 7 weeks.

Weekly classes
July 7 – Aug. 21

10:00 – 10:30am

10:30 – 11:00am

11:00 – 11:30am

SCan QR Code to register

Shore Park

115 Shore Drive,
Worcester, MA 01606

YMCA OF CENTRAL MASSACHUSETTS
www.ymcaofcm.org

the YMCA

The City of Worcester

WATER SAFETY & SWIM LESSONS

Ages 5 to 12
Parents must stay for the 30 minute class

Lessons are Mon. – Thurs., each week for 7 weeks.

Weekly classes
July 7 – Aug. 21

10:00 – 10:30am

10:30 – 11:00am

11:00 – 11:30am

SCan QR Code to register

Coes Pond Beach

225 Mill Street,
Worcester, MA 01602

YMCA OF CENTRAL MASSACHUSETTS
www.ymcaofcm.org

KAYAKING AT COES POND!

COME AND EXPLORE THE WATERWAY!!

OPENS SATURDAY, MAY 24, 2025 (12PM)

- Starting Saturday, May 24th, enjoy FREE kayak and paddleboard rentals every weekend through the month of June!
- Times: 12:00 PM to 6:00 PM
- No registration required: First come, first served
- Starting June 27th, free kayak and paddleboard rentals 7 days a week, once the beach opens, June 27th from 12:00 PM to 6:00 PM
- One hour time limit
- Youth under 16 years of age will require an adult to accompany them in a boat
- Safety Guidelines are in place and will be shared before launching!

Coes Pond

Mill Street,
Worcester, MA 01602

YMCA OF CENTRAL MASSACHUSETTS
www.ymcaofcm.org

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.10B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to a request of the City Manager to provide City Council with a report concerning how many tree wells are in the city, where they are located and plans to rectify said tree wells and an update on 2,000 trees by 2026 Growing Worcester's Urban Forest Canopy using American Rescue Plan Act (ARPA) Funds as received from John K. Westerling, Commissioner of Public Works & Parks, is forwarded for the information of your Honorable Body.

As part of the approved Worcester Urban Forest Master Plan, Department of Public Works & Parks (DPW&P) Forestry Operations contracted Davey Resource Group in 2022 to complete a full survey of all existing trees, stumps, and possible open planting locations. Davey identified 552 proposed planting locations, however, each location needs to be reviewed by the municipality's Certified Arborist to ensure that each planting meet the Arbor Day Foundation's "Right Tree, Right Place" guidance. DPW&P Forestry's goal is to ensure that the trees planted have the best chances of survival, will not impact existing infrastructure in the future, and will use the resources allocated to the tree planting program in the most economical and efficient way.

During the Spring of 2025 this planting plan of "Right Tree, Right Place" was implemented by DPW&P Forestry Operations in partnership with the Department of Sustainability & Resilience, with contracted planting services supplied by Jam Corp. The municipality planted 241 trees within the limited ARPA-funded area, 108 trees within all other areas of the city, and an additional 10 memorial trees (five in ARPA) for a total of 359 trees. As we proceed through the remainder of 2025 and 2026, Forestry will expedite plantings throughout the municipality to meet the *"2000 Trees by '26" Goal,* with a specific focus on the ARPA designated area.

I look forward to the continued departmental collaboration and the increase in the number of trees being planted.

Respectfully submitted,

Eric D. Batista
City Manager

Department of Public Works & Parks
John K. Westerling, Commissioner
20 East Worcester Street, Worcester, MA 01604
P| 508-799-1430 **F**| 508-799-1448
311@worcesterma.gov

To: Eric D. Batista, City Manager
From: John K. Westerling, Commissioner of Public Works and Parks
Date: June 10, 2025
Re: Tree Planting Update 2025

This response to a City Council Order requesting the City Manager to provide City Council with a report concerning how many tree wells are in the city, where they are located and plans to rectify said tree wells as well as an update on 2,000 trees by 2026 Growing Worcester's Urban Forest Canopy using American Rescue Plan Act (ARPA) Funds, is sent for your review and consideration and to forward to the City Council for their review.

As part of the now approved Worcester Urban Forest Master Plan, Department of Public Works & Parks (DPW&P) Forestry Operations contracted Davey Resource Group in 2022 to complete a full survey of all existing trees, stumps and possible open planting locations. These possible open planting locations include address, location (front, side, or rear), adjoining street, district, inspection date, proposed tree size (small, medium, or large), latitude and longitude. There are currently 552 proposed planting locations, but each location needs to be reviewed by the municipality's Certified Arborist to ensure that each planting meet the Arbor Day Foundation's "Right Tree, Right Place" guidance (worcesterma.gov/parks/trees). This will include a review of the above and below ground infrastructure including, but not limited to street light locations, parking alignment, fire hydrants, driveways, parking lot entrances, width of sidewalks, existing trees, stumps in existing tree wells, phone, electricity, cable, gas, water, sewer, and drain. Once the sites are reviewed a final planting determination will be made.

Forestry's goal is to make sure the trees planted have the best chance of survival, will not impact existing infrastructure in the future, and will use the resources allocated to the tree planting program in the most economical and efficient way. We have included a spreadsheet with the current list of locations and will be working through them individually throughout the Summer and Fall of 2025 to confirm each location for a future planting.

During the Spring of 2025 in partnership with the Department of Sustainability & Resilience (DSR), DPW&P Forestry Operations contracted with Jam Corp and planted 241 trees within the limited ARPA area, 108 trees within all other areas of the city, and an additional 10 memorial trees (five in ARPA) for a total of 359 trees. The primary

focus was locations identified as heat islands and low canopy areas, but the Department continued to accept right of way tree planting requests from property owners through the Worcester 311 system. This process is currently available for property owners to request a tree through Jan. 5, 2026, for the Spring 2026 planting season, with requests made after that date prioritized based on the date of submittal. Property owner requests will be prioritized for planting since the survival rate of trees planted in locations where residents request them is much higher due to the care and maintenance that most residents perform on these newly planted trees.

The expectation for the remainer of 2025 and 2026 will be to expediate plantings throughout the city to meet the "*2000 Trees by '26" Goal.* This will only be possible with the continued support of the City Manager, City Council, DSR, the Department of Transportation & Mobility, and DPW&P. Together we will continue to identify planting locations using the resources available which includes the initial funding allocated primarily by ARPA. This implementation via an interdepartmental collaboration promotes the goals of multiple municipal plans (Urban Forest Master Plan and the Green Worcester Plan) which will:

- Promote the Mayor's Goal of 2000 trees planted by the end of 2026.
- Mitigate urban heat island effects for vulnerable populations.
- Promote the goals and strategies of the Urban Forest Master Plan: 3:1 replacement of street trees.

Additionally, DSR is assisting with administering ARPA and supplementary funding, public engagement and communication, as well as further research to ensure the engagement is effective. DSR is working with Clark University on developing a summer Human-Environment Regional Observatory (HERO) research project with a goal of better understanding the attitudes toward trees by property owners and landlords, as well as identifying options for overcoming any found concerns. DSR has also identified tree planting locations via an Outreach Campaign effort which is attached.

Please advise if you have any questions.

Sincerely,

John K. Westerling,
Commissioner of Public Works & Parks

City of Worcester

DPW & Parks

Parks, Recreation & Cemetery

Forestry Operations

Memorial Tree Planting 2025

Park	Tree Species	Tree Species (Latin)	Type of Planting
Elm Park	Tulip	*Lirdoendron tulipifera*	Memorial Tree planting
Elm Park	Tulip	*Lirdoendron tulipifera*	Memorial Tree planting
East Park	Red Oak	*Quercus rubra*	Memorial Tree planting
Elm Park	Red Oak	*Quercus rubra*	Memorial Tree planting
Coes Park	Red Oak	*Quercus rubra*	Memorial Tree planting
May St #189	Red Oak	*Quercus rubra*	Memorial Tree planting
May St #189	Red Oak	*Quercus rubra*	Memorial Tree planting
May St #189	Red Oak	*Quercus rubra*	Memorial Tree planting
Elm Park	Tulip	*Lirdoendron tulipifera*	Memorial Tree planting
Elm Park	Red Oak	*Quercus rubra*	Memorial Tree planting
Total Memorial Tree Planting		10	

City of Worcester

DPW & Parks

Parks, Recreation & Cemetery Division

Forestry Operations

Tree Planting 2025 - ARPA

Address	Street	Site	Onstr	Tree Species	Tree Species (Latin)	Notes
27	Austin St	Median		Black Gum	*Nyssa sylvatica*	Across from #27 in median strip
38	Austin St	Median		Black Gum	*Nyssa sylvatica*	Across from #38 in median strip
43	Austin St	Median		Black Gum	*Nyssa sylvatica*	Across from #43 in median strip
103	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
104	Austin St	S1F		London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
108A	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
127	Austin St	S1F		London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
128	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
147	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
1	Merrick St	S1S	Austin St	London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
151	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
2	Queen St	S1S	Austin St	London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
159	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
169	Austin St	S1F		London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli

171	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
174	Austin St	S1F		London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
175	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
177	Austin St	S1F		London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
182	Austin St	S1F		Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
186	Austin St	S1F		London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
19	Mason St	S1S	Austin St	Basswood	*Tilia americana*	Will require cuts/ Per AC Antonelli
20	Mason St	S1S	Austin St	London Plane	*Platanus x acerifolia*	Will require cuts/ Per AC Antonelli
36	Barnard Rd	S1F		Red Oak	*Quercus rubra*	
40	Barnard Rd	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
68	Barnard Rd	S1F		Red Oak	*Quercus rubra*	
88	Barnard Rd	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
145	Barnard Rd	S1F		Red Oak	*Quercus rubra*	
151	Barnard Rd	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
155	Barnard Rd	S1F		Red Oak	*Quercus rubra*	
155	Barnard Rd	S2F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
158	Barnard Rd	S1F		Red Oak	*Quercus rubra*	
290	Belmont St		Median	Ginko	*Gonkgo biloba*	In Median across from Uhaul (actual address 100 Research Dr.) Worcester Forestry
4	Belvidere Ave	S1F		Red Maple	*Acer rubrum*	
7	Belvidere Ave	S2F		Red Maple	*Acer rubrum*	
4	Berkshire St	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Resident Request
4	Berkshire St	S2F		London Plane	*Platanus x acerifolia*	
8	Berkshire St	S1F		Linden Greenspire	*Tiia cordata*	Resident Request
8	Berkshire St	S2F		Linden Greenspire	*Tiia cordata*	
10	Berkshire St	S1F		Kentucky Coffee	*Gymnocladus dioicus*	Resident Request
11	Boynton St	S1S		Basswood	*Tilia americana*	

12	Boynton St	S1S		Sweetgum	*Liquidambar styraciflua*	
12	Boynton St	S2S		Basswood	*Tilia americana*	
104	Burncoat St	S2S	Kenwood Ave	Hackberry	*Celtis occidentalis*	
105	Burncoat St	S1S	Parkview Dr	Red Maple	*Acer rubrum*	
105	Burncoat St	S2S	Parkview Dr	Red Maple	*Acer rubrum*	
108	Burncoat St	S1S	Clearview Ave	Basswood	*Tilia corinthian*	
15	Catharine St	S1S	Westminster Rd	Red Maple	*Acer rubrum*	
15	Catharine St	S2S	Westminster Rd	Red Maple	*Acer rubrum*	
17	Catharine St	S1F		American Elm	*Ulmus americana*	
21	Catharine St	S1F		American Elm	*Ulmus americana*	
21	Catharine St	S2F		American Elm	*Ulmus americana*	
25	Catharine St	S1F		American Elm	*Ulmus americana*	
25	Catharine St	S2F		American Elm	*Ulmus americana*	
26	Catharine St	S1F		American Elm	*Ulmus americana*	
27	Catharine St	S3F		American Elm	*Ulmus americana*	
41	Catharine St	S1F		American Elm	*Ulmus americana*	
51	Channing St	S1F		American Elm	*Ulmus americana*	
57	Channing St	S1F		American Elm	*Ulmus americana*	
3	Clearview Ave	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
7	Clearview Ave	S1F		Red Maple	*Acer rubrum*	
8	Clearview Ave	S2F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
8	Clearview Ave	S3F		Red Maple	*Acer rubrum*	
24	Clearview Ave	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
25	Clearview Ave	S3F		Red Maple	*Acer rubrum*	
25	Clearview Ave	S4F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
40	Crescent St	S1F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S2F		Pin Oak	*Quercus palustris*	
40	Crescent St	S3F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S4F		Pin Oak	*Quercus palustris*	
40	Crescent St	S5F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S6F		Pin Oak	*Quercus palustris*	
40	Crescent St	S7F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S8F		Pin Oak	*Quercus palustris*	
40	Crescent St	S9F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S10F		Pin Oak	*Quercus palustris*	
40	Crescent St	S11F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S12F		Pin Oak	*Quercus palustris*	

40	Crescent St	S13F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S14F		Pin Oak	*Quercus palustris*	
40	Crescent St	S15F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S16F		Pin Oak	*Quercus palustris*	
40	Crescent St	S17F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S18F		Pin Oak	*Quercus palustris*	
40	Crescent St	S19F		Sugar Maple	*Acer saccharum*	
40	Crescent St	S20F		Pin Oak	*Quercus palustris*	
40	Crescent St	S21F		Sugar Maple	*Acer saccharum*	
15	Darby St	S1F		Hackberry	*Celtis occidentalis*	Resident Request
3	Davidson Rd	S2F		Red Oak	*Quercus rubra*	
3	Davidson Rd	S3F		Red Maple	*Acer rubrum*	
4	Davidson Rd	S1F		Red Oak	*Quercus rubra*	
9	Davidson Rd	S1F		Red Maple	*Acer rubrum*	
9	Davidson Rd	S2F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
15	Davidson Rd	S1F		Red Maple	*Acer rubrum*	
15	Davidson Rd	S2F		Red Oak	*Quercus rubra*	
37	Davidson Rd	S1F		Red Maple	*Acer rubrum*	
37	Davidson Rd	S2F		Red Oak	*Quercus rubra*	
17	Dean St	S2F		Hackberry	*Celtis occidentalis*	Resident Request
193	Delmont Ave			London Plane	*Platanus x acerifolia*	Resident Request
16	Elizabeth St	S1F		Pin Oak	*Quercus palustris*	
19	Elizabeth St	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
20	Elizabeth St	S1F		Pin Oak	*Quercus palustris*	
23	Edward St	S1S	Elizabeth St	Pin Oak	*Quercus palustris*	
23	Edward St	S2S	Elizabeth St	Pin Oak	*Quercus palustris*	
23	Edward St	S3S	Elizabeth St	Pin Oak	*Quercus palustris*	
21	Elizabeth St	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
21.5	Elizabeth St	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
23	Elizabeth St	S!F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
31	Elizabeth St	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
31	Elizabeth St	S2F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
31	Elizabeth St	S3F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
31	Elizabeth St	S4F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
23	Englewood Ave	S1f		American Elm	*Ulmus americana*	Resident Request
23	Englewood Ave	S2F		American Elm	*Ulmus americana*	Resident Request
10	Fairfax Rd	S1S	Sterling St	Hackberry	*Celtis occidentalis*	

10	Fairfax Rd	S2S	Sterling St	Hackberry	*Celtis occidentalis*	
26	Fairfax Rd	S1F		Hackberry	*Celtis occidentalis*	
30	Fairfax Rd	S1F		Hackberry	*Celtis occidentalis*	
63	Fifth Ave	S1R	Fairfax Rd	Sugar Maple	*Acer saccharum*	
69	Fairfax Rd	S1F		Sugar Maple	*Acer saccharum*	
80	Fairfax Rd	S1F		Sugar Maple	*Acer saccharum*	
84	Fairfax Rd	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Tree Vandalized by residents tree topped
93	Fairfax Rd	S1S	Cargill Ave	Sugar Maple	*Acer saccharum*	Tree Vandalized by residents relocated to Elm Park
15	Friedel St	S1F		Pin Oak	*Quercus palustris*	Resident Request
4	Holly Terrace	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
5	Holly Terrace	S1F		London Plane	*Platanus x acerifolia*	
6	Holly Terrace	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
7	Holly Terrace	S1F		London Plane	*Platanus x acerifolia*	
8	Holly Terrace	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
9	Holly Terrace	S1F		London Plane	*Platanus x acerifolia*	
10	Holly Terrace	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
5	Honeysuckle Rd			Basswood	*Tilia corinthian*	
8	Honeysuckle Rd			Hackberry	*Celtis occidentalis*	Across from #8 Opposite side of road
10	Honeysuckle Rd			Basswood	*Tilia corinthian*	Across from #10 Opposite side of road
11	Honeysuckle Rd			Hackberry	*Celtis occidentalis*	
17	Honeysuckle Rd			Basswood	*Tilia corinthian*	
24	Honeysuckle Rd			Hackberry	*Celtis occidentalis*	
25	Honeysuckle Rd			Basswood	*Tilia corinthian*	
30	Honeysuckle Rd			Kentucky Coffee	*Gymnocladus dioicus*	
32	Honeysuckle Rd			Basswood	*Tilia corinthian*	
40	Honeysuckle Rd			Kentucky Coffee	*Gymnocladus dioicus*	
33	Institute Rd			Sweetgum	*Liquidambar styraciflua*	
37	Institute Rd			Sweetgum	*Liquidambar styraciflua*	Vandalized cut down by residents
45	Institute Rd			Red Oak	*Quercus rubra*	
47	Institute Rd			Sweetgum	*Liquidambar styraciflua*	
49	Institute Rd			Red Oak	*Quercus rubra*	Recent stump

55	Institute Rd			Sweetgum	*Liquidambar styraciflua*	
59	Institute Rd			London Plane	*Platanus x acerifolia*	
Median "Banana"	Institute Rd			Tulip	*Lirdoendron tulipifera*	WPI Green Team planting
Median "Banana"	Institute Rd			Tulip	*Lirdoendron tulipifera*	WPI Green Team planting
23	Kenwood Ave	S1F		Linden Redmond	*Tilia americana 'Redmond'*	
23	Kenwood Ave	S2F		Red Maple	*Acer rubrum*	
25	Kenwood Ave	S1F		Linden Redmond	*Tilia americana 'Redmond'*	
25	Kenwood Ave	S2F		Red Maple	*Acer rubrum*	
27	Kenwood Ave	S1F		Linden Redmond	*Tilia americana 'Redmond'*	
34	Kenwood Ave	S2F		Red Maple	*Acer rubrum*	
34	Kenwood Ave	S3F		Linden Redmond	*Tilia americana 'Redmond'*	
42	Kenwood Ave	S2F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
64	Kenwood Ave	S1F		Linden Redmond	*Tilia americana 'Redmond'*	
64	Kenwood Ave	S2F		Red Maple	*Acer rubrum*	
67	Kenwood Ave	S1F		Linden Redmond	*Tilia americana 'Redmond'*	
67	Kenwood Ave	S2F		Linden Redmond	*Tilia americana 'Redmond'*	
15	Knowles Rd	S1F		Pin Oak	*Quercus palustris*	Resident Request
15	Knowles Rd	S1S		Pin Oak	*Quercus palustris*	Resident Request
8	Merton Rd	S1F		Red Maple	*Acer rubrum*	
12	Merton Rd	S1F		Kentucky Coffee	*Gymnocladus dioicus*	
14	Merton Rd	S1F		London Plane	*Platanus x acerifolia*	
18	Merton Rd	S1F		Kentucky Coffee	*Gymnocladus dioicus*	
611	Main St	S1S	Myrtle St	Ginko	*Gonkgo biloba*	In median across from old registry
627	Main St	S1F		London Plane	*Platanus x acerifolia*	
640	Main St	S3F		London Plane	*Platanus x acerifolia*	Salvation Army
605	Millbury St	S1F		American Elm	*Ulmus americana*	
605	Millbury St	S2F		American Elm	*Ulmus americana*	
605	Millbury St	S3F		American Elm	*Ulmus americana*	
21	Northampton St	S2F		Pin Oak	*Quercus palustris*	Grant Square Park
21	Northampton St	S3F		Pin Oak	*Quercus palustris*	Grant Square Park
1	Park View Dr	S1F		Red Maple	*Acer rubrum*	
1	Park View Dr	S2F		Red Maple	*Acer rubrum*	
6	Park View Dr	S2F		Red Maple	*Acer rubrum*	
9	Park View Dr	S1F		Red Maple	*Acer rubrum*	

9	Park View Dr	S2F		Red Maple	*Acer rubrum*	
16	Park View Dr	S2F		Red Maple	*Acer rubrum*	
11	Rosewood Dr	S1F		American Elm	*Ulmus americana*	Resident Request
48	Sever St	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Resident Request
48	Sever St	S2F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
4	Sophia Dr	S1S	Honeysuckle Rd	Basswood	*Tilia americana*	Side Location
4	Sophia Dr	S2S	Honeysuckle Rd	Basswood	*Tilia americana*	Side Location
14	Strathmore Rd	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	
West Side of Street	Summit St			American Hornbeam	*Carpinus caroliniana*	Resident Request
West Side of Street	Summit St			Black Gum	*Nyssa sylvatica*	Resident Request
West Side of Street	Summit St			American Hornbeam	*Carpinus caroliniana*	Resident Request
West Side of Street	Summit St			Black Gum	*Nyssa sylvatica*	Resident Request
1	Wawecus Rd	S1F		Linden Greenspire	*Tiia cordata*	
1	Wawecus Rd	S2F		Linden Greenspire	*Tiia cordata*	
7	Wawecus Rd	S1F		Little Leaf Linden	*Tiia corinthian*	
21	Wawecus Rd	S1F		Little Leaf Linden	*Tiia corinthian*	
21	Wawecus Rd	S2F		Little Leaf Linden	*Tiia corinthian*	
23	Wawecus Rd	S2F		Little Leaf Linden	*Tiia corinthian*	
Total ARPA trees	197					
	Elm Park			White Spruce	*Picea glauca*	Across from pond along Park Ave North west side
	Elm Park			Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Across from pond along Park Ave North west side
	Elm Park			Kentucky Coffee	*Gymnocladus dioicus*	Across from Iron Bridge along Park Ave North west side
	Elm Park			White Spruce	*Picea glauca*	Near Iron Bridge along Park Ave North west side
	Elm Park			Red Oak	Quercus rubra	Near wooden bridge
	Elm Park			Kentucky Coffee	*Gymnocladus dioicus*	Near Stone Gate Russell St side

	Elm Park			Red Oak	Quercus rubra	Along path across from cedar street
	Elm Park			Red Oak	Quercus rubra	Along path across from cedar street
	Elm Park			Red Oak	Quercus rubra	Along path across from cedar street
	Elm Park			Ginkgo	*Gonkgo biloba*	Between Paths Near white pole
	Elm Park			Ginkgo	*Gonkgo biloba*	Between Paths Near white pole
	Elm Park			American Hornbeam	*Carpinus caroliniana*	Between Paths Near white pole
	Elm Park			American Hornbeam	*Carpinus caroliniana*	Between Paths Near white pole
	Elm Park			White Spruce	*Picea glauca*	Between Paths North from white pole
	Elm Park			White Spruce	*Picea glauca*	Along path near skating building by pond
	Elm Park			London Plane	*Platanus x acerifolia*	Left side of path leading to playground from Russell St
	Elm Park			American Elm	*Ulmus americana*	Right side of path leading to playground from Russell St
	Elm Park			American Elm	*Ulmus americana*	Right side of path leading to playground from Russell St
	Elm Park			Ginkgo	*Gonkgo biloba*	Along path Southeast side of Lincoln pond
	Elm Park			Ginkgo	*Gonkgo biloba*	Along path Southeast side of Lincoln pond
	Elm Park			Ginkgo	*Gonkgo biloba*	Along path Southwest side of Lincoln pond
	Elm Park			Ginkgo	*Gonkgo biloba*	Along path Southwest side of Lincoln pond

	Crompton Park			Ginkgo	*Gonkgo biloba*	North side of Green Island Neighborhood Center
	Crompton Park			Ginkgo	*Gonkgo biloba*	North side of Green Island Neighborhood Center
	Crompton Park			Ginkgo	*Gonkgo biloba*	North side of Green Island Neighborhood Center
	Crompton Park			Ginkgo	*Gonkgo biloba*	North side of Green Island Neighborhood Center
	Crompton Park			Ginkgo	*Gonkgo biloba*	Along path near baseball field
	Crompton Park			Ginkgo	*Gonkgo biloba*	Along path near baseball field
	East Park			Red Oak	*Quercus rubra*	Along fence near baseball field
Total Park Trees	29					
37	Gold St	S1S	Madison St	Linden Greenspire	*Tiia cordata*	Polar Park trees
37	Gold St	S2S	Madison St	Linden Greenspire	*Tiia cordata*	Polar Park trees
37	Gold St	S3S	Madison St	Linden Greenspire	*Tiia cordata*	Polar Park trees
37	Gold St	S4S	Washington St	Linden Greenspire	*Tiia cordata*	Polar Park trees
91	Lamartine St	S1F	Lamartine St	Black Gum	*Nyssa sylvatica*	Polar Park trees
115	Madison St	S2F	Green Island Blvd	Black Gum	*Nyssa sylvatica*	Polar Park trees
115	Madison St	S3F	Green Island Blvd	Black Gum	*Nyssa sylvatica*	Polar Park trees
115	Madison St	S7S	Madison St	Black Gum	*Nyssa sylvatica*	Polar Park trees
115	Madison St	S8S	Madison St	Black Gum	*Nyssa sylvatica*	Polar Park trees
134	Madison St	S1F	Madison St	Linden Greenspire	*Tiia cordata*	Polar Park trees
142	Madison St	S2F	Madison St	Linden Greenspire	*Tiia cordata*	Polar Park trees
12	Plymouth St	S2S	Summit St	Linden Greenspire	*Tiia cordata*	Polar Park trees
62	Washington St	S1S	Summit St	Linden Greenspire	*Tiia cordata*	Polar Park trees
62	Washington St	S2S	Summit St	Linden Greenspire	*Tiia cordata*	Polar Park trees
90	Washington St	S4S	Summit St	Linden Greenspire	*Tiia cordata*	Polar Park trees
Total Polar Park trees	15					

City of Worcester

DPW & Parks

Parks, Recreation & Cemetery Division

Forestry Operations

Tree Planting 2025 - Non ARPA

Address	Street	Site	Onstr	Tree Species	Tree Species (Latin)	Notes
4	Bailin Dr	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Yes
11	Bay State Rd	S1F		Basswood	*Tilia americana*	Small tree
164	Beaconsfield Rd	S1F		American Elm	*Ulmus americana*	Yes
25	Beeching St	S1F		Basswood	*Tilia americana*	Yes possibly 2 trees
1	Berkmans St	S2F		Sweetgum	*Liquidambar styraciflua*	Yes
280	Beverly Rd	S1f		American Elm	*Ulmus americana*	Yes
280	Beverly Rd	S2F		American Elm	*Ulmus americana*	
80	Bowker St	S1F		Black Gum	*Nyssa sylvatica*	Check - room between fence/ road
33	Boyd St	S1F		Basswood	*Tilia americana*	Yes
4	Brighton Rd			Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Recent Stump
4	Brighton Rd			Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Recent Stump
48	Brighton Rd			Sweetgum	*Liquidambar styraciflua*	Wants Tulip tree if possible
43	Cataract St	S1F		Red Oak	*Quercus rubra*	Homeowner wants tree planted to right of driveway
20	Chamberlain Pkwy	Median		Red Maple	*Acer rubrum*	Yes across in median Wayne Griffin
41	Chamberlain Pkwy	S1S	Maplewood Rd	Red Maple	*Acer rubrum*	Yes
44	Cheyenne Rd	S1F		Red Oak	*Quercus rubra*	Yes
72	Coes St			Red Oak	*Quercus rubra*	Coes Park Stearns Tavern
77	Commodore Rd	S1F		Sweetgum	*Liquidambar styraciflua*	Check possibly strip narrow
15	Conger Rd	S1F		Red Oak	*Quercus rubra*	Yes
2	Copley Rd	S2F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Check street light
33	Copley Rd	S1F		Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Yes

28	Courtland St	S1F		Red Maple	*Acer rubrum*	Check recently ground stump
26	Devens Rd	S1F		Basswood	*Tilia americana*	Yes
26	Devens Rd	S2F		Basswood	*Tilia americana*	
75	Dick Dr	S1F		Red Oak	*Quercus rubra*	Yes
75	Dick Dr	S2F		Red Oak	*Quercus rubra*	
6	Donna Rd	S1F		Kentucky Coffee	*Gymnocladus dioicus*	Yes
61	Eagle Rd	S1F		London Plane	*Platanus x acerifolia*	Check possible between recent stumps
36	Ellis Dr	S2F		Red Oak	*Quercus rubra*	Yes/ 2 trees
55	Ellis Dr			Ginko	*Gonkgo biloba*	Transplanted from Austin Street
650	Franklin St	S1F		Kentucky Coffee	*Gymnocladus dioicus*	Yes
15	Greybert Ln	S1F		Basswood	*Tilia americana*	Check wires cross over
29	Hadwen Rd	S1F		Hackberry	*Celtis occidentalis*	Yes
130	Hamilton St	S2F		Hackberry	*Celtis occidentalis*	Struck Catering
489	Hamilton St	S1S		Black Gum	*Nyssa sylvatica*	Side Location
501	Hamilton St	S1S		Black Gum	*Nyssa sylvatica*	Side Location
11	Hammond St	S3F		American Hornbeam	*Carpinus caroliniana*	Open pit
11	Hammond St	S4F		American Hornbeam	*Carpinus caroliniana*	Open pit
13	Hanna Rd	S1F		Sweetgum	*Liquidambar styraciflua*	Yes multiple sites
15	Hanna Rd	S1F		Sweetgum	*Liquidambar styraciflua*	
15	Healy Rd	S1F		Sweetgum	*Liquidambar styraciflua*	Yes multiple sites
18	High Ridge Rd	S1F		Red Oak	*Quercus rubra*	Near recent stump
Nixon Gate to Rotary	Webster Street			American Hornbeam	*Carpinus caroliniana*	
Nixon Gate to Rotary	Webster Street			American Hornbeam	*Carpinus caroliniana*	
Nixon Gate to Rotary	Webster Street			American Hornbeam	*Carpinus caroliniana*	
Nixon Gate to Rotary	Webster Street			American Hornbeam	*Carpinus caroliniana*	
Nixon Gate to Rotary	Webster Street			American Hornbeam	*Carpinus caroliniana*	Wires/ Per AC Antonelli
21	Howland Ter			Red Maple	*Acer rubrum*	Yes possibly 2 trees
21	Howland Ter			Red Maple	*Acer rubrum*	
6	Humbolt Ave			Red Oak	*Quercus rubra*	Across from #6 in Institute Park
6	Humbolt Ave			Red Oak	*Quercus rubra*	Across from #6 in Institute Park

6	Humbolt Ave			Red Oak	*Quercus rubra*	Across from #6 in Institute Park
6	Humbolt Ave			Red Oak	*Quercus rubra*	Across from #6 in Institute Park
172	Institute Rd			Hackberry	*Celtis occidentalis*	Yes
171	June St	S1F		Basswood	*Tilia americana*	Yes
225	June St	S1S	Walnut Hill Dr	Basswood	*Tilia americana*	Yes
6	Kensington Rd	S1f		Black Gum	*Nyssa sylvatica*	Yes
6	Kensington Rd	S2F		Black Gum	*Nyssa sylvatica*	Yes
60	Kinnicutt Rd			Red Maple	*Acer rubrum*	Yes
17	Kinnicutt Rd South			Red Maple	*Acer rubrum*	possibly to side of ground stump
9	Laconia Rd		S1S	American Elm	*Ulmus americana*	Yes Side location
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
284	Lake Ave		Median	Red Oak	*Quercus rubra*	in Median Across from Tivnan Field
5	Longfellow Rd		S1F	Red Oak	*Quercus rubra*	Yes
127	Longfellow Rd		S1F	Sweetgum	*Liquidambar styraciflua*	Yes
950	Main St	S1R	Florence St	Basswood	*Tilia americana*	Across from side of 44 Maywood

36	Mann St		S1F	Red Maple	*Acer rubrum*	Yes
41	Mann St		S1F	American Hornbeam	*Carpinus caroliniana*	Check already planted
189	May			Red Oak	*Quercus rubra*	
189	May			Red Oak	*Quercus rubra*	
189	May			Red Oak	*Quercus rubra*	
25	Metcalf St		S2F	Basswood	*Tilia americana*	Yes
6	Moore Ave		S2F	American Elm	*Ulmus americana*	Yes
37	Monadnock Rd		S1F	American Elm	*Ulmus americana*	Check Recent Stump
10	Newburn Rd		S1F	American Elm	*Ulmus americana*	Yes
9	Nottingham Rd		S1F	American Elm	*Ulmus americana*	Yes
9	Nottingham Rd		S1S	American Elm	*Ulmus americana*	
9	Nottingham Rd		S2S	American Elm	*Ulmus americana*	
106	Pineland Ave			Black Gum	*Nyssa sylvatica*	Private Adoption Program
106	Pineland Ave			Black Gum	*Nyssa sylvatica*	Private Adoption Program
857	Pleasant St		S1F	Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Yes 2x Wayne Griffin
857	Pleasant St		S2F	Honey Locust 'Skyline'.	*Gleditsia t. var inermis 'Skyline'*	Yes 2x Wayne Griffin
1342	Pleasant St			Red Maple	*Acer rubrum*	Check possible behind sidewalk
5	Richmond Ave			American Elm	*Ulmus americana*	
52	Santoro Rd			American Elm	*Ulmus americana*	Yes
19	Shaffner St			Red Oak	*Quercus rubra*	
18	South Lenox	S2F		Basswood	*Tilia americana*	Med
22	South Lenox	S2F		Black Gum	*Nyssa sylvatica*	Yes small tree
28	South Lenox	S2F		Black Gum	*Nyssa sylvatica*	Yes Wayne Griffin
30	South Lenox	S3F		Black Gum	*Nyssa sylvatica*	Yes
5	Southwood Rd			Red Maple	*Acer rubrum*	Yes
36	Sylvan St	S1F		Red Oak	*Quercus rubra*	To right of stump if possible
61	Sylvan St	S1S		Basswood	*Tilia americana*	Side Location
Median	Sylvan St	S1F		Hackberry	*Celtis occidentalis*	Across from #14 Tallawanda Dr. In median left of memorial

Median	Sylvan St	S2F		Hackberry	*Celtis occidentalis*	Across from #14 Tallawanda Dr. In median right of memorial
31	Tim Rod Dr	S1F		Hackberry	*Celtis occidentalis*	
3	Underwood St	S1F		American Elm	*Ulmus americana*	Check possibly to side of stump
6	Vassar St			Red Maple	*Acer rubrum*	Yes
7	Westland St			London Plane	*Platanus x acerifolia*	Yes
20	Westland St			American Elm	*Ulmus americana*	Yes
Total city contract trees	108					

City of Worcester

DPW & Parks

Parks, Recreation & Cemetery Division

Forestry Operations

Tree Well Locations

Address	Street	Side	Onstr	District	Inspect Date	SPP_com	Latitude	Longitude
9	Brighton Rd	Front	Brighton Rd	District 1	2024-05-17	Vacant Site Small	42.30368248	-71.78810103
130	Leeds St	Side	Francis St	District 1	2022-04-04	Vacant Site Small	42.30980986	-71.79589454
44	Huntington Ave	Front	Huntington Ave	District 2	2024-05-16	Vacant Site Large	42.29290184	-71.80997704
48	Wachusett St	Front	Wachusett St	District 2	2024-05-16	Vacant Site Small	42.2720143	-71.80364078
81	Gold Star Blvd	Side	Millbrook St	District 2	2024-05-16	Vacant Site Large	42.28950738	-71.80443654
63	Burncoat Ter	Front	Burncoat Ter	District 2	2024-05-16	Vacant Site Large	42.29077942	-71.79600558
2	Sigourney St	Front	Sigourney St	District 2	2025-02-20	Vacant Site Large	42.28296656	-71.80037629
10	Sigourney St	Front	Sigourney St	District 2	2024-05-16	Vacant Site Large	42.28308367	-71.80041123
68	Windsor St	Front	Windsor St	District 2	2024-10-25	Vacant Site Medium	42.28373481	-71.78938439
58	Windsor St	Front	Windsor St	District 2	2024-05-16	Vacant Site Large	42.28226662	-71.78997256
24	Mckinley Rd	Side	Windsor St	District 2	2024-05-16	Vacant Site Small	42.28298593	-71.78968608
10	Faraday St	Rear	Grove St	District 2	2024-05-16	Vacant Site Small	42.27513519	-71.80075148
9	Germain St	Front	Germain St	District 1	2024-06-21	Vacant Site Medium	42.27155527	-71.8182216
4	Germain St	Front	Germain St	District 1	2023-01-24	Vacant Site Large	42.27101835	-71.81815723
23	Edward St	Side	Elizabeth St	District 2	2024-05-16	Vacant Site Small	42.27025074	-71.79117504
23	Edward St	Side	Elizabeth St	District 2	2024-05-16	Vacant Site Small	42.269912	-71.79126988
23	Edward St	Side	Elizabeth St	District 2	2024-05-16	Vacant Site Small	42.27062536	-71.79106381
16	Elizabeth St	Front	Elizabeth St	District 2	2024-05-16	Vacant Site Small	42.27103691	-71.79094972
20	Elizabeth St	Front	Elizabeth St	District 2	2024-05-16	Vacant Site Small	42.27082586	-71.79101461
45	Westminster St	Front	Westminster St	District 2	2024-05-16	Vacant Site Large	42.27910547	-71.79234757
28	Windsor St	Side	Perkins St	District 2	2024-11-21	Vacant Site Large	42.27843338	-71.79072037
5	Northampton St	Front	Northampton St	District 2	2024-05-16	Vacant Site Large	42.27681452	-71.79420424
27	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27535168	-71.7917802
25	Catharine St	Front	Catharine St	District 2	2025-03-28	Vacant Site Medium	42.27540791	-71.7920283
49	Rankin St	Front	Rankin St	District 2	2022-04-16	Vacant Site Small	42.28888075	-71.79332442
25	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27543338	-71.79213939
9	Rankin St	Front	Rankin St	District 2	2022-04-16	Vacant Site Small	42.2888855	-71.79139209
26	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27534226	-71.79219817
15	Harlow St	Front	Harlow St	District 2	2024-05-16	Vacant Site Small	42.2835025	-71.79380592
21	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27555726	-71.79265571
21	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27559794	-71.79283274
50	Rankin St	Front	Rankin St	District 2	2022-04-16	Vacant Site Small	42.28896673	-71.79310766
99	Paine St	Front	Paine St	District 2	2022-04-18	Vacant Site Small	42.28418326	-71.79297277
34	Shattuck St	Front	Shattuck St	District 2	2022-04-18	Vacant Site Small	42.28579	-71.78809245
2	Orne St	Front	Orne St	District 2	2024-05-16	Vacant Site Small	42.28055419	-71.79409832

95	Lincoln St	Side	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27605277	-71.79526398
10	Wakefield St	Front	Wakefield St	District 2	2022-04-18	Vacant Site Small	42.28806646	-71.78584716
32	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27517366	-71.7915084
95	Lincoln St	Side	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27599852	-71.79503688
95	Lincoln St	Side	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27594824	-71.79480979
25	Catharine St	Side	Windsor St	District 2	2024-05-16	Vacant Site Small	42.27545152	-71.79193943
14	Auburn St	Front	Auburn St	District 2	2024-05-16	Vacant Site Small	42.2747191	-71.79456124
145	Eastern Ave	Side	East Kendall St	District 2	2024-05-16	Vacant Site Small	42.27339476	-71.78863358
18	Channing St	Side	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27519013	-71.79108944
26	Perkins St	Front	Perkins St	District 2	2024-05-16	Vacant Site Small	42.27847573	-71.79197568
16	Windsor St	Front	Windsor St	District 2	2024-05-16	Vacant Site Small	42.27718181	-71.7910673
41	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27500104	-71.79027442
16	Windsor St	Front	Windsor St	District 2	2024-05-16	Vacant Site Small	42.27706009	-71.7911281
10	Windsor St	Side	Northampton St	District 2	2024-05-16	Vacant Site Small	42.27616173	-71.79143208
27	Northampton St	Front	Northampton St	District 2	2024-05-16	Vacant Site Small	42.27609161	-71.7910834
30	Northampton St	Front	Northampton St	District 2	2024-05-16	Vacant Site Small	42.27601355	-71.79117101
56	Westminster St	Side	Orne St	District 2	2024-05-16	Vacant Site Small	42.27994896	-71.79155577
46	Westminster St	Side	Forbes St	District 2	2024-05-16	Vacant Site Small	42.2792835	-71.79196882
29	Mckinley Rd	Front	Mckinley Rd	District 2	2024-05-16	Vacant Site Small	42.28303216	-71.78916117
55	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27461394	-71.7886439
29	Mckinley Rd	Front	Mckinley Rd	District 2	2024-05-16	Vacant Site Small	42.28293691	-71.78879818
69	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27428257	-71.78727639
59	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27449588	-71.78819381
17	Sturgis St	Front	Sturgis St	District 2	2024-05-16	Vacant Site Small	42.2813517	-71.79011297
60	Catharine St	Front	Catharine St	District 2	2024-05-16	Vacant Site Small	42.27430903	-71.78781819
29	Mckinley Rd	Side	Uxbridge St	District 2	2022-04-18	Vacant Site Small	42.28317205	-71.78867531
30	Stanton St	Front	Stanton St	District 2	2024-12-18	Vacant Site Large	42.27394121	-71.78523792
311	Shrewsbury St	Front	Shrewsbury St	District 2	2024-05-16	Vacant Site Medium	42.26886652	-71.7795295
345	Shrewsbury St	Front	Shrewsbury St	District 2	2024-06-12	Vacant Site Medium	42.27000504	-71.77730149
50	Everard St	Front	Everard St	District 2	2024-05-16	Vacant Site Small	42.27535559	-71.78537203
31	Stanton St	Front	Stanton St	District 2	2024-05-16	Vacant Site Small	42.27397958	-71.78533447
71	Stanton St	Side	Vinson St	District 2	2024-05-16	Vacant Site Small	42.27527753	-71.78478731
104	Shrewsbury St	Rear	East Central St	District 2	2024-06-12	Vacant Site Small	42.26439124	-71.78945229
72	Mulberry St	Front	Mulberry St	District 2	2024-05-16	Vacant Site Medium	42.26640695	-71.79254595
61	East Central St	Front	East Central St	District 2	2024-09-23	Vacant Site Small	42.26480641	-71.79170554
55	East Central St	Front	East Central St	District 2	2024-05-16	Vacant Site Small	42.26501144	-71.79205572
21	Eastern Ave	Front	Eastern Ave	District 2	2024-05-16	Vacant Site Small	42.26561886	-71.79052894
3	Agate Ave	Front	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.27002832	-71.7590737
97	Coburn Ave	Side	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.26992734	-71.75943093
257	Coburn Ave	Front	Coburn Ave	District 2	2024-05-16	Vacant Site Small	42.26309307	-71.75920811
257	Coburn Ave	Front	Coburn Ave	District 2	2024-05-16	Vacant Site Small	42.26305367	-71.75920241
257	Coburn Ave	Front	Coburn Ave	District 2	2024-05-16	Vacant Site Small	42.26300723	-71.7591967
85	Locust Ave	Front	Locust Ave	District 2	2024-05-17	Vacant Site Medium	42.26641246	-71.76170465
30	Sherbrook Ave	Front	Sherbrook Ave	District 2	2024-05-16	Vacant Site Small	42.2677179	-71.75740782

40	Sherbrook Ave	Front	Sherbrook Ave	District 2	2024-05-16	Vacant Site Small	42.26660438	-71.7573193
41	Agate Ave	Front	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.26643112	-71.75828774
42	Agate Ave	Front	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.26647614	-71.75842845
39	Agate Ave	Front	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.26667033	-71.75831246
9	Agate Ave	Front	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.26928014	-71.75855953
38	Agate Ave	Front	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.26683918	-71.75845126
11	Agate Ave	Front	Agate Ave	District 2	2024-05-16	Vacant Site Small	42.26963682	-71.7586275
23	Thorne St	Front	Thorne St	District 2	2024-05-16	Vacant Site Small	42.25797699	-71.78484762
25	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25758392	-71.78452754
23	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25745158	-71.78458119
21	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25730865	-71.7846241
4	Chrome St	Front	Chrome St	District 2	2024-05-17	Vacant Site Small	42.25734041	-71.78563082
42	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25874855	-71.78396786
19	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25710219	-71.78468311
44	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25884384	-71.78393925
19	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.2570294	-71.78471708
46	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25892324	-71.78390885
17	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25695396	-71.78474212
43	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25897883	-71.78404475
623	Franklin St	Front	Franklin St	District 2	2024-05-16	Vacant Site Medium	42.2664907	-71.77845296
15	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25684014	-71.78478325
40	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25854739	-71.78403938
13	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25664824	-71.78484225
673	Franklin St	Front	Franklin St	District 2	2024-05-17	Vacant Site Small	42.26746426	-71.77412733
3	Bleeker St	Side	Orient St	District 2	2024-05-16	Vacant Site Small	42.2585593	-71.78419137
9	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25645104	-71.78491557
35	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25836608	-71.78425396
347	Grafton St	Side	Orient St	District 2	2024-05-16	Vacant Site Small	42.25628759	-71.78497726
33	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25822712	-71.78430581
31	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25810272	-71.78435231
20	Wall St	Front	Wall St	District 2	2024-05-16	Vacant Site Small	42.25757731	-71.78623164
12	Wall St	Front	Wall St	District 2	2024-05-16	Vacant Site Small	42.25709689	-71.78638184
357	Grafton St	Side	Hamilton St	District 3	2024-05-16	Vacant Site Small	42.25576581	-71.78427452
87	Plantation St	Side	Chrome St	District 2	2024-05-16	Vacant Site Small	42.25686661	-71.78260887
347	Grafton St	Front	Grafton St	District 2	2024-05-22	Vacant Site Medium	42.25598154	-71.78542072
101	Plantation St	Rear	Orient St	District 2	2024-05-16	Vacant Site Small	42.25806698	-71.78419495
101	Plantation St	Rear	Orient St	District 2	2024-05-16	Vacant Site Small	42.25794655	-71.78424502
29	Orient St	Front	Orient St	District 2	2024-05-16	Vacant Site Small	42.25796111	-71.78438628
29	Orient St	Side	Thorne St	District 2	2024-05-16	Vacant Site Small	42.25787641	-71.78450966
81	Plantation St	Side	Chrome St	District 2	2024-05-16	Vacant Site Small	42.25676338	-71.78262676
357	Grafton St	Side	Hamilton St	District 3	2024-05-16	Vacant Site Small	42.2557314	-71.78491646
357	Grafton St	Side	Hamilton St	District 3	2024-05-16	Vacant Site Small	42.25572941	-71.78470725
357	Grafton St	Side	Hamilton St	District 3	2024-05-16	Vacant Site Small	42.25574099	-71.78459326
357	Grafton St	Side	Hamilton St	District 3	2024-05-16	Vacant Site Small	42.25574761	-71.78450251

357	Grafton St	Side	Hamilton St	District 3	2024-05-16	Vacant Site Small	42.25575423	-71.78439612
15	Hamilton St	Front	Hamilton St	District 2	2024-05-16	Vacant Site Small	42.25593058	-71.7845262
15	Hamilton St	Front	Hamilton St	District 2	2024-05-16	Vacant Site Small	42.25593555	-71.78442115
16	Imperial Rd	Front	Imperial Rd	District 2	2024-05-16	Vacant Site Small	42.27189248	-71.77706259
358	Shrewsbury St	Front	Shrewsbury St	District 2	2024-11-18	Vacant Site Small	42.27051003	-71.77690849
106	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-20	Vacant Site Small	42.25682215	-71.77965559
100	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-20	Vacant Site Small	42.25699287	-71.77965202
60	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-20	Vacant Site Small	42.25878217	-71.77982547
60	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-20	Vacant Site Small	42.25885628	-71.77982904
52	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-20	Vacant Site Small	42.25896216	-71.77983441
52	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-20	Vacant Site Small	42.25909317	-71.77985408
20	Almont Ave	Side	Dartmouth St	District 2	2023-04-22	Vacant Site Medium	42.25756461	-71.78122736
43	Dartmouth St	Front	Dartmouth St	District 2	2022-04-20	Vacant Site Small	42.257824	-71.7784486
45	Dartmouth St	Front	Dartmouth St	District 2	2022-04-20	Vacant Site Small	42.25783459	-71.77798011
16	Dartmouth St	Side	Ingleside Ave	District 2	2022-04-23	Vacant Site Small	42.25734359	-71.78058185
3	Cameron St	Front	Cameron St	District 2	2024-02-13	Vacant Site Large	42.26695782	-71.77213065
38	Dartmouth St	Side	Pilgrim Ave	District 2	2022-04-20	Vacant Site Small	42.25761093	-71.77882053
33	Benedict Rd	Front	Benedict Rd	District 2	2022-12-15	Vacant Site Large	42.26524286	-71.77292458
50	Pilgrim Ave	Front	Pilgrim Ave	District 2	2023-01-20	Vacant Site Large	42.25834279	-71.77888133
58	Dartmouth St	Front	Dartmouth St	District 2	2022-04-20	Vacant Site Small	42.2577843	-71.77672484
87	Ingleside Ave	Front	Ingleside Ave	District 2	2022-04-20	Vacant Site Small	42.25694788	-71.78044059
45	Pilgrim Ave	Front	Pilgrim Ave	District 2	2022-04-20	Vacant Site Small	42.25882055	-71.77880087
57	Ingleside Ave	Front	Ingleside Ave	District 2	2024-05-17	Vacant Site Medium	42.25825941	-71.78055324
27	Ingleside Ave	Front	Ingleside Ave	District 2	2022-04-20	Vacant Site Small	42.25944231	-71.7806597
28	Dartmouth St	Front	Dartmouth St	District 2	2022-04-20	Vacant Site Small	42.25761754	-71.7799864
24	Ingleside Ave	Front	Ingleside Ave	District 2	2022-04-20	Vacant Site Small	42.25960719	-71.78079066
48	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-20	Vacant Site Small	42.25936383	-71.77987803
29	Atlanta St	Front	Atlanta St	District 2	2024-05-16	Vacant Site Small	42.27043994	-71.77291545
20	Washington Sq	Side	Bridge St	District 2	2024-05-16	Vacant Site Small	42.26332552	-71.79606175
287	Main St	Side	Exchange St	District 2	2024-05-16	Vacant Site Small	42.26618519	-71.80079753
287	Main St	Side	Exchange St	District 2	2024-05-16	Vacant Site Small	42.26617252	-71.80068915
65	Foster St	Front	Foster St	District 2	2024-05-16	Vacant Site Small	42.26070483	-71.79757662
65	Foster St	Front	Foster St	District 2	2024-05-16	Vacant Site Small	42.26075866	-71.79750888
65	Foster St	Front	Foster St	District 2	2024-05-16	Vacant Site Small	42.2610109	-71.79714666
9	Summer St	Side	Belmont St	District 2	2024-05-16	Vacant Site Medium	42.27142439	-71.79717258
9	Summer St	Side	Belmont St	District 2	2024-05-16	Vacant Site Medium	42.27142885	-71.79711237
35	Major Taylor Blvd	Side	Mlk Jr. Blvd	District 2	2024-05-16	Vacant Site Small	42.26694126	-71.79871693
35	Major Taylor Blvd	Side	Mlk Jr. Blvd	District 2	2024-05-16	Vacant Site Small	42.26693599	-71.7986713
35	Major Taylor Blvd	Side	Mlk Jr. Blvd	District 2	2024-05-16	Vacant Site Small	42.26693599	-71.79862424
49	Farrar Ave	Front	Farrar Ave	District 3	2024-05-16	Vacant Site Small	42.25416935	-71.77481493
63	Farrar Ave	Front	Farrar Ave	District 3	2025-02-20	Vacant Site Large	42.25396288	-71.77479347
139	Delmont Ave	Front	Delmont Ave	District 3	2024-05-16	Vacant Site Small	42.25300967	-71.7755955
122	Delmont Ave	Front	Delmont Ave	District 3	2024-05-16	Vacant Site Small	42.25379852	-71.77578291
156	Farrar Ave	Front	Farrar Ave	District 3	2024-05-16	Vacant Site Small	42.25064641	-71.77463587

2	Farrar Ave	Front	Farrar Ave	District 3	2024-05-16	Vacant Site Small	42.25580392	-71.77507221
4	Farrar Ave	Front	Farrar Ave	District 3	2024-05-16	Vacant Site Small	42.25557408	-71.77504903
80	Farrar Ave	Front	Farrar Ave	District 3	2024-05-16	Vacant Site Small	42.25327541	-71.77485941
73	Cohasset St	Side	Pilgrim Ave	District 3	2024-05-16	Vacant Site Small	42.25481201	-71.77857612
26	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-21	Vacant Site Small	42.26007726	-71.77993778
24	Fairmont Ave	Front	Fairmont Ave	District 2	2022-04-21	Vacant Site Small	42.26021751	-71.7799316
20	Pearl St	Rear	Elm St	District 2	2024-05-16	Vacant Site Small	42.26475142	-71.80292097
630	Main St	Front	Main St	District 2	2024-12-17	Vacant Site Small	42.25990049	-71.80489858
10	Chestnut St	Side	Pearl St	District 2	2024-05-16	Vacant Site Small	42.26432324	-71.80394435
29	High St	Side	Chatham St	District 2	2024-05-16	Vacant Site Small	42.26202771	-71.80414882
15	Anderson Ave	Front	Anderson Ave	District 3	2022-04-21	Vacant Site Small	42.25684428	-71.76575089
16	Anderson Ave	Front	Anderson Ave	District 3	2022-04-21	Vacant Site Small	42.256951	-71.76597233
29	Loxwood St	Front	Loxwood St	District 3	2024-05-16	Vacant Site Small	42.24540483	-71.78878123
26	Wabash Ave	Front	Wabash Ave	District 3	2024-05-16	Vacant Site Small	42.24516414	-71.78952208
2	North Woodford St	Side	Holcombe St	District 3	2024-05-16	Vacant Site Small	42.24627471	-71.79052318
42	Granite St	Side	Loxwood St	District 3	2024-05-16	Vacant Site Small	42.24630691	-71.78880262
58	Butler St	Front	Butler St	District 3	2022-04-22	Vacant Site Small	42.23409188	-71.80029404
196	Pilgrim Ave	Front	Pilgrim Ave	District 3	2024-05-16	Vacant Site Small	42.25208509	-71.77831656
50	Aetna St	Side	Cutler St	District 3	2024-05-16	Vacant Site Small	42.25380554	-71.78701954
29	Cutler St	Front	Cutler St	District 3	2024-05-16	Vacant Site Small	42.25471083	-71.78700881
8	Bedford Ave	Side	Pilgrim Ave	District 3	2024-05-16	Vacant Site Small	42.25247952	-71.77836398
21	Cutler St	Front	Cutler St	District 3	2024-05-16	Vacant Site Small	42.25504436	-71.78702759
111	Dorchester St	Front	Dorchester St	District 3	2024-05-16	Vacant Site Small	42.25196515	-71.78832846
86	Houghton St	Front	Houghton St	District 3	2024-05-16	Vacant Site Small	42.25130554	-71.78527042
20	Rice Ln	Front	Rice Ln	District 3	2024-05-16	Vacant Site Small	42.25088252	-71.78802002
92	Houghton St	Front	Houghton St	District 3	2024-05-16	Vacant Site Large	42.25086478	-71.78518459
151	Pilgrim Ave	Front	Pilgrim Ave	District 3	2024-05-16	Vacant Site Small	42.25390249	-71.77836345
20	Rice Ln	Front	Rice Ln	District 3	2024-05-16	Vacant Site Small	42.25070237	-71.78800101
20	Rice Ln	Front	Rice Ln	District 3	2024-05-16	Vacant Site Small	42.25077415	-71.78800481
94	Arthur St	Front	Arthur St	District 3	2024-05-16	Vacant Site Medium	42.25123545	-71.78413517
101	Houghton St	Front	Houghton St	District 3	2024-05-16	Vacant Site Small	42.25026952	-71.7849507
74	Cohasset St	Side	Pilgrim Ave	District 3	2024-05-16	Vacant Site Medium	42.25436808	-71.77851075
49	Arthur St	Front	Arthur St	District 3	2024-05-16	Vacant Site Large	42.25304549	-71.78431355
74	Cohasset St	Side	Pilgrim Ave	District 3	2024-05-16	Vacant Site Large	42.25450846	-71.77851526
128	Houghton St	Front	Houghton St	District 3	2024-05-16	Vacant Site Small	42.24850787	-71.78476103
17	Houghton St	Front	Houghton St	District 3	2024-05-16	Vacant Site Small	42.25490227	-71.78570671
37	Houghton St	Front	Houghton St	District 3	2024-05-16	Vacant Site Small	42.2538076	-71.78555091
97	Water St	Front	Water St	District 2	2024-05-16	Vacant Site Small	42.25623099	-71.79612755
45	Green St	Front	Green St	District 2	2024-05-16	Vacant Site Small	42.25904296	-71.79824528
45	Green St	Front	Green St	District 2	2024-05-16	Vacant Site Small	42.25895114	-71.79824029
70	Southbridge St	Front	Southbridge St	District 2	2024-05-16	Vacant Site Small	42.25970293	-71.80349408
20	Harold St	Front	Harold St	District 3	2022-04-22	Vacant Site Small	42.25735749	-71.76479572
783	Grafton St	Front	Grafton St	District 3	2024-11-18	Vacant Site Small	42.25049295	-71.76452239
24	Harold St	Front	Harold St	District 3	2023-05-24	Vacant Site Large	42.25712763	-71.76473107

6	Anderson Ave	Front	Anderson Ave	District 3	2022-04-22	Vacant Site Small	42.25759392	-71.7663194
5	Anderson Ave	Front	Anderson Ave	District 3	2022-04-22	Vacant Site Small	42.25771025	-71.76623447
1	Anderson Ave	Front	Anderson Ave	District 3	2024-02-10	Vacant Site Large	42.25798796	-71.76639038
220	Harding St	Side	Green St	District 2	2024-05-16	Vacant Site Small	42.25546688	-71.79784173
7	South Stowell St	Front	South Stowell St	District 3	2024-05-16	Vacant Site Medium	42.2479067	-71.78677659
123	Granite St	Front	Granite St	District 3	2024-05-16	Vacant Site Small	42.244791	-71.78469413
20	South Stowell St	Front	South Stowell St	District 3	2022-04-25	Vacant Site Small	42.24733971	-71.78698123
23	South Stowell St	Front	South Stowell St	District 3	2023-06-08	Vacant Site Large	42.24687042	-71.78739409
11	South Stowell St	Front	South Stowell St	District 3	2024-05-16	Vacant Site Medium	42.24777844	-71.78684718
32	Kosta St	Front	Kosta St	District 3	2025-02-20	Vacant Site Large	42.22945923	-71.79655021
30	Kosta St	Front	Kosta St	District 3	2022-04-25	Vacant Site Small	42.22946457	-71.79628139
11	Falmouth St	Front	Falmouth St	District 3	2023-06-08	Vacant Site Large	42.23308433	-71.79632335
58	Greenwood St	Front	Greenwood St	District 3	2022-04-25	Vacant Site Small	42.22954007	-71.79311638
11	Halmstad St	Front	Halmstad St	District 3	2022-11-02	Vacant Site Large	42.23025922	-71.79444837
11	Butler St	Front	Butler St	District 3	2022-04-25	Vacant Site Small	42.23479936	-71.79870355
28	Falmouth St	Front	Falmouth St	District 3	2022-04-25	Vacant Site Small	42.23277472	-71.79766846
9	Kosta St	Front	Kosta St	District 3	2022-04-25	Vacant Site Small	42.22940508	-71.79445324
18	Falmouth St	Front	Falmouth St	District 3	2024-03-20	Vacant Site Large	42.2330584	-71.79669413
21	Kosta St	Front	Kosta St	District 3	2022-04-25	Vacant Site Small	42.22939593	-71.7953977
96	Dorchester St	Front	Dorchester St	District 3	2024-05-16	Vacant Site Small	42.25180302	-71.78966432
81	Providence St	Front	Providence St	District 3	2024-05-16	Vacant Site Medium	42.25187251	-71.79255305
57	Fox St	Front	Fox St	District 3	2024-05-16	Vacant Site Large	42.25412329	-71.79481141
93	Penn Ave	Front	Penn Ave	District 3	2024-05-16	Vacant Site Small	42.25374793	-71.79004961
27	Jefferson St	Front	Jefferson St	District 3	2024-05-16	Vacant Site Medium	42.25368957	-71.7940742
4	Arlington St	Front	Arlington St	District 3	2024-05-16	Vacant Site Small	42.25424017	-71.79373289
1	Arlington St	Front	Arlington St	District 3	2024-05-16	Vacant Site Small	42.25423182	-71.79358838
31	Jefferson St	Side	Arlington St	District 3	2024-05-16	Vacant Site Small	42.25382403	-71.79357484
31	Jefferson St	Side	Arlington St	District 3	2024-05-16	Vacant Site Small	42.25372709	-71.79358613
801	Grafton St	Front	Grafton St	District 3	2024-06-05	Vacant Site Small	42.25002336	-71.76382003
967	Grafton St	Front	Grafton St	District 3	2024-04-01	Vacant Site Small	42.24713571	-71.76067331
25	Fairbanks St	Front	Fairbanks St	District 3	2024-05-16	Vacant Site Large	42.24346257	-71.79527028
9	View St	Front	View St	District 3	2024-05-16	Vacant Site Small	42.24703413	-71.79643031
21	Euclid Ave	Front	Euclid Ave	District 3	2024-05-16	Vacant Site Small	42.24633023	-71.79772815
8	Lund St	Front	Lund St	District 3	2024-05-16	Vacant Site Small	42.24132364	-71.79450823
7	View St	Front	View St	District 3	2024-05-16	Vacant Site Small	42.24701354	-71.7961622
8	View St	Front	View St	District 3	2024-05-16	Vacant Site Small	42.24707582	-71.79596541
1	Lund St	Front	Lund St	District 3	2024-05-16	Vacant Site Small	42.241088	-71.79390384
73	Sterling St	Side	Windham St	District 3	2024-05-16	Vacant Site Small	42.24570936	-71.79808112
73	Sterling St	Side	Windham St	District 3	2024-05-16	Vacant Site Small	42.24579018	-71.79823458
34	Ames St	Front	Ames St	District 3	2024-05-16	Vacant Site Large	42.24256899	-71.79394931
73	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Small	42.24575205	-71.79839525
31	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Large	42.24775619	-71.79747918
55	Harlem St	Front	Harlem St	District 3	2024-05-16	Vacant Site Small	42.24527858	-71.79854047
43	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Small	42.24718033	-71.79772875

11	Mars St	Front	Mars St	District 3	2024-05-16	Vacant Site Small	42.24069335	-71.79479658
55	Harlem St	Front	Harlem St	District 3	2024-05-16	Vacant Site Small	42.24522216	-71.79845499
49	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Small	42.24673062	-71.79793268
60	Esther St	Side	Mars St	District 3	2024-05-16	Vacant Site Small	42.24054376	-71.79414212
55	Upsala St	Front	Upsala St	District 3	2024-10-04	Vacant Site Medium	42.24183654	-71.79372006
37	Sterling St	Side	View St	District 3	2024-05-16	Vacant Site Small	42.24722098	-71.79742071
150	Vernon St	Front	Vernon St	District 3	2024-05-16	Vacant Site Small	42.24440622	-71.79641905
19	Louise St	Front	Louise St	District 3	2024-05-16	Vacant Site Medium	42.24111482	-71.79582575
37	Sterling St	Side	View St	District 3	2024-05-16	Vacant Site Small	42.24716978	-71.79720466
19	Lund St	Front	Lund St	District 3	2024-05-16	Vacant Site Medium	42.24142028	-71.79527534
101	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Small	42.24463285	-71.79919778
17	View St	Front	View St	District 3	2024-05-16	Vacant Site Small	42.24711594	-71.79730378
138	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Small	42.24332256	-71.80048556
52	Harlem St	Side	Sterling St	District 3	2024-05-16	Vacant Site Small	42.24512463	-71.79875696
113	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Medium	42.24425315	-71.79954693
115	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Small	42.2441487	-71.79964786
17	Fairfax Rd	Side	Sterling St	District 3	2024-05-16	Vacant Site Medium	42.24372096	-71.80002688
138	Sterling St	Front	Sterling St	District 3	2024-05-16	Vacant Site Small	42.24345294	-71.80038875
21	Sterling St	Front	Sterling St	District 4	2024-05-16	Vacant Site Small	42.24802788	-71.79732534
17	Sterling St	Front	Sterling St	District 4	2024-05-16	Vacant Site Small	42.24817778	-71.79725618
46	Sterling St	Front	Sterling St	District 4	2024-05-16	Vacant Site Small	42.24708349	-71.79788872
20	Euclid Ave	Side	Sterling St	District 4	2024-05-16	Vacant Site Small	42.24678274	-71.79803268
27	Euclid Ave	Side	Sterling St	District 4	2024-05-16	Vacant Site Small	42.24643279	-71.79820238
62	Sterling St	Front	Sterling St	District 4	2024-05-16	Vacant Site Small	42.24620107	-71.79831504
51	Harlem St	Side	Sterling St	District 4	2024-05-16	Vacant Site Small	42.24553071	-71.79862735
51	Harlem St	Front	Harlem St	District 4	2024-05-16	Vacant Site Small	42.24539295	-71.79878493
16	Perry Ave	Front	Perry Ave	District 4	2024-05-16	Vacant Site Large	42.24981381	-71.79779108
16	South Ward St	Side	Harlem St	District 4	2024-05-16	Vacant Site Small	42.24606798	-71.80042493
76	Perry Ave	Front	Perry Ave	District 4	2024-05-16	Vacant Site Small	42.2477632	-71.79873514
78	Vernon St	Side	Seymour St	District 4	2024-05-16	Vacant Site Small	42.24905569	-71.79506284
85	Seymour St	Front	Seymour St	District 4	2024-05-16	Vacant Site Small	42.24905569	-71.79571954
5	Hillside St	Front	Hillside St	District 4	2024-05-16	Vacant Site Small	42.24773878	-71.79563968
21	Hillside St	Front	Hillside St	District 4	2024-05-16	Vacant Site Small	42.24777468	-71.79697235
155	Millbury St	Front	Millbury St	District 4	2024-05-16	Vacant Site Small	42.25146225	-71.79977547
59	Quinsigamond Ave	Front	Quinsigamond Ave	District 4	2024-05-16	Vacant Site Small	42.2485393	-71.80391917
7	Quinsigamond Ave	Front	Quinsigamond Ave	District 4	2024-05-16	Vacant Site Small	42.25297319	-71.80607392
7	Quinsigamond Ave	Front	Quinsigamond Ave	District 4	2024-05-16	Vacant Site Small	42.25331202	-71.8063332
24	Dutton St	Front	Dutton St	District 3	2024-03-20	Vacant Site Large	42.23353856	-71.80958294
1009	Grafton St	Front	Grafton St	District 3	2024-03-29	Vacant Site Small	42.24444491	-71.75758532
1099	Grafton St	Front	Grafton St	District 3	2024-03-29	Vacant Site Small	42.24214096	-71.75482605
636	Grafton St	Front	Grafton St	District 3	2024-05-16	Vacant Site Small	42.25076244	-71.77240696
47	Benefit St	Front	Benefit St	District 4	2024-05-16	Vacant Site Small	42.25328621	-71.81042495
11	Hammond St	Front	Hammond St	District 4	2024-05-16	Vacant Site Small	42.25362929	-71.8135522
45	Benefit St	Front	Benefit St	District 4	2024-05-16	Vacant Site Large	42.25335173	-71.8105081

11	Hammond St	Front	Hammond St	District 4	2024-05-16	Vacant Site Small	42.25350227	-71.8133693
46	Benefit St	Front	Benefit St	District 4	2024-05-16	Vacant Site Small	42.25331599	-71.81063684
134	Beacon St	Side	Benefit St	District 4	2024-05-16	Vacant Site Small	42.25354033	-71.81070121
37	Benefit St	Front	Benefit St	District 4	2024-05-16	Vacant Site Small	42.25375474	-71.8109292
865	Main St	Side	Ripley St	District 4	2024-05-16	Vacant Site Small	42.25279924	-71.81547812
20	Ripley St	Front	Ripley St	District 4	2024-05-16	Vacant Site Small	42.25233132	-71.81516737
865	Main St	Side	Ripley St	District 4	2024-05-16	Vacant Site Small	42.25267055	-71.81538329
20	Ripley St	Front	Ripley St	District 4	2024-05-16	Vacant Site Small	42.25225985	-71.81508691
865	Main St	Side	Ripley St	District 4	2024-05-16	Vacant Site Small	42.2533725	-71.81603358
11	Hancock St	Front	Hancock St	District 4	2024-05-16	Vacant Site Large	42.25069168	-71.81857279
11	Hancock St	Front	Hancock St	District 4	2024-05-16	Vacant Site Medium	42.25068175	-71.81840381
74	Grand St	Side	Hollis St	District 4	2024-05-16	Vacant Site Small	42.24869253	-71.81891322
74	Grand St	Side	Hollis St	District 4	2024-05-16	Vacant Site Small	42.24858556	-71.81904192
23	North Ashland St	Side	John St	District 4	2024-05-16	Vacant Site Small	42.26846113	-71.80724767
55	Fruit St	Side	Hampden St	District 4	2024-05-16	Vacant Site Small	42.26958398	-71.81037588
97	Elm St	Side	Merrick St	District 4	2024-05-16	Vacant Site Small	42.26616902	-71.81309547
43	John St	Front	John St	District 4	2024-05-16	Vacant Site Small	42.2683957	-71.80732967
106	Elm St	Side	Merrick St	District 4	2024-05-16	Vacant Site Small	42.26581693	-71.81327339
47	John St	Front	John St	District 4	2024-05-16	Vacant Site Small	42.2684147	-71.80761987
7	Goulding St	Front	Goulding St	District 4	2024-05-16	Vacant Site Small	42.27028284	-71.80501677
23	North Ashland St	Side	John St	District 4	2024-05-16	Vacant Site Small	42.26851442	-71.80775107
50	Cedar St	Front	Cedar St	District 4	2024-05-16	Vacant Site Small	42.26683779	-71.81131425
24	Hampden St	Front	Hampden St	District 4	2024-05-16	Vacant Site Small	42.2696384	-71.81097492
23	North Ashland St	Side	John St	District 4	2024-05-16	Vacant Site Small	42.26854714	-71.80809119
64	Cedar St	Front	Cedar St	District 4	2024-05-16	Vacant Site Small	42.26701686	-71.81329147
10	Pelham St	Front	Pelham St	District 4	2024-05-16	Vacant Site Small	42.26529556	-71.81449826
83	Elm St	Front	Elm St	District 4	2024-11-12	Vacant Site Medium	42.26578903	-71.8113371
7	Wachusett St	Side	Home St	District 4	2024-05-16	Vacant Site Large	42.26891262	-71.80435662
9	Home St	Front	Home St	District 4	2024-05-16	Vacant Site Small	42.26890424	-71.80498283
3	Dayton St	Front	Dayton St	District 4	2024-05-16	Vacant Site Small	42.26863696	-71.80902827
112	West St	Front	West St	District 4	2024-05-16	Vacant Site Small	42.26998488	-71.80854875
123	Highland St	Side	Ormond St	District 4	2024-05-16	Vacant Site Small	42.27089397	-71.80763461
16	Wachusett St	Front	Wachusett St	District 4	2024-05-16	Vacant Site Small	42.26976153	-71.80392012
119	West St	Front	West St	District 4	2024-05-16	Vacant Site Small	42.270089	-71.80842326
8	Shawmut St	Front	Shawmut St	District 4	2024-05-16	Vacant Site Small	42.26464577	-71.81443339
12	Dix St	Side	Wachusett St	District 4	2024-05-16	Vacant Site Small	42.26954837	-71.80393723
15	Home St	Front	Home St	District 4	2024-05-16	Vacant Site Small	42.26900871	-71.80595374
105	Merrick St	Front	Merrick St	District 4	2024-05-16	Vacant Site Medium	42.26651704	-71.81304004
5	Shawmut St	Front	Shawmut St	District 4	2024-05-16	Vacant Site Small	42.26456322	-71.81439536
38	Dix St	Side	North Ashland St	District 4	2024-05-16	Vacant Site Small	42.27010787	-71.8066756
111	Elm St	Side	Merrick St	District 4	2024-05-16	Vacant Site Small	42.26617431	-71.81320097
17	Home St	Front	Home St	District 4	2024-05-16	Vacant Site Small	42.26903685	-71.80619079
4	Shawmut St	Front	Shawmut St	District 4	2024-05-16	Vacant Site Small	42.26466453	-71.81418367
16	Dix St	Front	Dix St	District 4	2024-05-16	Vacant Site Small	42.26954652	-71.80440427

64	Merrick St	Front	Merrick St	District 4	2024-05-16	Vacant Site Small	42.26435965	-71.81351056
325	Pleasant St	Side	Merrick St	District 4	2024-11-12	Vacant Site Medium	42.26411731	-71.81331849
9	Sheridan St	Side	Pitt St	District 4	2024-05-16	Vacant Site Small	42.24482152	-71.80605743
1	Boyden St	Front	Boyden St	District 4	2022-04-27	Vacant Site Small	42.23726115	-71.814617
92	Gardner St	Front	Gardner St	District 4	2024-05-16	Vacant Site Small	42.24838047	-71.81414434
112	Canterbury St	Front	Canterbury St	District 4	2024-05-16	Vacant Site Small	42.24712341	-71.81711194
1	Chelsea St	Front	Chelsea St	District 4	2024-05-16	Vacant Site Small	42.24316437	-71.81220289
4	Chelsea St	Front	Chelsea St	District 4	2024-05-16	Vacant Site Small	42.24303927	-71.81235762
16	Crompton St	Front	Crompton St	District 4	2024-05-16	Vacant Site Small	42.2422517	-71.81337869
32	Newbury St	Front	Newbury St	District 4	2024-05-16	Vacant Site Small	42.26183685	-71.81121172
16	Merrick St	Front	Merrick St	District 4	2024-05-16	Vacant Site Small	42.26209735	-71.81343827
70	Chatham St	Side	Crown St	District 4	2024-05-16	Vacant Site Large	42.26259965	-71.8087194
12	North Ashland St	Side	John St	District 4	2024-05-16	Vacant Site Small	42.26829441	-71.80660239
4	Ashland St	Side	Pleasant St	District 4	2024-05-16	Vacant Site Small	42.26394351	-71.8077305
16	Crown St	Side	Chatham St	District 4	2024-05-16	Vacant Site Small	42.26255249	-71.80895491
9	Hudson St	Front	Hudson St	District 4	2024-05-16	Vacant Site Small	42.26435226	-71.81777148
46	Townsend St	Front	Townsend St	District 4	2024-05-16	Vacant Site Large	42.26460944	-71.8168181
15	Cedar St	Front	Cedar St	District 4	2024-05-16	Vacant Site Small	42.26628676	-71.80605988
237	Chandler St	Side	Dewey St	District 4	2024-05-16	Vacant Site Medium	42.26168652	-71.81972682
18	Cedar St	Front	Cedar St	District 4	2024-05-16	Vacant Site Small	42.26640496	-71.80647566
20	Cedar St	Front	Cedar St	District 4	2024-05-16	Vacant Site Small	42.26641809	-71.80667594
3	Harvard St	Front	Harvard St	District 4	2024-05-16	Vacant Site Small	42.26700485	-71.80312785
23	John St	Front	John St	District 4	2024-05-16	Vacant Site Small	42.2681741	-71.80536653
19	Crown St	Front	Crown St	District 4	2024-05-16	Vacant Site Small	42.26217026	-71.80862852
14	Mason St	Front	Mason St	District 4	2024-05-16	Vacant Site Small	42.2621027	-71.81793159
3	Harvard St	Front	Harvard St	District 4	2024-05-16	Vacant Site Small	42.26688665	-71.80316136
23	Cedar St	Front	Cedar St	District 4	2024-05-16	Vacant Site Large	42.266374	-71.80693961
148	Elm St	Side	Hudson St	District 4	2024-05-16	Vacant Site Small	42.2662161	-71.81753547
148	Elm St	Side	Hudson St	District 4	2024-05-16	Vacant Site Small	42.26605995	-71.81757123
32	Hudson St	Front	Hudson St	District 4	2024-05-16	Vacant Site Small	42.26572574	-71.81747074
13	Congress St	Front	Congress St	District 4	2024-11-09	Vacant Site Small	42.26322849	-71.81030448
1	Oak St	Front	Oak St	District 4	2024-05-16	Vacant Site Large	42.26561416	-71.80800188
35	Hudson St	Front	Hudson St	District 4	2024-05-16	Vacant Site Small	42.26570897	-71.81760463
199	Chandler St	Front	Chandler St	District 4	2024-05-16	Vacant Site Medium	42.26066785	-71.81658509
255	Park Ave	Side	Hudson St	District 4	2024-05-16	Vacant Site Small	42.26555577	-71.81762111
24	Oxford St	Front	Oxford St	District 4	2024-05-16	Vacant Site Medium	42.26273268	-71.80743583
54	West St	Side	Cedar St	District 4	2024-05-16	Vacant Site Small	42.26664463	-71.8092771
205	Chandler St	Front	Chandler St	District 4	2024-05-16	Vacant Site Small	42.2607649	-71.81742454
39	Cedar St	Front	Cedar St	District 4	2024-05-16	Vacant Site Small	42.26656554	-71.80944871
4	North Ashland St	Front	North Ashland St	District 4	2024-05-16	Vacant Site Small	42.26761188	-71.80688444
24	Oxford St	Front	Oxford St	District 4	2024-05-16	Vacant Site Medium	42.26285046	-71.80742868
53	West St	Front	West St	District 4	2024-05-16	Vacant Site Small	42.26666342	-71.80879661
45	Merrick St	Front	Merrick St	District 4	2024-05-16	Vacant Site Small	42.26346306	-71.81347323
49	Bowdoin St	Front	Bowdoin St	District 4	2024-05-16	Vacant Site Small	42.26790459	-71.80821694

121	Piedmont St	Front	Piedmont St	District 4	2024-05-16	Vacant Site Small	42.26328107	-71.81262646
20	West St	Front	West St	District 4	2024-05-16	Vacant Site Small	42.26480501	-71.80924926
119	Piedmont St	Front	Piedmont St	District 4	2024-11-12	Vacant Site Medium	42.26320039	-71.81260744
11	Irving St	Front	Irving St	District 4	2024-05-16	Vacant Site Small	42.26311508	-71.80605058
16	Crown St	Side	Chatham St	District 4	2024-05-16	Vacant Site Small	42.26254912	-71.80889418
19	Haynes St	Front	Haynes St	District 4	2024-05-16	Vacant Site Small	42.24490066	-71.82859507
18	Haynes St	Front	Haynes St	District 4	2024-11-12	Vacant Site Medium	42.24493617	-71.82872601
25	Haynes St	Front	Haynes St	District 4	2024-05-16	Vacant Site Large	42.24470378	-71.82876694
29	Richards St	Front	Richards St	District 4	2024-05-16	Vacant Site Small	42.24627012	-71.82351257
10	Stoneland Rd	Side	Haynes St	District 4	2024-05-16	Vacant Site Large	42.24573507	-71.82809682
25	Freeland St	Front	Freeland St	District 4	2024-11-12	Vacant Site Medium	42.24617736	-71.82469281
21	Marble St	Front	Marble St	District 4	2024-05-16	Vacant Site Large	42.24824005	-71.8273392
109	Pine View Ave	Front	Pine View Ave	District 5	2022-04-28	Vacant Site Small	42.23033147	-71.84497823
12	Claremont St	Front	Claremont St	District 4	2024-05-16	Vacant Site Small	42.2545042	-71.81732092
29	Clifton St	Front	Clifton St	District 4	2024-05-16	Vacant Site Small	42.25410699	-71.82120855
89	Downing St	Front	Downing St	District 4	2024-05-16	Vacant Site Small	42.25385461	-71.82528429
12	Claremont St	Front	Claremont St	District 4	2024-05-16	Vacant Site Small	42.2546145	-71.81722157
90	Woodland St	Front	Woodland St	District 4	2024-05-16	Vacant Site Small	42.25456835	-71.818916
90	Woodland St	Front	Woodland St	District 4	2024-05-16	Vacant Site Small	42.25449602	-71.81894768
15	May St	Side	Silver St	District 4	2024-05-16	Vacant Site Small	42.25520165	-71.81611145
15	May St	Side	Silver St	District 4	2024-05-16	Vacant Site Small	42.25512143	-71.81616338
6	Silver St	Front	Silver St	District 4	2024-05-16	Vacant Site Small	42.25487409	-71.81644337
161	Dewey St	Front	Dewey St	District 4	2024-12-13	Vacant Site Medium	42.25582549	-71.82251184
25	Oberlin St	Front	Oberlin St	District 4	2024-05-16	Vacant Site Small	42.25408973	-71.81984983
73	Downing St	Front	Downing St	District 4	2024-05-16	Vacant Site Small	42.25333015	-71.82460254
77	Downing St	Front	Downing St	District 4	2024-05-16	Vacant Site Small	42.25344896	-71.82475318
8	Norwood St	Front	Norwood St	District 4	2024-05-16	Vacant Site Small	42.2532889	-71.81897128
81	Downing St	Front	Downing St	District 4	2024-05-16	Vacant Site Small	42.25356089	-71.82490433
81	Downing St	Front	Downing St	District 4	2024-05-16	Vacant Site Small	42.25360846	-71.82496952
10	Claremont St	Front	Claremont St	District 4	2024-05-16	Vacant Site Small	42.25436214	-71.81713351
31	Dale St	Front	Dale St	District 4	2024-05-16	Vacant Site Small	42.25941892	-71.81051497
38	Newbury St	Front	Newbury St	District 4	2024-05-16	Vacant Site Small	42.26117416	-71.81112992
15	Jaques Ave	Side	Dale St	District 4	2024-05-16	Vacant Site Small	42.25961388	-71.8106956
1	Bancroft St	Side	Bellevue St	District 4	2024-12-13	Vacant Site Small	42.26025084	-71.81724973
84	Irving St	Front	Irving St	District 4	2024-05-16	Vacant Site Small	42.25974923	-71.8077786
26	Preston St	Front	Preston St	District 4	2024-05-17	Vacant Site Medium	42.25919823	-71.8114387
84	Irving St	Front	Irving St	District 4	2024-05-16	Vacant Site Small	42.25970953	-71.80792523
106	Chandler St	Side	Jaques Ave	District 4	2024-05-16	Vacant Site Small	42.25992138	-71.81060394
22	Piedmont St	Front	Piedmont St	District 4	2024-05-16	Vacant Site Small	42.25753934	-71.81173185
27	Hollywood St	Front	Hollywood St	District 4	2024-05-16	Vacant Site Medium	42.25691628	-71.81881811
28	Piedmont St	Front	Piedmont St	District 4	2024-05-16	Vacant Site Small	42.25777295	-71.81182058
23	Hollywood St	Front	Hollywood St	District 4	2024-05-16	Vacant Site Small	42.25711629	-71.81865651
51	King St	Front	King St	District 4	2024-05-16	Vacant Site Small	42.25872982	-71.81638443
28	Piedmont St	Front	Piedmont St	District 4	2024-05-16	Vacant Site Small	42.25798968	-71.81185481

98	Chandler St	Side	Wellington St	District 4	2024-09-24	Vacant Site Large	42.26048382	-71.80961689
36	Kingsbury St	Front	Kingsbury St	District 4	2024-05-16	Vacant Site Small	42.25756828	-71.81767825
106	Chandler St	Front	Chandler St	District 4	2024-05-16	Vacant Site Small	42.26054999	-71.81064507
43	Austin St	Front	Austin St	District 4	2024-05-16	Vacant Site Small	42.26088143	-71.80631784
21	Dale St	Front	Dale St	District 4	2024-05-16	Vacant Site Small	42.2588006	-71.81035089
22	Ethan Allen St	Side	Wellington St	District 4	2024-05-16	Vacant Site Small	42.25977316	-71.80891773
11	King St	Side	Shepard St	District 4	2024-05-16	Vacant Site Small	42.25588431	-71.81415995
500	Main St	Side	Irving St	District 4	2025-02-12	Vacant Site Small	42.26155876	-71.80626487
444	Chandler St	Front	Chandler St	District 5	2024-05-16	Vacant Site Medium	42.26531376	-71.83610912
430	Chandler St	Front	Chandler St	District 5	2022-04-28	Vacant Site Small	42.26472592	-71.83506095
28	Lanark St	Front	Lanark St	District 5	2022-04-30	Vacant Site Small	42.23389771	-71.8459095
26	Lanark St	Front	Lanark St	District 5	2022-04-30	Vacant Site Small	42.23395209	-71.84547597
153	Ludlow St	Front	Ludlow St	District 5	2022-04-30	Vacant Site Small	42.23459783	-71.8549309
290	Park Ave	Side	Abbott St	District 5	2024-05-16	Vacant Site Small	42.26298853	-71.8209357
20	Abbott St	Front	Abbott St	District 5	2024-05-16	Vacant Site Small	42.26319585	-71.82095321
18	Abbott St	Front	Abbott St	District 5	2024-05-16	Vacant Site Small	42.26334601	-71.82086876
588	Pleasant St	Front	Pleasant St	District 5	2022-04-29	Vacant Site Medium	42.26527751	-71.82262664
642	Pleasant St	Front	Pleasant St	District 5	2022-04-29	Vacant Site Small	42.26705137	-71.82402903
12	Abbott St	Front	Abbott St	District 5	2024-05-16	Vacant Site Small	42.26371797	-71.82070191
656	Pleasant St	Front	Pleasant St	District 5	2023-05-05	Vacant Site Small	42.2674705	-71.82421497
664	Pleasant St	Front	Pleasant St	District 5	2022-04-29	Vacant Site Medium	42.26774641	-71.82435401
664	Pleasant St	Front	Pleasant St	District 5	2022-04-29	Vacant Site Medium	42.26779747	-71.82437255
668	Pleasant St	Front	Pleasant St	District 5	2022-04-29	Vacant Site Medium	42.26789122	-71.82441684
668	Pleasant St	Front	Pleasant St	District 5	2022-04-29	Vacant Site Medium	42.26793695	-71.82444156
318	Park Ave	Side	Abbott St	District 5	2024-05-16	Vacant Site Small	42.26197019	-71.82140845
308	Park Ave	Side	Abbott St	District 5	2024-05-16	Vacant Site Small	42.26222401	-71.82129103
349	Park Ave	Front	Park Ave	District 4	2024-12-13	Vacant Site Medium	42.26002493	-71.82136111
43	Abbott St	Front	Abbott St	District 5	2024-05-16	Vacant Site Large	42.26234292	-71.82124469
58	Longfellow Rd	Side	Copley Rd	District 5	2022-04-29	Vacant Site Small	42.26548428	-71.82697538
18	Montague St	Front	Montague St	District 5	2022-04-29	Vacant Site Small	42.24514681	-71.84026717
1160	Main St	Side	Arbor Vitae St	District 5	2024-11-18	Vacant Site Small	42.24440731	-71.83752074
1160	Main St	Side	Arbor Vitae St	District 5	2024-11-18	Vacant Site Small	42.2444754	-71.83754498
122	Woodland St	Front	Woodland St	District 4	2024-05-16	Vacant Site Small	42.25306142	-71.82042011
130	Woodland St	Front	Woodland St	District 4	2024-05-16	Vacant Site Small	42.25279141	-71.82091363
24	Loudon St	Side	Woodland St	District 4	2024-05-16	Vacant Site Small	42.25324009	-71.81983941
908	Main St	Front	Main St	District 4	2024-05-16	Vacant Site Small	42.25164785	-71.81976431
12	Hawthorne St	Side	Woodland St	District 4	2024-05-16	Vacant Site Small	42.25263259	-71.82098739
1	Lanark St	Front	Lanark St	District 5	2022-05-02	Vacant Site Small	42.23410627	-71.8431819
170	Stafford St	Front	Stafford St	District 5	2022-05-02	Vacant Site Small	42.23702363	-71.84796615
170	Stafford St	Front	Stafford St	District 5	2022-05-02	Vacant Site Small	42.23710504	-71.84781377
152	Stafford St	Front	Stafford St	District 5	2022-05-02	Vacant Site Small	42.23730459	-71.84747579
200	Stafford St	Front	Stafford St	District 5	2022-05-02	Vacant Site Small	42.23517841	-71.85117315
14	Grand View Ave	Front	Grand View Ave	District 5	2024-02-13	Vacant Site Large	42.24036066	-71.85144286
17	Grand View Ave	Front	Grand View Ave	District 5	2022-05-02	Vacant Site Small	42.24010063	-71.85126922

22	Grand View Ave	Front	Grand View Ave	District 5	2022-05-02	Vacant Site Small	42.23996655	-71.85134053
28	Grand View Ave	Front	Grand View Ave	District 5	2022-11-19	Vacant Site Large	42.23945449	-71.85122145
49	Grand View Ave	Front	Grand View Ave	District 5	2022-05-02	Vacant Site Small	42.23919899	-71.85106316
55	Grand View Ave	Front	Grand View Ave	District 5	2022-05-02	Vacant Site Small	42.23908444	-71.85104319
7	Geneva St	Front	Geneva St	District 5	2023-05-20	Vacant Site Medium	42.26224983	-71.83135333
394	Chandler St	Front	Chandler St	District 5	2025-04-04	Vacant Site Medium	42.26329851	-71.83202535
295	Lovell St	Front	Lovell St	District 5	2022-05-02	Vacant Site Small	42.26049237	-71.82954718
94	Courtland St	Side	Lovell St	District 5	2022-05-02	Vacant Site Small	42.26175389	-71.82913211
332	Chandler St	Front	Chandler St	District 5	2022-05-02	Vacant Site Small	42.26235278	-71.82649072
1238	Main St	Front	Main St	District 5	2022-05-02	Vacant Site Small	42.24275968	-71.8429244
1300	Main St	Side	Henderson Ave	District 5	2022-05-02	Vacant Site Small	42.24223855	-71.84723436
11	Henderson Ave	Front	Henderson Ave	District 5	2022-05-02	Vacant Site Small	42.24323041	-71.84742171
16	Henderson Ave	Front	Henderson Ave	District 5	2022-05-02	Vacant Site Small	42.24334317	-71.84733445
486	Chandler St	Side	May St	District 5	2022-05-02	Vacant Site Small	42.2676496	-71.84076569
486	Chandler St	Side	May St	District 5	2022-05-02	Vacant Site Small	42.26759894	-71.84073907
486	Chandler St	Front	Chandler St	District 5	2022-05-02	Vacant Site Small	42.2684854	-71.84117133
486	Chandler St	Front	Chandler St	District 5	2022-05-02	Vacant Site Small	42.26842818	-71.8411447
486	Chandler St	Front	Chandler St	District 5	2022-05-02	Vacant Site Small	42.26874711	-71.84129555
486	Chandler St	Front	Chandler St	District 5	2022-05-02	Vacant Site Small	42.2686974	-71.84127147
151	Coolidge Rd	Front	Coolidge Rd	District 5	2023-07-28	Vacant Site Medium	42.26843464	-71.82602049
15	Hanna Rd	Front	Hanna Rd	District 5	2022-05-02	Vacant Site Small	42.27892447	-71.83923467
13	Hanna Rd	Front	Hanna Rd	District 5	2022-05-02	Vacant Site Small	42.27887287	-71.83893963
9	Hanna Rd	Front	Hanna Rd	District 5	2022-05-02	Vacant Site Small	42.27880341	-71.83849975
963	Pleasant St	Front	Pleasant St	District 5	2022-05-02	Vacant Site Small	42.27748704	-71.84111049
1	Guild Rd	Front	Guild Rd	District 5	2022-05-02	Vacant Site Small	42.27762659	-71.83985962
933	Pleasant St	Front	Pleasant St	District 5	2022-05-02	Vacant Site Small	42.27737852	-71.83964237
16	Curtis Pkwy	Front	Curtis Pkwy	District 5	2024-03-15	Vacant Site Large	42.24183949	-71.84464551
68	Stafford St	Rear	Main St	District 5	2022-05-03	Vacant Site Small	42.24257154	-71.84296535
3	Prouty Ln	Side	Rockrimmon Rd	District 5	2022-05-03	Vacant Site Small	42.27979235	-71.86999505
4	Varnum St	Front	Varnum St	District 5	2022-05-03	Vacant Site Small	42.24137735	-71.84462857
16	Varnum St	Front	Varnum St	District 5	2024-05-16	Vacant Site Medium	42.24062735	-71.84503801
15	Enfield St	Front	Enfield St	District 5	2024-12-04	Vacant Site Medium	42.25572919	-71.82563364
15	Enfield St	Front	Enfield St	District 5	2024-12-04	Vacant Site Medium	42.2558026	-71.8257494
34	Westfield St	Front	Westfield St	District 5	2024-05-16	Vacant Site Small	42.25613332	-71.8255693
18	Stevens Rd	Side	Fern St	District 5	2024-05-16	Vacant Site Small	42.25428459	-71.82913494
112	Beaver Brook Pkwy	Side	Thayer St	District 5	2024-05-16	Vacant Site Small	42.25450183	-71.83023166
12	Englewood Ave	Side	Hobson Ave	District 5	2024-05-16	Vacant Site Small	42.25507505	-71.83363736
112	Beaver Brook Pkwy	Side	Thayer St	District 5	2024-05-16	Vacant Site Small	42.25456053	-71.83045722
20	Westfield St	Front	Westfield St	District 5	2024-05-16	Vacant Site Large	42.25654344	-71.82510686
11	Thayer St	Front	Thayer St	District 5	2024-05-16	Vacant Site Small	42.2546604	-71.83088877
1	Fern St	Front	Fern St	District 5	2024-05-16	Vacant Site Small	42.25364118	-71.82765697
6	Fern St	Front	Fern St	District 5	2024-05-16	Vacant Site Small	42.2537502	-71.82809161
35	Maple Tree Ln	Front	Maple Tree Ln	District 5	2024-05-16	Vacant Site Medium	42.25626062	-71.826075
520	Park Ave	Side	Maywood St	District 5	2024-05-16	Vacant Site Medium	42.25354588	-71.82948021

520	Park Ave	Side	Maywood St	District 5	2024-05-16	Vacant Site Small	42.25331794	-71.82896832
18	Friedel St	Front	Friedel St	District 5	2024-05-16	Vacant Site Large	42.25507662	-71.82980218
79	May St	Side	Westfield St	District 5	2024-05-16	Vacant Site Small	42.25714108	-71.82431174
520	Park Ave	Side	Maywood St	District 5	2024-05-16	Vacant Site Small	42.25320054	-71.82870054
79	May St	Side	Westfield St	District 5	2024-05-16	Vacant Site Small	42.25695356	-71.82451876
439	Chandler St	Front	Chandler St	District 5	2022-05-03	Vacant Site Small	42.26519013	-71.83558705
453	Chandler St	Front	Chandler St	District 5	2022-05-03	Vacant Site Small	42.26584303	-71.83676847
453	Chandler St	Front	Chandler St	District 5	2022-05-03	Vacant Site Small	42.26591245	-71.83687749
457	Chandler St	Front	Chandler St	District 5	2022-05-03	Vacant Site Small	42.26605035	-71.83712848
465	Chandler St	Front	Chandler St	District 5	2022-05-03	Vacant Site Small	42.26655343	-71.83808241
447	Chandler St	Front	Chandler St	District 5	2022-05-03	Vacant Site Small	42.26561126	-71.83630679
407	June St	Front	June St	District 5	2022-05-07	Vacant Site Small	42.26315078	-71.85141757
633	Park Ave	Side	Mill St	District 5	2024-05-16	Vacant Site Small	42.24658452	-71.83357697
1485	Main St	Front	Main St	District 5	2022-05-05	Vacant Site Small	42.24021457	-71.85958337
633	Park Ave	Side	Mill St	District 5	2024-05-16	Vacant Site Small	42.2464457	-71.83354204
633	Park Ave	Side	Mill St	District 5	2024-05-16	Vacant Site Small	42.24633275	-71.83351351
17	Mill St	Front	Mill St	District 5	2024-05-16	Vacant Site Small	42.24599945	-71.83341515
8	Hobson Ave	Front	Hobson Ave	District 5	2024-05-16	Vacant Site Small	42.25557152	-71.83310446
16	Englewood Ave	Side	Hobson Ave	District 5	2024-05-16	Vacant Site Small	42.2552056	-71.83366269
6	Winchester Ave	Front	Winchester Ave	District 5	2022-05-06	Vacant Site Small	42.24190873	-71.84915205
24	Mill St	Front	Mill St	District 4	2024-05-16	Vacant Site Small	42.24613698	-71.83320575
13	Buffum St	Front	Buffum St	District 5	2022-05-06	Vacant Site Small	42.24903646	-71.83404597
615	Park Ave	Side	Mill St	District 5	2024-05-16	Vacant Site Small	42.24709077	-71.83334583
649	Chandler St	Front	Chandler St	District 5	2024-06-20	Vacant Site Small	42.27774609	-71.85349713
1112	Pleasant St	Front	Pleasant St	District 5	2022-05-06	Vacant Site Small	42.27815179	-71.85290602
237	Mower St	Front	Mower St	District 5	2022-05-11	Vacant Site Small	42.28021243	-71.86624692
56	Beaver St	Front	Beaver St	District 4	2024-12-10	Vacant Site Small	42.2497259	-71.82788599
950	Main St	Rear	Main St	District 4	2024-10-03	Vacant Site Medium	42.25137862	-71.82577699
197	Park Ave	Front	Park Ave	District 2	2024-05-16	Vacant Site Medium	42.27182011	-71.81483409
50	Washington St	Front	Washington St	District 2	2025-04-04	Vacant Site Small	42.25818382	-71.79906211
50	Washington St	Front	Washington St	District 2	2025-04-04	Vacant Site Small	42.25826322	-71.79906211
50	Washington St	Front	Washington St	District 2	2025-04-04	Vacant Site Small	42.25834462	-71.79907016
50	Washington St	Front	Washington St	District 2	2025-04-04	Vacant Site Small	42.25842402	-71.79907552

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*While your request doesn't guarantee that the tree will be planted, it will receive a high priority consideration.
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3 OF 3

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.10C

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to a report detailing the planned renovations around the playground at Elm Park, as received from John K. Westerling, Commissioner of Public Works & Parks, is forwarded for the information of your Honorable Body.

The Department of Public Works & Park's Parks, Recreation and Cemetery Playground Inspection Program continually reviews, inspects, repairs, and addresses vandalism of 38 park playgrounds based on the Consumer Product Safety Commission (CPSC) guidelines and The American Society for Testing Materials International (ASTM) standards. One of the most important components for safety and accessibility of a playground is the safety surfacing, which is critical to reducing injury on a playground and keeping the facility accessible.

The Parks, Recreation and Cemetery Playground Inspection Program chose the current timeframe beginning on April 30, 2025 as Worcester Public Schools is still in session, which reduces playground usage, and it allows for the best weather window to complete the work based on the manufacturer specifications, which sets specific weather conditions (temperature, freeze, thaw, and precipitation) for the installation of their products.

Parks anticipates this project will be completed by July 31, 2025, but is working with the contractor to shorten this playground closure. The main driver on the completion of this project will be weather, specifically focused on precipitation, which slows the completion of required work.

The Playground Inspection Program implemented signage at Elm Park Playground as well as Blithewood Park Playground to advise residents of the impending work, the dates of construction, the completion date, and other playgrounds that residents could visit while these facilities are under renovation. My Office will continue to support Parks

with the posting of information on social media regarding these and other renovations as we continue to improve our facilities for future generations.

Respectfully submitted,

Eric D. Batista
City Manager

Department of Public Works & Parks
John K. Westerling, Commissioner
20 East Worcester Street, Worcester, MA 01604
P| 508-799-1430 **F|** 508-799-1448
dpw@worcesterma.gov

To: Eric D. Batista, City Manager
From: John K. Westerling, Commissioner of Public Works & Parks
Date: June 10, 2025
Re: Elm Park Playground Renovations

This response to a City Council Order requesting the City Manager to request Assistant Commissioner of Public Works and Parks provide City Council with a report detailing the planned renovations around the playground at Elm Park, is sent for your consideration and to forward to the City Council for their review.

In 2016 the Parks, Recreation, and Cemetery Division implemented a Playground Inspection Program staffed with Certified Playground Safety Inspectors that continually review, inspect, repair, and address vandalism of all park playgrounds based on the Consumer Product Safety Commission (CPSC) guidelines and The American Society for Testing Materials International (ASTM) standards. Currently this program manages 38 playgrounds throughout the city to ensure our facilities are safe for the youth of our community. As part of the inspection, they identify the needs at all playgrounds, prioritize the work, identify repair history of existing equipment and look at long-term upgrades. One of the most important components (for safety and accessibility) of a playground is the safety surfacing which is tested regularly. This surfacing is critical to reducing injury on a playground and keeping the facility accessible.

During our regular review Elm Park Playground was designated by the Playground Inspection Program in need of safety surfacing replacement and equipment repair. Unfortunately, this work can only be completed during popular seasonal park use which requires the temporary closing of this facility. Manufacturer specifications set specific time frames with weather (temperature, freeze, thaw, and precipitation) for the installation of their products. The optimum weather conditions for this work are May through September based on historic weather patterns. These conditions are similar to the conditions considered when growing grass, painting, road paving, or placing lane markings on pavement.

As Elm Park Playground is one of the most used facilities in our system the Playground Inspection Program identified the need to remove some existing playground equipment that had reached its life expectancy, replace the decking of the main 5-12 year old composite play structure, replace an existing saucer swing with a more durable saucer swing, install of three accessible activity panels and a sensory panel, replace a 2-5 composite play structure, and completely replace of the safety surfacing.

Parks chose the current timeframe because Worcester Public Schools was still in session, which reduces use of the playground, and gave us the best window weather-wise to complete the work. Parks anticipates this project will be completed by July 31, 2025, but is working with our contractor to shorten this playground closure. The main driver on the completion of this project will be weather, specifically focused on precipitation which slows the completion of required work. As we have seen this spring, weather has affected our parks with numerous issues including rained out sporting events, canceled events, and the limiting of general maintenance operations due to wet conditions.

The Playground Inspection Program implemented signage at Elm Park Playground as well as Blithewood Park Playground to advise residents of the impending work, the dates of construction, the completion date, and other playgrounds that residents could visit while these facilities are under renovation. Additionally, Parks worked with the City Manager's Communications Office to post information on social media regarding these renovations. Parks will continue to revise and adjust postings on future playground renovations as we continue to improve our facilities for future generations.

Please advise if you have any questions.

Sincerely,

John K. Westerling,
Commissioner of Public Works & Parks

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.11A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to traffic safety at the intersection of Park Avenue at Lovell Street received from Stephen S. Rolle, P.E., Commissioner of Transportation & Mobility, is forwarded for the information of your Honorable Body.

While this intersection has experienced a moderate crash rate historically, several geometric and traffic control aspects that merit improvement have been identified, and recent Worcester Police Department (WPD) incident logs indicate that crash frequency may be increasing.

Improvements to address these issues in the near-term are planned for this coming fiscal year. These potential improvements include protected left turn lanes on Park Avenue and relocating the exit for 575 Park Ave. Additionally, the Department of Transportation & Mobility plans to evaluate how to improve the alignment between Lovell Street and Beaver Street.

Respectfully Submitted,

Eric D. Batista
City Manager

Department of Transportation & Mobility
Stephen S. Rolle, P.E., Commissioner
76 E. Worcester Street
P| 508-929-1300 ext. 49500
MOBILITY@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Stephen S. Rolle, P.E., Commissioner of Transportation & Mobility
DATE: June 10, 2025
RE: Safety review of Park Avenue and Lovell Street intersection

This memorandum responds to a City Council request to investigate the crash history and factors influencing safety at the intersection of Park Avenue and Lovell Street.

Intersection Characteristics

Lovell Street intersects Park Avenue at an acute angle, resulting in a large intersection footprint that extends for approximately 135 ft north-south along Park Avenue. Beaver Street forms a fourth leg of the intersection, traveling one-way away from the intersection in the eastbound direction. A driveway serving the car wash at 575 Park Ave. is located within the intersection, but is not controlled by the traffic signal.

Several aspects of the intersection geometry and traffic control are of concern from a safety perspective (annotated in Figure 1).

- Lovell Street intersects Park Avenue at an acute angle with a slip lane for traffic turning right onto Park Avenue (1). Further, the right turn movement is not controlled by the traffic signal, but instead by a STOP sign. This combination of roadway geometry and traffic control hampers visibility of oncoming traffic and pedestrians and increases the likelihood of drivers entering the intersection without stopping.
- Poor alignment of Lovell Street and Beaver Street in combination with the slip lane from Beaver Street creates an elongated intersection that is 135 ft across. This increases the number and size of conflict points and creates the need for long clearance intervals (yellow and all-red signals).
- The driveway (2) connecting the carwash at 575 Park Ave. to Park Avenue is located within the intersection but not controlled by the traffic signal. As a result, drivers exiting the driveway may enter the intersection when conflicting movements have the right of way.
- While Beaver Street (3) operates one-way traveling away from the intersection, some vehicles have been observed exiting 575 Park Ave. and traveling in the wrong direction to access Park Avenue. When these vehicles reach Park Avenue, there are no signals or signs controlling their movements since they are operating in the wrong direction.

- As is the case with much of Park Avenue, turn lanes are not provided at the intersection. Left-turning traffic must wait in the inside travel lane (4) for opportunities to turn left, increasing stop and go movements, lane changes, and congestion. This is likely the leading cause of rear end and sideswipe collisions, which accounts for over 50% of the crashes since 2020. Because left-turning traffic is offset from oncoming traffic, it can be difficult to see approaching traffic in the far (right) opposing lane. This is compounded by the lack of a protected left turn phases (green arrows).
- Traffic signal components are out of date and not in compliance with current standards. The northbound signal is positioned at the near side of the intersection, rather than the far side, which contributes to the elongated footprint of the intersection. The pedestrian push buttons, positioning, and ramp locations do not comply with current ADA/Public Rights of Way Accessibility Guidelines (PROWAG).
- No crosswalk is present on the south side of the intersection. The next closest crosswalk south of the intersection is more than 900 ft to the south at Mill Street.

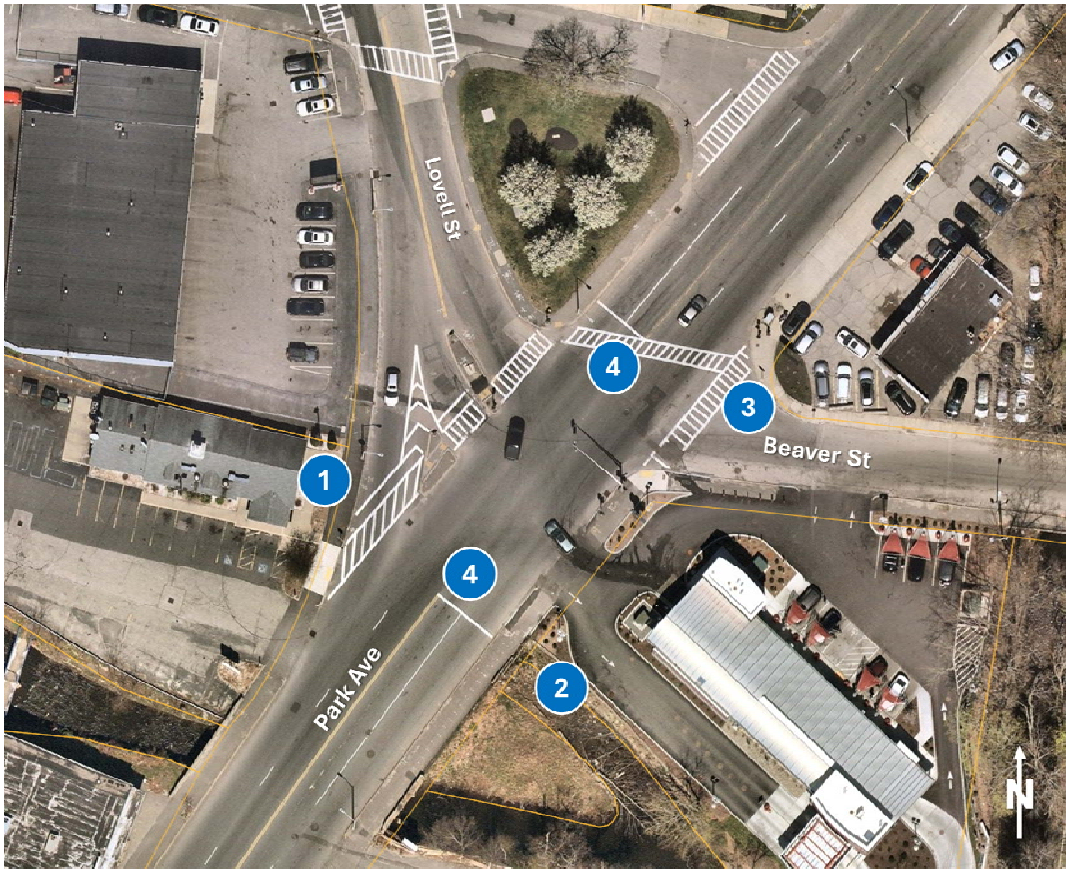


Figure 1: Park Ave at Lovell Street intersection
Source: Nearmap, 2025

Review of Crash History

Crash records for the subject intersection were retrieved from MassDOT's Crash Impact Database. These records indicate an average of 6.3 crashes have occurred at the subject intersection annually since 2021. One crash resulting in injuries has been recorded in each of

the years 2021, 2023, 2024 and 2025 (to date). Crashes resulting in injury did spike in 2022, with four recorded, indicating the potential for more serious crashes at this location.
The calculated crash rate for the period 2021-24 is 0.73 crashes occurring for every 1 million vehicles that enter the intersection. This is comparable, but below the average for signalized intersections statewide (0.79) and within the central Massachusetts region (0.89).
One objective of this review was to determine whether crashes have increased since the opening of the car wash at 575 Park Ave. The recorded crash data retrieved from the MassDOT Crash Impact Database shows no increase in crashes since 2024. However, DTM also reviewed Worcester Police Department (WPD) incident logs. These records do indicate that crashes may be occurring more frequently since the opening of the carwash at 575 Park Ave. in February 2024. WPD call incident logs show crashes being reported at this location at nearly twice the rate in 2024 and 2025 (to date) than before.

While such a large difference in recorded crash reports compared to incident calls is unusual, there are several factors that may be contributing to this: (1) this location may be experiencing higher than the typical number of erroneous calls; (2) there may be many very minor crashes not necessitating a crash report; or (3) some more recent crashes may not yet be recorded in MassDOT's database. Whatever the combination of reasons, the notable increase in WPD incident log entries does provide an indication that more crashes are occurring now than prior to the opening of 575 Park Ave., despite the lack of evidence in the MassDOT Crash Impact Database.

Planned Work and Further Recommendations

Despite the relatively modest number of recorded crashes, modifications to this intersection are merited based on the intersection deficiencies and increase in WPD incidents reported.

Protected left turns on Park Avenue

The City Council in 2024 requested that protected left-turn signals (green arrow phases) be added to better accommodate left turns from Park Avenue. This will require further evaluation of vehicle turning paths and modifications to the traffic signal. DTM anticipates implementing this modification in FY26 should preliminary engineering confirm that the existing signal can be modified without requiring more comprehensive upgrades. While helpful, the effectiveness of protected left-turns here will be somewhat limited by the lack of an exclusive left turn lane under the present four-lane configuration.

Relocating the Exit for 575 Park Avenue

DTM participated in a meeting with the District 4 and District 5 Councilors and operators of 575 Park Ave. to discuss options for better addressing vehicles exiting the site. DTM recommended utilizing Beaver Street for exiting traffic and making the Park Avenue driveway an entrance only. This change would necessitate making a short section of Beaver Street two-way, extending from the northerly car wash driveway to Park Avenue. It would also require the introduction of traffic control at the intersection, either by adding east facing signal faces to the

existing traffic signal or treating the westbound movement as a right-turn only controlled by STOP sign control.

Longer-term reconfiguration

Longer-term, the intersection should be reconfigured to improve alignment between Lovell Street and Beaver Street, eliminate the high-speed slip lane, and upgrade the traffic signal to current standards. No such improvements are currently planned or programmed, but this work could be conducted either as an independent intersection improvement project or in conjunction with a future resurfacing project. The lane configuration of Park Avenue on the segment between Mill Street and Chandler Street should be evaluated at that time to assess the potential for adding left-turn lanes and to confirm a preferred lane configuration that prioritizes safety and meets operational objectives for the entire corridor.

Please advise if you have any questions.

Sincerely,

Stephen S. Rolle, P.E.
Commissioner of Transportation & Mobility

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.11B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached proposed ordinance establishing on-street parking on Grove Street adjacent to Morgan Landing Park, as received from Stephen S. Rolle, Commissioner of Transportation & Mobility, is forwarded for the consideration of your Honorable Body.

The recently completed resurfacing and safety improvements on Grove Street created new on-street parking for Mogan Landing visitors, improving access to this public amenity. An amendment to Schedule IX under Chapter 13, Section 37(Q) of the General Revised Ordinances is needed to ordain parking at this location. I respectfully recommend that the attached proposed ordinance be referred to the Traffic & Parking Committee for a hearing on this ordinance amendment.

Respectfully Submitted,

Eric D. Batista
City Manager

The City of Worcester

Department of Transportation & Mobility
Stephen S. Rolle, P.E., Commissioner
76 E. Worcester Street
P| 508-929-1300 ext. 49500
MOBILITY@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Stephen S. Rolle, P.E., Commissioner of Transportation & Mobility
DATE: June 10, 2025
RE: Establishing on-street parking on Grove Street in the vicinity of Morgan Landing Park

The segment of Grove Street bordering Morgan Landing Park at Indian Lake formerly did not accommodate on-street parking. As a result of the recent resurfacing and safety improvements on this short segment of Grove Street, a parking lane was established immediately adjacent to the park. The parking lane is located between the park entrance and Holden Street and can accommodate approximately 24 parked vehicles, improving access for park visitors and providing guest parking for homes on the opposite side of Grove Street.

The Department of Transportation & Mobility (DTM) does not propose any restrictions to the use of the parking lane initially. Should overnight parking or extended duration parking become problematic, such limitations could be established in the future to address those concerns.

Establishing on-street parking in this location requires an update to the entries in Schedule IX of Chapter 13 Section 37(Q) to remove existing parking restrictions within the parking lane.

DTM recommends that the accompanying ordinance be submitted to City Council for referral to the Traffic & Parking Committee.

Sincerely,

Stephen S. Rolle, P.E.
Commissioner of Transportation & Mobility

Attachment:
Proposed Ordinance

AN ORDINANCE AMENDING SECTION 37(Q) OF CHAPTER 13 OF THE REVISED ORDINANCES OF 2008 TO ESTABLISH ON-STREET PARKING ON A PORTION OF GROVE STREET ADJACENT TO MORGAN LANDING PARK

Be It Ordained by the City Council of the City of Worcester as follows:

Section 37(q) of Chapter 13 of the Revised Ordinances of 2008 be and is hereby amended by deleting in Schedule IX the provision for:

Grove Street, Both sides, from a point 400' west of Indian Lake Parkway to Holden Street, "No Parking Anytime Tow Away Zone"

the inserting thereof the following new provisions:

Grove Street, Both sides, from a point 400' west of Indian Lake Parkway to a point 790' north of Eagle Road, "No Parking Anytime Tow Away Zone"

Grove Street, Both sides, from a point 1325' north of Eagle Road to Holden Street, "No Parking Anytime Tow Away Zone"

Grove Street, West side, from a point 790' north of Eagle Road to a point 1325' north of Eagle Road, "No Parking Anytime Tow Away Zone"

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.11C

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached proposed ordinance establishing on-street parking, including spaces designated for handicapped placard holders, on Main Street, and Franklin Street adjacent to City Hall, as received from Stephen S. Rolle, Commissioner of Transportation & Mobility, is forwarded for the consideration of your Honorable Body.

In support of operational changes to enhance security, the garage at City Hall will be available for use by employees only. Other visitors to City Hall may take advantage of on-street (metered spaces are currently free for the first 15 minutes of use) and off-street parking options downtown or Worcester Regional Transportation Authority bus services. Additionally, we have made recent efforts to decentralize services beyond City Hall, and residents are encouraged to utilize the Worcester 311 Customer Service Center and worcesterma.gov to conduct municipal business when applicable.

To improve convenient access for short-term visitors and those with disabled plates/placards, we propose to establish nine new 30-minute limit on-street parking spaces in front of City Hall on Main Street, and two handicapped parking spaces on Franklin Street on the south side of City Hall. I respectfully recommend that the attached proposed ordinance be referred to the Traffic & Parking Committee for a hearing on this proposed ordinance amendment. Additionally, a vote tonight on the accompanying Order will enable implementation of these proposed parking changes on a temporary basis starting this month.

Respectfully Submitted,

Eric D. Batista
City Manager

Department of Transportation & Mobility
Stephen S. Rolle, P.E., Commissioner
76 E. Worcester Street
P| 508-929-1300 ext. 49500
MOBILITY@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Stephen S. Rolle, P.E., Commissioner of Transportation & Mobility
DATE: June 10, 2025
RE: Expanding on-street parking opportunities at Worcester City Hall

Security enhancements being implemented at City Hall include the consolidation of public access to a single building entry. As a result, the parking garage under the Worcester Common Plaza will be restricted to eligible City of Worcester employees only.

Once the garage parking restrictions are started, non-employee visitors who drive to City Hall will need to choose from one of several other nearby parking options. On-street parking is provided on Main Street, Front Street, Federal Street, and other locations near City Hall. Most of these spaces have a 2-hour limit and are metered ($1.50 per hour). Longer-term parkers may find one of the many public parking garages or parking lots downtown more convenient. These include municipally operated Pearl Elm garage (900 ft), Federal Plaza garage (900 ft), Worcester Common garage (1500 ft), and the McGrath (Library) lot (1500 ft). In addition, City Hall is conveniently served by Worcester Regional Transportation Authority (WRTA) routes 2, 3, 6, 7, 19, 27, 31 and 33.

The Department of Transportation & Mobility (DTM) was asked to evaluate additional opportunities to enhance access to City Hall. A top priority was establishing convenient, nearby access for visitors with disability plate/placards as well as those making quick trips to City Hall. As a result of this effort, the following opportunities were identified:

- Parking is currently restricted in front of City Hall on Main Street. DTM has prepared a parking layout that will accommodate approximately nine vehicles in front of City Hall while retaining the WRTA bus stop near the Front Street intersection. The accompanying proposed ordinance will establish parking in these spaces with 30-minute time limits and no charge between 8 am and 5 pm. Between 5 pm and 2 am, the spaces will operate without time restrictions or fees. No parking will be allowed overnight (2 am to 6 am).
- An existing parking lane on Franklin Street adjacent to City Hall is currently limited to commercial vehicle parking. The front portion of this parking lane will be converted to two handicapped parking spaces, which will feature wider parking spaces (12 ft) and an unobstructed curb that can accommodate wheelchair lift operations. A new curb ramp will also be placed to directly access these spaces.

- The remaining 40 feet of space within the Franklin Street parking lane will remain designated for commercial vehicles from 6:00 am to 11:00 am, but then transition to 30-minute parking with no charge after 11:00 am.
- The WRTA stops on Front Street will remain, but lane markings will be added to reinforce that these spaces are reserved for transit vehicles only.

These changes will require modifications to the on-street parking regulations in this location and require an update to the entries in Schedule I of Chapter 13 Sections 42 and 39, as well as the Commercial Load Zone schedule under Chapter 13 Section 46.

DTM recommends that the accompanying ordinance be submitted to City Council for referral to the Traffic & Parking Committee. So that these changes can be implemented immediately, DTM also recommends approval of the accompanying Order that these changes be implemented as experimental traffic regulations for 90 days under Chapter 13 Section 6.

Sincerely,

Stephen S. Rolle, P.E.
Commissioner of Transportation & Mobility

Attachments:
Proposed Ordinance
Proposed Order allowing for trial implementation
Proposed parking plan

CITY OF WORCESTER

ORDERED: That

The City Manager is hereby requested, under the authority of section 7 of Chapter 13 of the Revised Ordinances of Worcester, to implement for a 90-day trial period thirty-minute time-limited parking on Main Street in front of City Hall between 8 a.m. and 5 p.m. weekdays and prohibit parking between 2 a.m. and 6 a.m. in these space spaces; and to establish two parking spaces for handicapped plate or placard vehicles only on the Franklin Street side of City Hall.

AN ORDINANCE AMENDING SECTIONS 42 and 46 OF CHAPTER 13 OF THE REVISED ORDINANCES OF 2008 TO MODIFY ON-STREET PARKING ON PORTIONS OF MAIN STREET AND FRANKLIN STREET ADJACENT TO WORCESTER CITY HALL

Be It Ordained by the City Council of the City of Worcester as follows:

PART I

Section 42 of Chapter 13 of the Revised Ordinances of 2008 be and is hereby amended by deleting in Schedule I the provision for:

Main Street, East side, from a point 40' north of Front Street to a point 60' south of Franklin Street, "No Parking Anytime"

the inserting thereof the following new provisions:

Main Street, East side, from a point 40' north of Front Street to a point 100' south of Front Street, "No Parking Anytime"

Main Street, East side, from a point 100' south of Front Street to Franklin Street, "30-minute parking, 8am to 5pm Mon-Friday; No Parking Anytime 2am to 6am"

PART II

Section 42 of Chapter 13 of the Revised Ordinances of 2008 be and is hereby amended by inserting in Schedule I, thereof, after the provision for:

Franklin Street, North side, from Peabody Street to Easterly dead end, "No Parking Anytime"

the following new provisions:

Franklin Street, North side, from Main Street to a point 92' east of Main Street, "No Parking Anytime"

Franklin Street, North side, from a point 92' east of Main Street to a point 140' east of Main Street, "No Parking Reserved for HP or Placard Vehicle"

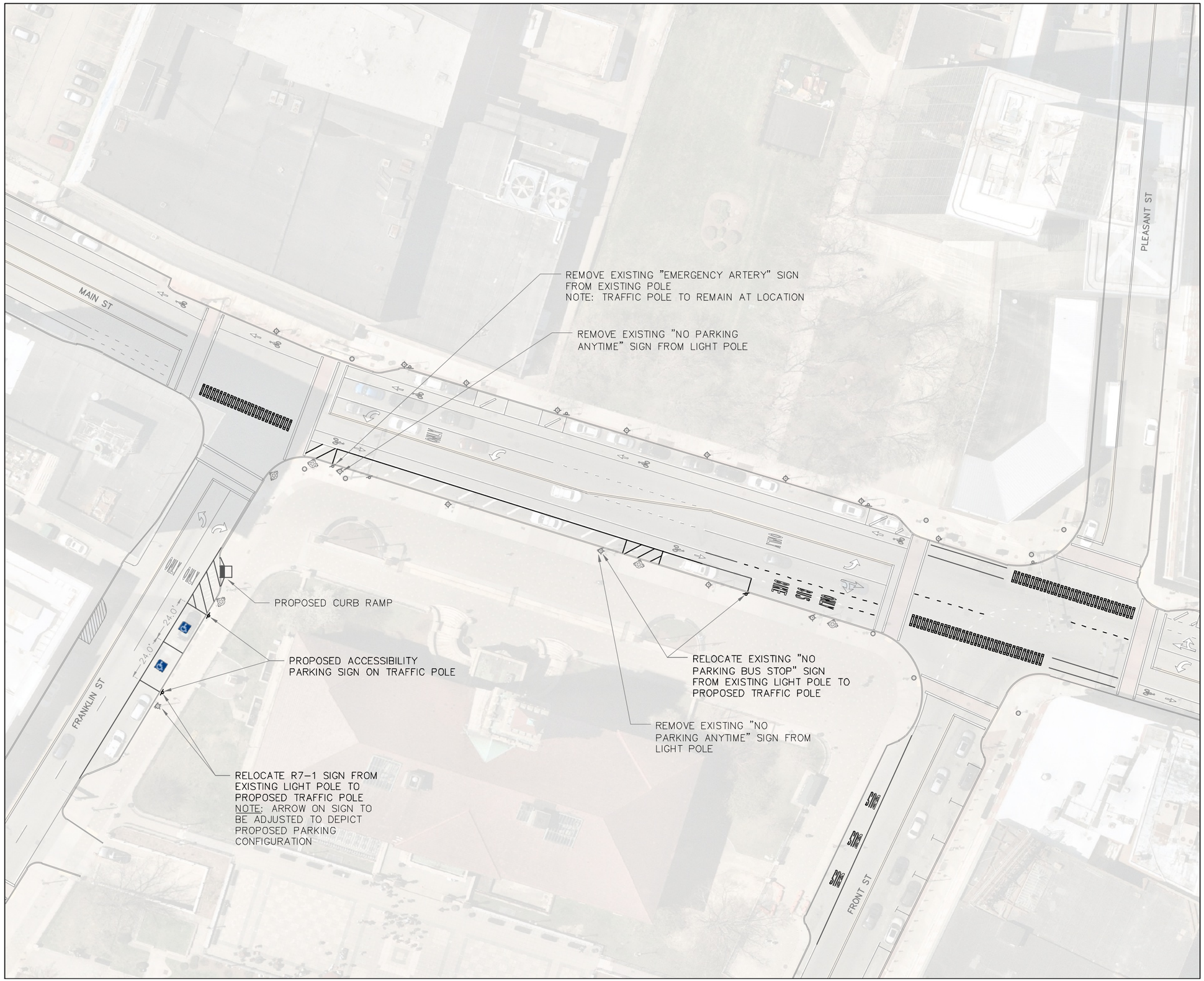
PART III

Section 46 of Chapter 13 of the Revised Ordinances of 2008 be and is hereby amended by inserting in the Commercial Loading Zones Schedule, thereof, after the provision for:

Foster Street, South side, from Norwich Street to a point 20' east of Norwich Street, “8am-6pm”

the following new provision:

Franklin Street, North side, from a point 140’ east of Main Street to a point 180’ south of Seymour Street, “7am-4pm”



CITY OF WORCESTER
DEPARTMENT OF TRANSPORTATION AND MOBILITY

PROPOSED PLAN
FOR
455 MAIN ST

NOTES

THIS IS A CONCEPT PLAN ONLY AND DID NOT INCLUDE FIELD SURVEY, UTILITY INFORMATION, OR RIGHT-OF-WAY RESEARCH. THE PROPOSED FEATURES ARE DEPICTED AS APPROXIMATE ONLY

DRAWN BY
PSC

DATE
6/2/2025

N

SHEET
D-2

TRAFFIC SIGNS & CURB

0 40 80 Feet

SCALE: 1" = 40'

REVISIONS

NO.	BY	DATE	DESCRIPTION

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.26A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to the status of CSX funding as received from Timothy J. McGourthy, Chief Financial Officer, is forwarded for the information of your Honorable Body.

The CSX Community Investment Fund was established in 2010 as a result of a Memorandum of Agreement (MOA) among the City of Worcester, the Massachusetts Department of Transportation (MassDOT), and CSX Corporation (CSX). As one element of the agreement, the MOA created a Neighborhood Improvement Fund (Fund) to "...foster economic development in the Worcester Facility area of the City...." The Fund included $1M to be divided among Shrewsbury Street, Grafton Street, and the Canal District neighborhoods, as well as an additional $1M committed by former City Manager Michael O'Brien from anticipated Gate Fees collected per the terms of the MOA. The result was $666,666 for each neighborhood impacted per the MOA. A Neighborhood Advisory Committee appointed by City Manager O'Brien in 2013 made a number of recommendations which were submitted to and approved by City Council. As Mr. McGourthy highlights, we have identified one prior project that did not have a final City Council appropriation – Harding Street improvements – and I am recommending one additional project – $200,000 for Holmes Field lighting – that is a part of the FY26 Capital Budget. I respectfully request your approval of the attached related City Council Orders.

At this time, recognizing that the Gate Fee account has exceeded the originally anticipated $1M, I am willing to commit an additional $1M to the Fund to be divided among the impacted neighborhoods. This would raise each neighborhood's allotment to $999,999 and allow for additional projects that fulfill the Fund's purpose to support economic development activities within the impacted neighborhoods. I will work with the community and District Councilors to identify worthwhile projects and ensure that CSX remains a valuable asset to the municipality and the region.

Respectfully submitted,

Eric D. Batista
City Manager

Administration & Finance
Timothy J. McGourthy, Chief Financial Officer
455 Main Street, Worcester, MA 01608
P| 508-799-1225 **F|** 508-799-1097
Treasurer@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Timothy J. McGourthy, Chief Financial Officer
DATE: June 10, 2025
RE: CSX Community Investment Fund

Per your request, I offer the following update on the CSX Community Investment Fund.

As you know, the CSX Community Investment Fund was established in 2010 as a result of a Memorandum of Agreement (MOA) among the City of Worcester (City), the Massachusetts Department of Transportation (MassDOT), and CSX Corporation (CSX). This MOA laid out terms related to infrastructure improvements and community investments in Worcester in support of MassDOT's purchase of land and rail right-of-way from CSX, leading to an enhanced commuter rail system between Boston and Worcester and the establishment of an expanded CSX facility in Worcester.

Article 3 of the MOA provided for the creation of a Neighborhood Improvement Fund (Fund) to "...foster economic development in the Worcester Facility area of the City..." The Fund was to be seeded by a $4M contribution from CSX as well as annual Gate Fee payments made by CSX equaling $1 for each loaded revenue container or trailer that enters or leaves the facility.

Of the original $4M contribution, $3M was allocated to "aquatics" at East Park and Holmes Field while $1M was to be divided equally between the Shrewsbury Street, Grafton Street, and Canal District neighborhoods. Utilizing the $3M, a spray park was built at East Park, but the Holmes Field neighbors requested non-aquatic enhancements to the park instead. Of the remaining $1M designated for neighborhood-based projects, former City Manager Michael O'Brien established a Neighborhood Advisory Committee in 2013, which met to review and recommend certain projects for consideration as allowed for within the MOU. While this original $1M allocation would provide $333,333 per neighborhood, the City Manager also agreed to forward fund $1M in Gate Fee contributions, thereby increasing each neighborhood's allocation to $666,666.

The following is a summary of current balances within each neighborhood's Neighborhood Investment Fund allocation.

Neighborhood Investment Fund			
Neighborhood	**Allocation**	**Appropriated**	**Remaining**
Shrewsbury Street	$666,666	$422,289	$244,377
Grafton Hill	$666,666	$485,216	$181,450
Canal District	$666,666	$445,166	$221,500

For greater detail, the following projects within each neighborhood were funded.

Shrewsbury Street Neighborhood Improvement Projects	**Appropriated Funds**	**CC Vote**
33% or 1/3 of total cost for ShotSpotter program ($434,000)	$144,666	11/19/13
EcoTarium West Project	$50,000	6/17/14
Worcester East Middle School Sign	$2,500	11/18/14
North High School Van	$10,000	11/18/14
Shrewsbury Street & Union Hill Security Cameras	$19,000	12/2/14
Crosswalk Beacon at Summer Street Crosswalk at Washington Square	$15,132	9/1/15
Shrewsbury Street Sidewalk Repairs	$64,341	9/1/15
Crosswalk Beacon at Shrewsbury Street between Mulberry Street and Leo Turo Way	$15,132	9/1/15
East Park Improvements	$80,000	6/5/18
Crosswalk Beacons at Shrewsbury and Lyon, Prentice, and Seward Streets	$21,518	6/19/18
TOTAL:	**$422,289**	

Grafton Hill Neighborhood Improvement Projects	**Appropriated Funds**	**CC Vote**
33% or 1/3 of total cost for ShotSpotter program ($434,000)	$144,666	11/19/13
EcoTarium West Project	$50,000	6/17/14
Grafton Street Elementary School - Playground Improvements	$83,312	9/16/14
Worcester East Middle School Sign	$2,500	11/18/14
North High School Van	$10,000	11/18/14
Shrewsbury Street & Union Hill Security Cameras	$35,000	12/2/14
Grafton Street Elementary School - Educational Equipment	$149,688	6/9/15
Shale Street Playground Improvements - Survey & Plans	$10,050	1/12/16
TOTAL:	**$485,216**	

Canal District Neighborhood Improvement Projects	Appropriated Funds	CC Vote
33% or 1/3 of total cost for ShotSpotter program ($434,000)	$144,666	11/19/13
Worcester East Middle School Sign	$500	11/18/14
Harding Street Streetscape Improvements	$300,000	*
TOTAL:	**$445,166**	

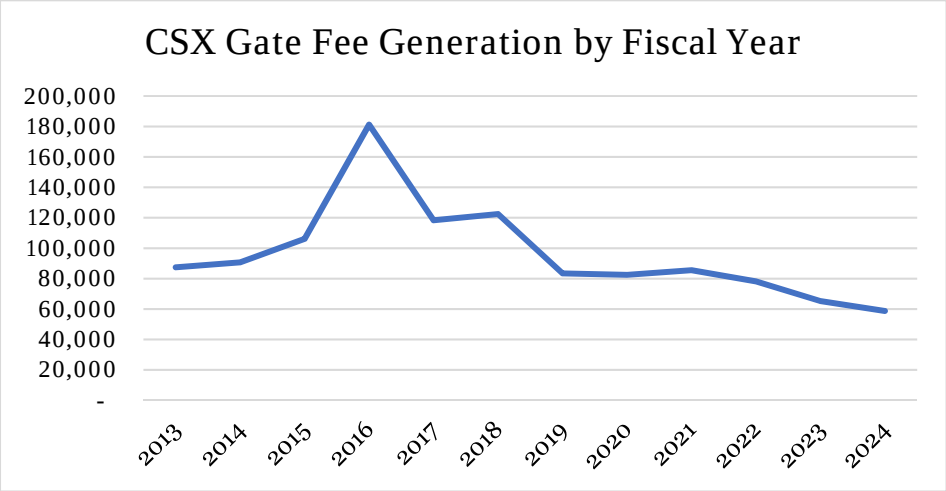
**While Harding Street Streetscape Improvements were recommended by the Neighborhood Advisory Committee on Oct. 10, 2013, it does not appear that City Council voted on the appropriation. I attach a City Council Order authorizing the transfer.*

It is important to note that in two neighborhoods, projects that were originally recommended for appropriation were ultimately discontinued. In Grafton Hill, the initial survey and plans for Shale Street Playground Improvements resulted in a determination to discontinue that project, which had been recommended for $107,950. In the Canal District, Tobias Boland Plaza and Enhancements to Kelley Square were originally recommended but ultimately were discontinued when private funding was identified and the Commonwealth reconstructed Kelley Square.

While the Neighborhood Advisory Committee no longer meets, the City Administration, working with District Councilors, has continued to review projects for compatibility with CSX funding. In the last year, a new project was identified for appropriation within the designated neighborhoods. At Holmes Field, community members have identified the need for lighting within the playing fields. The municipality's FY26 capital budget includes a $200,000 amount for this project that would be funded by the Shrewsbury Street Neighborhood Improvement Fund allocation. I attach a City Council Order authorizing this project.

<u>Gate Fees</u>

Finally, as requested, I offer a history of the Gate Fees that have been transferred to the municipality since 2013. To date, the municipality has received $1,160,072 in Gate Fees from CSX, although the account currently holds $1,058,554 due to two Neighborhood Improvement Fund expenditures in FY18 directly from the Gate Fees (the June 2018 East Park & Shrewsbury Street Beacons). This fund will be further reduced with the appropriations requested above. Gate Fee revenues hit a high in FY16 but have been decreasing over the years, resulting in a low of $58,786 in FY24. The below graph illustrates collections over these years.



Gate Fees are expected to expire after FY32, per the terms of the MOA.

Sincerely,

Timothy J. McGourthy
Chief Financial Officer

City of Worcester

BE IT ORDERED that the City Auditor be and hereby is authorized, empowered and requested under the direction of the City Manager to cause the sum of Two Hundred Thousand Dollars and No Cents ($200,000.00) be transferred from FD303, GFT-1138 (Gate Fees) to PRJ-100035 (Holmes Field) for lighting improvements made to Holmes Field utilizing CSX Neighborhood Improvement Funds.

City of Worcester

BE IT ORDERED that the City Auditor be and hereby is authorized, empowered and requested under the direction of the City Manager to cause the sum of Three Hundred Thousand Dollars and No Cents ($300,000.00) be transferred from FD303, GFT-1138 (Gate Fees) to PRJ-100161 (Resurfacing) for improvements made to Harding Street at the recommendation of the CSX Neighborhood Advisory Committee.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.26B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to the financial update for the period ending March 31, 2025, as received from Timothy J. McGourthy, Chief Financial Officer, is forwarded for the information of your Honorable Body.

This report represents the first nine months of Fiscal Year 2025. Recognizing we are three quarters of the way through the fiscal year, property tax collections and local receipts are stable, with no cause for concern at this time. Based on the Commonwealth's final FY25 Budget, we received a slight increase of approximately $0.3M in budgeted State Aid revenues, primarily in the area of general government aid. Revenues received as of March 31, 2025 are at 75% of the FY25 City budget.

As with revenues, we have not identified any issues with expenditures at this time. Expenditures as of March 31, 2025 are at 71% of the FY25 municipal budget, which is slightly lower than this same time last fiscal year. Free Cash has been certified in the amount of $25.2M and was submitted to this Honorable Body on Nov. 19, 2024. The Free Cash budget adjustments are reflected in the attached financial report.

We do not see any issues in our enterprise funds. Green Hill Golf Course revenues are higher than this same time last fiscal year, while Water and Sewer enterprises appear generally stable.

We remain vigilant in monitoring the finances of the municipality and continue to request that departments be thoughtful with their budgets as we navigate the financial needs of the municipality throughout the fiscal year. I will provide City Council with monthly updates so that we can identify solutions to financial issues as they arise.

Respectfully submitted,

Eric D. Batista

City Manager

Administration & Finance
Timothy J. McGourthy, Chief Financial Officer
455 Main Street, Worcester, MA 01608
P| 508-799-1225 **F|** 508-799-1097
Treasurer@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Timothy J. McGourthy, Chief Financial Officer
DATE: June 10, 2025
RE: March 2025 Financial Update

Enclosed for your review and transmission to City Council is a financial update covering Fiscal Year 2025 (FY25) as of March 31, 2025. As done in the past, this format is designed to closely match the City's Annual Comprehensive Financial Report (ACFR) for ease of comparison. It contains a *Schedule of Revenues, Expenditures, and Change in Fund Balance,* a *Schedule of Revenues*, and a *Schedule of Expenses*. For comparative purposes, the respective periods of the prior fiscal year are also provided.

The attached financial reports represent revenues and expenditures for nine months of the fiscal year ending June 30, 2025, or 75% of the total fiscal year. While there are items to note, certain revenues and expenses are realized at different points in the fiscal year.

Property Tax Collections: Property tax collections are stable and have a collection rate of 74% of the FY25 budget as of March 31, 2025. It is important to note that property tax collections are billed quarterly and are generally weighted toward the second half of the fiscal year after actual real estate and personal property tax bills are issued.

Intergovernmental (State Aid): When developing the FY25 operating budget, the Governor's Budget Proposal amounts were used to estimate State Aid receipts. Since the time the municipality's budget was developed, State Aid figures have increased slightly in general government aid categories. The Fiscal Year 2025 Budget Adjustments memo submitted to City Council on Nov. 19, 2024, proposed necessary changes to the budget to accommodate the modified State Aid figures.

Local Receipts: The FY25 budget assumed moderate estimates in local receipts. As of March 31, 2025, local receipts are $48.2M or 85% of the budgeted amounts, which is approximately $3.4M less than the same time last fiscal year. This decrease is mainly attributable to the timing of receipts being posted in the municipality's financial system. Local receipt categories will be monitored throughout the fiscal year so that areas of concern can be identified in a timely manner.

Expenses: As of March 31, 2025, expenditures are at 71% of the budgeted amounts. Expenditures are trending slightly lower than revenues at this point in the fiscal year. Fixed

costs are at a higher expenditure percentage, which is to be expected at this time of the fiscal year. Certain fixed costs, such as contributory pensions, are fully expended at the beginning of the fiscal year and will be offset with future departmental credits. As always, departmental expenditures are being closely monitored to ensure that they are necessary and appropriate.

Administration & Finance will continue to keep you apprised of financial updates on a monthly basis.

Sincerely,

Timothy J. McGourthy
Chief Financial Officer

GENERAL FUND

Schedule of Revenues, Expenditures and

Change in Fund Balance

Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
REVENUES				
Property Taxes	396,160,848	292,050,529	377,780,173	276,334,819
Intergovernmental (State Aid)				
Education	387,684,482	290,763,995	367,359,158	275,774,620
Municipal	52,791,488	39,044,499	51,338,904	37,602,148
Municipal-Other	-	-	-	-
Total-State Aid	440,475,970	329,808,494	418,698,062	313,376,768
Local Receipts	56,665,950	48,225,199	52,827,468	51,670,061
Total Revenue	893,302,768	670,084,223	849,305,703	641,381,648
EXPENDITURES				
General Government	37,089,740	25,342,071	33,462,412	22,582,091
Public Safety	113,591,209	90,403,018	109,157,585	80,952,404
Health and Human Services	5,311,290	2,990,712	5,558,794	3,309,655
Education	493,358,148	319,364,868	461,862,571	326,867,676
Intergovernmental Ed. Assessments	47,689,732	35,640,120	44,036,028	32,885,164
Public Works	30,021,955	19,780,212	27,363,878	16,396,000
Culture and Recreation	15,236,629	11,734,879	14,642,235	9,628,371
Debt-Capital	47,214,226	42,132,805	42,333,297	37,832,840
POB	10,140,583	11,712,948	10,369,848	11,489,041
Fringe Benefits	74,410,412	69,346,176	72,305,794	63,814,488
Contingency	6,944,784	-	4,186,285	-
Intergovernmental Muni. Assessments	4,992,730	3,954,153	4,705,146	3,544,789
Total Expenditures and Assessments	886,001,438	632,401,962	829,983,873	609,302,518
Excess (Deficit) of revenues over expenditures	7,301,330	37,682,261	19,321,830	32,079,130
Other Financing Sources/Transfers In (1)	25,350,388	19,012,791	19,113,403	14,335,052
Other Financing Sources/Transfers Out (1)	32,651,718	24,488,789	38,435,233	28,826,425
Premiums on Loan				
Total other financing sources (use)	(7,301,329)	(5,475,998)	(19,321,830)	(14,491,373)
Excess of revenues over expenditures	-	32,206,264	0	17,587,758

(1) Budgeted Other Finance Sources (Transfers in) and Uses (Transfers Out) prorated over 12 months

Subsequent Transfers In and Transfers Out recognized upon City Council approval

GENERAL FUND

Schedule of Revenues

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Property Taxes				
Personal Property	39,616,085	27,500,472	37,506,192	20,154,999
Real Estate	356,544,763	263,172,513	340,273,981	255,619,641
Tax Title		1,377,544		560,179
Property Taxes	**396,160,848**	**292,050,529**	**377,780,173**	**276,334,819**
Motor Vehicle Excise	**16,500,000**	**13,878,207**	**15,750,000**	**13,292,942**
Penalties & Interest on Taxes	**2,682,500**	**2,055,218**	**2,102,500**	**1,966,022**
Other Taxes and in lieu payment				
In Lieu of Taxes		1,146		2,165
Hotel/Motel Meals Tax	6,900,000	5,253,259	6,345,290	5,205,314
Special Assessments	300,000	133,224	300,000	267,745
Other Taxes and in lieu payment	**7,200,000**	**5,387,629**	**6,645,290**	**5,475,223**
Licenses & Permits				
Liquor Licenses	836,500	821,999	766,800	779,660
Licenses & Permits	7,514,050	7,151,488	6,644,650	6,730,893
Licenses and Permits	**8,350,550**	**7,973,487**	**7,411,450**	**7,510,553**
Intergovernmental				
Federal Reimbursement	3,600,000	2,386,589	6,050,000	4,551,557
Loss of Taxes State Land	316,182	236,526	308,772	231,336
Abatements	430,191	166,105	442,129	(347,908)
Urban Renewal				
Veteran's Benefits	874,561	388,160	907,853	455,612
Unrestricted General Government Aid	51,170,554	38,253,708	49,680,150	37,263,108
	52,791,488	39,044,499	51,338,904	37,602,148
Transportation of Pupils		57,253		
Public School Aid (Chapter 70)	377,439,670	283,079,749	357,541,905	268,156,422
Public School Aid (Charter)	10,244,812	7,626,993	9,817,253	7,618,198
	387,684,482	290,763,995	367,359,158	275,774,620
Intergovernmental	**444,075,970**	**332,195,084**	**424,748,062**	**317,928,325**
Fines and Forfeitures				
Court Fines	445,000	380,172	500,000	363,387
Fines	2,388,000	1,990,979	1,658,000	2,101,047
Fines and Forfeitures	**2,833,000**	**2,371,151**	**2,158,000**	**2,464,435**
Interest Income	5,000,000	6,392,965	2,600,000	9,849,312
Premium on Bonds				
Investment Earnings	**5,000,000**	**6,392,965**	**2,600,000**	**9,849,312**
Charges for Service				
Airport	110,000	78,333	110,000	75,000
Park Charges	75,000	68,402	59,500	43,084
Trash Collection Fees	4,250,000	2,566,959	4,250,000	3,427,119
Fees	1,998,900	1,663,051	2,091,350	1,510,395
Hope Cemetery Fees	460,000	351,424	460,000	511,223
Towing Contract Fee	271,000	155,639	271,000	232,811
Charges for Service	**7,164,900**	**4,883,809**	**7,241,850**	**5,799,632**
Miscellaneous				
Sale of Inventory	25,000	98,850	50,000	15
Miscellaneous	3,310,000	2,797,293	2,818,378	760,369
Miscellaneous	**3,335,000**	**2,896,143**	**2,868,378**	**760,384**
Total	**893,302,768**	**670,084,223**	**849,305,703**	**641,381,648**

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
General Government				
Council				
Salaries	601,278	443,801	469,537	279,429
Ordinary Maintenance	40,731	25,381	32,231	34,816
Capital Outlay				
	642,009	469,182	501,768	314,245
Mayor				
Salaries	172,034	124,568	169,208	126,343
Ordinary Maintenance	14,700	8,189	8,000	9,906
	186,734	132,757	177,208	136,249
Manager				
Salaries				
Executive office	1,666,655	1,033,822	1,211,868	905,646
Planning and Development	2,244,919	1,464,006	2,083,769	1,231,341
Ordinary Maintenance				
Executive office	129,552	54,379	131,252	89,495
Planning and Development	1,097,509	417,135	558,509	250,034
Tourism Promotion				
Capital				
Overtime		3,040		
	5,138,635	2,972,381	3,985,398	2,476,516
Auditor				
Salaries	733,656	434,423	639,569	439,463
Ordinary Maintenance	95,707	86,481	91,873	75,686
Capital				
Overtime	5,000	3,194	5,000	2,543
	834,363	524,098	736,442	517,691
Administration and Finance				
Salaries	749,807	422,237	734,047	355,409
Ordinary Maintenance	126,251	107,133	123,490	94,656
Capital				
Overtime				
	876,058	529,370	857,537	450,066
Treasurer and Collector				
Salaries	1,446,035	813,250	1,336,373	682,883
Ordinary Maintenance	941,657	990,233	690,317	1,234,021
Capital				
Overtime	25,500	26,047	25,500	15,431
	2,413,192	1,829,531	2,052,190	1,932,335
Public Facilities				
Salaries	1,592,849	989,698	1,429,883	928,295
Ordinary Maintenance	2,166,120	1,414,456	1,963,467	1,389,797
Capital	100,000	35,252	100,000	63,640
Overtime	17,100	20,833	17,100	25,620
	3,876,069	2,460,239	3,510,450	2,407,352

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Sustainability & Resilience				
Salaries	302,816	253,994	278,867	209,042
Ordinary Maintenance	272,629	87,490	235,847	134,625
Capital	-		-	
Overtime	12,500	4,136	12,500	5,009
	587,945	345,620	527,214	348,676
Assessor				
Salaries	744,396	468,821	717,465	393,877
Ordinary Maintenance	449,240	238,490	451,240	255,509
Overtime	500		500	
	1,194,136	707,311	1,169,205	649,386
Law				
Salaries	1,496,662	940,321	1,454,456	796,319
Ordinary Maintenance	190,298	337,612	405,298	470,815
Casualty Insurance	365,160	133,756	353,665	142,084
Court Judgments	2,579,458	980,999	2,000,000	343,865
	4,631,578	2,392,688	4,213,419	1,753,083
Clerk				
Salaries	982,747	735,391	981,640	785,063
Ordinary Maintenance	169,344	28,161	74,518	40,727
Overtime	1,000	1,752	1,000	293
	1,153,091	765,305	1,057,158	826,083
Election Commission				
Salaries	633,908	368,600	940,913	394,663
Ordinary Maintenance	173,129	178,909	284,829	234,087
Capital Outlay				
Overtime	235,000	298,140	10,000	155,627
	1,042,037	845,650	1,235,742	784,377
Purchasing				
Salaries	398,562	200,343	328,160	158,057
Ordinary Maintenance	21,088	9,749	21,088	6,466
	419,650	210,092	349,248	164,523
Innovation & Technology				
Salaries	3,283,136	2,266,107	3,094,877	2,115,111
Ordinary Maintenance	7,359,898	6,618,382	7,031,247	5,973,759
Capital				
Overtime	20,000	2,361	20,000	5,927
	10,663,034	8,886,850	10,146,124	8,094,797
Human Resources				
Salaries	1,885,282	1,211,934	1,480,995	951,683
Ordinary Maintenance	690,448	594,866	712,891	494,908
Overtime	5,000	14,648	5,000	922
	2,580,730	1,821,448	2,198,886	1,447,512
Diversity & Inclusion				
Salaries	598,034	388,418	491,978	143,507
Ordinary Maintenance	252,445	61,132	252,445	135,693
Overtime	-		-	
	850,479	449,549	744,423	279,200
Total General Government	37,089,740	25,342,071	33,462,412	22,582,091

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Public Safety				
Police				
Salaries	52,240,781	40,302,149	47,119,850	34,769,350
Ordinary Maintenance	4,122,623	2,775,325	3,743,191	2,858,854
Capital	40,000	15,302	30,000	22,206
Overtime	4,600,000	3,704,599	4,600,000	3,677,482
	61,003,404	46,797,375	55,493,041	41,327,892
Fire				
Salaries	39,667,217	30,755,671	40,592,756	28,904,536
Ordinary Maintenance	1,998,072	1,230,842	1,895,019	1,227,880
Capital	143,000	16,401	113,453	
Overtime	2,359,192	3,560,632	2,359,192	3,428,563
	44,167,481	35,563,546	44,960,420	33,560,979
Inspectional Services				
Salaries	4,745,410	3,402,743	4,628,210	3,039,527
Ordinary Maintenance	257,623	186,210	278,152	191,023
Capital		9,000		
Overtime	28,000	18,577	28,000	45,080
	5,031,033	3,616,530	4,934,362	3,275,630
Communications				
Salaries	2,019,326	2,541,304	1,865,797	1,299,851
Ordinary Maintenance	1,137,647	1,070,720	1,189,647	996,184
Capital		6,650		3,495
Overtime	232,318	806,892	714,318	488,373
	3,389,291	4,425,567	3,769,762	2,787,902
Total Public Safety	113,591,209	90,403,018	109,157,585	80,952,404
Health and Human Services:				
Health and Human Services				
Salaries	1,256,653	594,616	1,392,926	840,132
Ordinary Maintenance	1,798,088	871,794	1,959,030	827,616
Capital Outlay				
	3,054,741	1,466,410	3,351,956	1,667,748
Health				
Salaries	922,717	562,452	914,217	683,083
Ordinary Maintenance	46,417	16,433	36,417	18,648
Overtime	500	286	500	433
	969,634	579,171	951,134	702,164
Elder Affairs				
Salaries	590,725	431,066	557,414	406,821
Ordinary Maintenance	496,190	386,718	498,290	391,520
Capital				
Overtime				
	1,086,915	817,784	1,055,704	798,341
Workforce Investment Board				
Salaries	109,000	61,155	109,000	83,881
Ordinary Maintenance	91,000	66,193	91,000	57,521
	200,000	127,348	200,000	141,402
Total Health and Human Services	5,311,290	2,990,712	5,558,794	3,309,655

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Education:				
Public Schools				
Salaries	325,878,562	201,384,327	314,206,865	206,281,686
Ordinary Maintenance	68,018,821	43,599,002	60,099,201	47,160,140
Capital	8,101,706	92,609	512,581	472,805
Fringe Benefits	88,753,302	71,704,085	84,440,283	69,797,249
Overtime	2,605,757	2,584,845	2,603,641	3,155,796
Total Education	493,358,148	319,364,868	461,862,571	326,867,676
Public Works				
Department of Public Works				
Salaries	6,162,177	3,025,091	6,016,813	2,432,359
Ordinary Maintenance	8,792,175	6,853,295	8,631,162	6,645,470
Capital	2,765,000	211,086		
Overtime	1,058,223	878,692	916,529	807,150
Snow and ice removal	5,500,000	4,663,228	6,000,000	2,878,404
Street Lighting	1,495,490	1,214,445	1,495,490	956,088
	25,773,065	16,845,836	23,059,994	13,719,472
Transportation & Mobility				
Salaries	1,728,785	1,032,537	1,593,779	970,094
Ordinary Maintenance	1,591,800	1,148,820	1,631,800	747,669
Capital	225,000	44,352	250,000	128,519
Overtime	25,000	30,362	25,000	26,941
	3,570,585	2,256,071	3,500,579	1,873,223
Union Station				
Ordinary Maintenance	678,305	678,305	803,305	803,305
	678,305	678,305	803,305	803,305
Total Public Works	30,021,955	19,780,212	27,363,878	16,396,000
Culture and Recreation:				
Parks and Cemetery				
Salaries	4,511,823	3,528,466	5,196,623	3,204,388
Ordinary Maintenance	3,305,956	2,107,900	2,202,155	1,390,044
Capital		105,388		
Overtime	529,062	588,117	529,062	492,488
	8,346,841	6,329,871	7,927,840	5,086,920
Public Library				
Salaries	4,867,710	3,902,500	4,729,804	3,167,448
Ordinary Maintenance	1,808,083	1,329,223	1,770,596	1,242,445
Capital				
Overtime	123,795	91,102	123,795	85,057
	6,799,588	5,322,825	6,624,195	4,494,951
Auditorium:				
Ordinary Maintenance	90,200	82,183	90,200	46,500
	90,200	82,183	90,200	46,500
Total Culture and Recreation	15,236,629	11,734,879	14,642,235	9,628,371

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Intergovernmental:				
Mosquito Control	193,889	145,422	185,108	138,825
Regional Planning	65,281	65,280	63,688	63,688
Regional Transit Authority	4,192,482	3,144,366	4,062,816	3,047,112
Air pollution control	54,958	41,220	53,714	40,293
Registry Parking Ticket Surcharge	486,120	557,865	339,820	254,871
	4,992,730	3,954,153	4,705,146	3,544,789
Charter Schools	43,479,298	32,617,213	39,930,237	29,810,015
School Choice	3,899,644	2,789,807	3,889,162	2,873,885
Special Education-Chapter 766	310,790	233,100	216,629	201,264
	47,689,732	35,640,120	44,036,028	32,885,164
Total Intergovernmental	52,682,462	39,594,273	48,741,174	36,429,953
Debt Service:				
Principal	33,830,809	30,836,060	31,391,367	28,357,914
Interest	13,383,417	11,296,745	10,941,930	9,474,926
Debt Service Capital Total	47,214,226	42,132,805	42,333,297	37,832,840
Pension obligation bond City	10,140,583	11,712,948	10,369,848	11,489,041
Pension obligation bond Enterprise				
Pension obligation bond School				
	10,140,583	11,712,948	10,369,848	11,489,041
Total Debt Service	57,354,809	53,845,753	52,703,145	49,321,881
Fringe Benefit:				
Retirement				
Contributory pensions: City	38,764,693	39,717,645	37,713,980	39,033,885
Contributory pensions: Schools				
Noncontributory pensions: City				
Noncontributory pensions: Schools				
	38,764,693	39,717,645	37,713,980	39,033,885
Workers' and Unemployment: comp				
Workers' compensation: City	1,336,673	674,559	1,335,759	557,194
Workers' compensation: Schools				
Injured on Duty	1,333,767	403,734	1,331,371	475,753
Unemployment Compensation: City	119,840	113,388	119,840	(27,366)
Unemployment Compensation: School				
	2,790,280	1,191,681	2,786,970	1,005,581
Group Insurance				
Municipal Departments	32,855,439	28,436,851	31,804,844	23,775,021
Public Schools (2)				
	32,855,439	28,436,851	31,804,844	23,775,021
Total Fringe Benefits	74,410,412	69,346,176	72,305,794	63,814,488
Contingency	6,944,784		4,186,285	
Total Expenditures	886,001,438	632,401,962	829,983,873	609,302,518

GOLF ENTERPRISE FUND
Schedule of Revenues, Expenditures and
Changes in Fund Balance
Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Revenues				
-Fees	1,873,173	1,287,060	1,807,555	948,927
-Miscellaneous				
Total revenues	1,873,173	1,287,060	1,807,555	948,927
Expenditures				
-Salaries and benefits	552,355	387,752	522,285	367,724
-Ordinary Maintenance	1,052,720	725,362	1,015,820	752,361
-Debt service	225,092	225,091	226,923	226,923
-Indirect Costs	43,006	43,006	42,527	42,527
Total Expenditures	1,873,173	1,381,211	1,807,555	1,389,535
Excess (deficiency) of revenues over expenditure	-	(94,150)	-	(440,608)
Other financing sources (uses)				
-Transfers In				
-Transfers (out) for pension bond				
Total other financing sources/uses	-	-	-	-
Net changes in fund balance	-	(94,150)	-	(440,608)

SEWER ENTERPRISE FUND
Schedule of Revenues, Expenditures and
Changes in Fund Balance
Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Revenues				
-Fees	53,102,943	36,912,754	51,090,721	35,122,077
-Miscellaneous				
Total revenues	53,102,943	36,912,754	51,090,721	35,122,077
Expenditures				
-Salaries and benefits	8,930,643	6,299,817	8,590,217	5,778,928
-Ordinary Maintenance	27,749,513	26,477,599	26,529,515	19,717,219
-Capital	24,500	330	24,500	14,582
-Debt service	12,430,303	12,432,721	12,045,907	11,919,880
-Indirect Costs	3,967,984	3,967,984	3,900,582	3,900,582
Total Expenditures	53,102,943	49,178,452	51,090,721	41,331,191
Excess (deficiency) of revenues over expenditure	-	(12,265,697)	-	(6,209,114)
Other financing sources (uses)				
-Transfers In				
-Transfers (out) for pension bond				
Total other financing sources/uses	-	-	-	-
Net changes in fund balance	-	(12,265,697)	-	(6,209,114)

WATER ENTERPRISE FUND

Schedule of Revenues, Expenditures and

Changes in Fund Balance

Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 3/31/25)	FY 24 Budget	FY 24 Actual (as of 3/31/24)
Revenues				
-Fees	30,487,304	24,443,158	29,425,128	23,085,529
-Miscellaneous				
Total revenues	30,487,304	24,443,158	29,425,128	23,085,529
Expenditures				
-Salaries and benefits	14,737,605	9,607,158	14,146,752	8,811,857
-Ordinary Maintenance	4,947,929	4,316,022	4,751,129	3,784,519
-Capital	25,000	6,797	25,000	7,667
-Debt service	7,623,871	7,670,836	7,348,374	7,272,758
-Indirect Costs	3,152,899	3,152,899	3,153,873	3,153,873
Total Expenditures	30,487,304	24,753,712	29,425,128	23,030,674
Excess (deficiency) of revenues over expenditure	-	(310,554)	-	54,856
Other financing sources (uses)				
-Transfers In				
-Transfers (out) for pension bond				
Total other financing sources/uses	-	-	-	-
Net changes in fund balance	-	(310,554)	-	54,856

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.26C

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to the financial update for the period ending April 30, 2025, as received from Timothy J. McGourthy, Chief Financial Officer, is forwarded for the information of your Honorable Body.

This report represents the first 10 months of Fiscal Year 2025. Recognizing we are more than three quarters of the way through the fiscal year, property tax collections and local receipts are stable, with no cause for concern at this time. Based on the Commonwealth's final FY25 Budget, we received a slight increase of approximately $0.3M in budgeted State Aid revenues, primarily in the area of general government aid. Revenues received as of April 30, 2025 are at 89% of the FY25 municipal budget.

As with revenues, we have not identified any issues with expenditures at this time. Expenditures as of April 30, 2025 are at 78% of the FY25 municipal budget, which is slightly lower than this same time last fiscal year. Free Cash has been certified in the amount of $25.2M and was submitted to this Honorable Body on Nov. 19, 2024. The Free Cash budget adjustments are reflected in the attached financial report.

We do not see any issues in our enterprise funds. Green Hill Golf Course revenues are higher than this same time last fiscal year, while Water and Sewer enterprises appear generally stable.

We remain vigilant in monitoring the finances of the municipality and continue to request that departments be thoughtful with their budgets as we navigate the financial needs of the municipality throughout the fiscal year. I will provide City Council with monthly updates so that we can identify solutions to financial issues as they arise.

Respectfully submitted,

Eric D. Batista
City Manager

Administration & Finance
Timothy J. McGourthy, Chief Financial Officer
455 Main Street, Worcester, MA 01608
P| 508-799-1225 **F**| 508-799-1097
Treasurer@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Timothy J. McGourthy, Chief Financial Officer
DATE: June 10, 2025
RE: April 2025 Financial Update

Enclosed for your review and transmission to City Council is a financial update covering Fiscal Year 2025 (FY25) as of April 30, 2025. As done in the past, this format is designed to closely match the municipality's Annual Comprehensive Financial Report (ACFR) for ease of comparison. It contains a *Schedule of Revenues, Expenditures, and Change in Fund Balance*, a *Schedule of Revenues*, and a *Schedule of Expenses*. For comparative purposes, the respective periods of the prior fiscal year are also provided.

The attached financial reports represent revenues and expenditures for 10 months of the fiscal year ending June 30, 2025, or 84% of the total fiscal year. While there are items to note, certain revenues and expenses are realized at different points in the fiscal year.

Property Tax Collections: Property tax collections are stable and have a collection rate of 94% of the FY25 budget as of April 30, 2025. It is important to note that property tax collections are billed quarterly and are generally weighted toward the second half of the fiscal year after actual real estate and personal property tax bills are issued.

Intergovernmental (State Aid): When developing the FY25 operating budget, the Governor's Budget Proposal amounts were used to estimate State Aid receipts. Since the time the municipality's budget was developed, State Aid figures have increased slightly in general government aid categories. The Fiscal Year 2025 Budget Adjustments memo submitted to City Council on Nov. 19, 2024, proposed necessary changes to the budget to accommodate the modified State Aid figures.

Local Receipts: The FY25 budget assumed moderate estimates in local receipts. As of April 30, 2025, local receipts are $54.2M or 96% of the budgeted amounts, which is approximately $3.5M less than the same time last fiscal year. This decrease is mainly attributable to the timing of receipts being posted in the municipality's financial system. Local receipt categories will be monitored throughout the fiscal year so that areas of concern can be identified in a timely manner.

Expenses: As of April 30, 2025, expenditures are at 78% of the budgeted amounts. Expenditures are trending slightly lower than revenues at this point in the fiscal year. Fixed

costs are at a higher expenditure percentage, which is to be expected at this time of the fiscal year. Certain fixed costs, such as contributory pensions, are fully expended at the beginning of the fiscal year and will be offset with future departmental credits. As always, departmental expenditures are being closely monitored to ensure that they are necessary and appropriate.

Administration & Finance will continue to keep you apprised of financial updates on a monthly basis.

Sincerely,

Timothy J. McGourthy
Chief Financial Officer

GENERAL FUND

Schedule of Revenues, Expenditures and

Change in Fund Balance

Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
REVENUES				
Property Taxes	396,160,848	370,670,195	377,780,173	345,781,645
Intergovernmental (State Aid)				
Education	387,684,482	323,045,416	367,359,158	306,444,663
Municipal	52,791,488	43,641,181	51,338,904	42,008,362
Municipal-Other	-	-	-	-
Total-State Aid	440,475,970	366,686,597	418,698,062	348,453,025
Local Receipts	56,665,950	54,220,330	52,827,468	57,742,302
Total Revenue	893,302,768	791,577,122	849,305,703	751,976,973
EXPENDITURES				
General Government	37,089,740	27,478,373	33,462,412	24,441,012
Public Safety	113,591,209	98,427,236	109,157,585	89,117,861
Health and Human Services	5,311,290	3,376,768	5,558,794	3,683,360
Education	493,358,148	353,832,971	461,862,571	362,132,661
Intergovernmental Ed. Assessments	47,689,732	39,593,689	44,036,028	36,515,286
Public Works	30,021,955	23,711,068	27,363,878	18,976,039
Culture and Recreation	15,236,629	12,749,560	14,642,235	10,800,182
Debt-Capital	47,214,226	42,132,805	42,333,297	39,991,486
POB	10,140,583	11,712,948	10,369,848	11,489,041
Fringe Benefits	74,410,412	71,367,977	72,305,794	65,764,101
Contingency	6,944,784	-	4,186,285	-
Intergovernmental Muni. Assessments	4,992,730	4,386,250	4,705,146	3,931,578
Total Expenditures and Assessments	886,001,438	688,769,645	829,983,873	666,842,607
Excess (Deficit) of revenues over expenditures	7,301,330	102,807,477	19,321,830	85,134,366
Other Financing Sources/Transfers In (1)	25,350,388	21,125,323	19,113,403	15,927,836
Other Financing Sources/Transfers Out (1)	32,651,718	27,209,765	38,435,233	32,029,361
Premiums on Loan				
Total other financing sources (use)	(7,301,329)	(6,084,442)	(19,321,830)	(16,101,525)
Excess of revenues over expenditures	-	96,723,035	0	69,032,841

(1) Budgeted Other Finance Sources (Transfers in) and Uses (Transfers Out) prorated over 12 months

Subsequent Transfers In and Transfers Out recognized upon City Council approval

GENERAL FUND

Schedule of Revenues

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Property Taxes				
Personal Property	39,616,085	36,721,770	37,506,192	24,485,687
Real Estate	356,544,763	332,498,746	340,273,981	320,726,382
Tax Title		1,449,679		569,576
Property Taxes	**396,160,848**	**370,670,195**	**377,780,173**	**345,781,645**
Motor Vehicle Excise	**16,500,000**	**16,856,172**	**15,750,000**	**15,783,960**
Penalties & Interest on Taxes	**2,682,500**	**2,397,749**	**2,102,500**	**2,286,212**
Other Taxes and in lieu payment				
In Lieu of Taxes		1,146		2,165
Hotel/Motel Meals Tax	6,900,000	5,253,259	6,345,290	5,205,314
Special Assessments	300,000	206,004	300,000	368,941
Other Taxes and in lieu payment	**7,200,000**	**5,460,409**	**6,645,290**	**5,576,420**
Licenses & Permits				
Liquor Licenses	836,500	832,739	766,800	788,585
Licenses & Permits	7,514,050	7,992,140	6,644,650	7,586,562
Licenses and Permits	**8,350,550**	**8,824,879**	**7,411,450**	**8,375,147**
Intergovernmental				
Federal Reimbursement	3,600,000	2,530,173	6,050,000	4,859,611
Loss of Taxes State Land	316,182	263,072	308,772	257,040
Abatements	430,191	234,994	442,129	(338,454)
Urban Renewal				
Veteran's Benefits	874,561	583,795	907,853	686,656
Unrestricted General Government Aid	51,170,554	42,559,320	49,680,150	41,403,120
	52,791,488	43,641,181	51,338,904	42,008,362
Transportation of Pupils		57,253		
Public School Aid (Chapter 70)	377,439,670	314,533,055	357,541,905	297,951,580
Public School Aid (Charter)	10,244,812	8,455,108	9,817,253	8,493,083
	387,684,482	323,045,416	367,359,158	306,444,663
Intergovernmental	**444,075,970**	**369,216,770**	**424,748,062**	**353,312,637**
Fines and Forfeitures				
Court Fines	445,000	437,131	500,000	415,517
Fines	2,388,000	2,262,629	1,658,000	2,350,696
Fines and Forfeitures	**2,833,000**	**2,699,760**	**2,158,000**	**2,766,212**
Interest Income	5,000,000	7,244,314	2,600,000	10,820,775
Premium on Bonds				
Investment Earnings	**5,000,000**	**7,244,314**	**2,600,000**	**10,820,775**
Charges for Service				
Airport	110,000	88,333	110,000	83,333
Park Charges	75,000	92,756	59,500	64,114
Trash Collection Fees	4,250,000	2,894,161	4,250,000	3,760,930
Fees	1,998,900	1,908,316	2,091,350	1,757,341
Hope Cemetery Fees	460,000	390,123	460,000	562,923
Towing Contract Fee	271,000	157,639	271,000	260,811
Charges for Service	**7,164,900**	**5,531,329**	**7,241,850**	**6,489,452**
Miscellaneous				
Sale of Inventory	25,000	126,407	50,000	5,834
Miscellaneous	3,310,000	2,549,138	2,818,378	778,679
Miscellaneous	**3,335,000**	**2,675,545**	**2,868,378**	**784,512**
Total	**893,302,768**	**791,577,122**	**849,305,703**	**751,976,973**

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
General Government				
Council				
Salaries	601,278	492,312	469,537	309,282
Ordinary Maintenance	40,731	27,409	32,231	36,316
Capital Outlay				
	642,009	519,721	501,768	345,598
Mayor				
Salaries	172,034	137,753	169,208	138,071
Ordinary Maintenance	14,700	10,144	8,000	10,143
	186,734	147,897	177,208	148,214
Manager				
Salaries				
Executive office	1,666,655	1,297,076	1,211,868	994,948
Planning and Development	2,244,919	1,617,073	2,083,769	1,364,339
Ordinary Maintenance				
Executive office	129,552	57,593	131,252	90,515
Planning and Development	1,097,509	428,986	558,509	254,422
Tourism Promotion				
Capital				
Overtime		3,040		
	5,138,635	3,403,767	3,985,398	2,704,224
Auditor				
Salaries	733,656	486,744	639,569	486,323
Ordinary Maintenance	95,707	87,500	91,873	76,079
Capital				
Overtime	5,000	3,709	5,000	2,729
	834,363	577,952	736,442	565,131
Administration and Finance				
Salaries	749,807	486,216	734,047	407,591
Ordinary Maintenance	126,251	108,229	123,490	95,020
Capital				
Overtime				
	876,058	594,445	857,537	502,611
Treasurer and Collector				
Salaries	1,446,035	975,765	1,336,373	825,401
Ordinary Maintenance	941,657	1,006,067	690,317	1,263,192
Capital				
Overtime	25,500	26,931	25,500	17,977
	2,413,192	2,008,763	2,052,190	2,106,570
Public Facilities				
Salaries	1,592,849	1,135,507	1,429,883	1,028,383
Ordinary Maintenance	2,166,120	1,605,470	1,963,467	1,547,011
Capital	100,000	43,127	100,000	64,390
Overtime	17,100	25,196	17,100	27,849
	3,876,069	2,809,300	3,510,450	2,667,632

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Sustainability & Resilience				
Salaries	302,816	283,108	278,867	239,839
Ordinary Maintenance	272,629	94,662	235,847	138,553
Capital	-		-	
Overtime	12,500	4,601	12,500	5,797
	587,945	382,370	527,214	384,189
Assessor				
Salaries	744,396	522,811	717,465	436,223
Ordinary Maintenance	449,240	244,481	451,240	257,829
Overtime	500		500	
	1,194,136	767,292	1,169,205	694,052
Law				
Salaries	1,496,662	1,058,550	1,454,456	912,078
Ordinary Maintenance	190,298	373,133	405,298	502,427
Casualty Insurance	365,160	136,507	353,665	148,719
Court Judgments	2,579,458	988,842	2,000,000	519,409
	4,631,578	2,557,032	4,213,419	2,082,633
Clerk				
Salaries	982,747	810,251	981,640	874,504
Ordinary Maintenance	169,344	71,100	74,518	45,472
Overtime	1,000	1,996	1,000	394
	1,153,091	883,347	1,057,158	920,370
Election Commission				
Salaries	633,908	386,707	940,913	408,040
Ordinary Maintenance	173,129	199,898	284,829	237,855
Capital Outlay				
Overtime	235,000	298,140	10,000	155,627
	1,042,037	884,745	1,235,742	801,522
Purchasing				
Salaries	398,562	228,860	328,160	179,454
Ordinary Maintenance	21,088	11,661	21,088	6,905
	419,650	240,521	349,248	186,359
Innovation & Technology				
Salaries	3,283,136	2,375,464	3,094,877	2,359,850
Ordinary Maintenance	7,359,898	6,772,145	7,031,247	6,060,614
Capital				
Overtime	20,000	2,361	20,000	5,927
	10,663,034	9,149,970	10,146,124	8,426,391
Human Resources				
Salaries	1,885,282	1,389,892	1,480,995	1,094,960
Ordinary Maintenance	690,448	646,141	712,891	514,448
Overtime	5,000	16,083	5,000	922
	2,580,730	2,052,115	2,198,886	1,610,329
Diversity & Inclusion				
Salaries	598,034	434,206	491,978	158,221
Ordinary Maintenance	252,445	64,928	252,445	136,967
Overtime	-		-	
	850,479	499,134	744,423	295,188
Total General Government	37,089,740	27,478,373	33,462,412	24,441,012

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Public Safety				
Police				
Salaries	52,240,781	44,021,543	47,119,850	38,511,442
Ordinary Maintenance	4,122,623	2,986,569	3,743,191	3,110,027
Capital	40,000	15,302	30,000	22,206
Overtime	4,600,000	4,056,980	4,600,000	4,056,045
	61,003,404	51,080,394	55,493,041	45,699,721
Fire				
Salaries	39,667,217	33,696,339	40,592,756	31,781,259
Ordinary Maintenance	1,998,072	1,337,907	1,895,019	1,332,199
Capital	143,000	16,401	113,453	
Overtime	2,359,192	3,872,731	2,359,192	3,814,438
	44,167,481	38,923,378	44,960,420	36,927,896
Inspectional Services				
Salaries	4,745,410	3,768,384	4,628,210	3,323,488
Ordinary Maintenance	257,623	204,979	278,152	200,447
Capital		9,000		
Overtime	28,000	10,492	28,000	49,840
	5,031,033	3,992,856	4,934,362	3,573,774
Communications				
Salaries	2,019,326	2,546,523	1,865,797	1,388,732
Ordinary Maintenance	1,137,647	1,084,513	1,189,647	1,013,483
Capital		6,650		3,495
Overtime	232,318	792,922	714,318	510,760
	3,389,291	4,430,608	3,769,762	2,916,470
Total Public Safety	113,591,209	98,427,236	109,157,585	89,117,861
Health and Human Services:				
Health and Human Services				
Salaries	1,256,653	677,222	1,392,926	939,948
Ordinary Maintenance	1,798,088	999,655	1,959,030	945,266
Capital Outlay				
	3,054,741	1,676,876	3,351,956	1,885,214
Health				
Salaries	922,717	628,787	914,217	749,931
Ordinary Maintenance	46,417	21,082	36,417	18,648
Overtime	500	286	500	450
	969,634	650,154	951,134	769,029
Elder Affairs				
Salaries	590,725	475,821	557,414	449,325
Ordinary Maintenance	496,190	434,977	498,290	424,426
Capital				
Overtime				
	1,086,915	910,797	1,055,704	873,752
Workforce Investment Board				
Salaries	109,000	72,540	109,000	92,791
Ordinary Maintenance	91,000	66,400	91,000	62,573
	200,000	138,940	200,000	155,365
Total Health and Human Services	5,311,290	3,376,768	5,558,794	3,683,360

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Education:				
Public Schools				
Salaries	325,878,562	223,359,690	314,206,865	232,529,812
Ordinary Maintenance	68,018,821	49,704,792	60,099,201	50,302,388
Capital	8,101,706	218,484	512,581	472,805
Fringe Benefits	88,753,302	77,583,679	84,440,283	75,426,259
Overtime	2,605,757	2,966,325	2,603,641	3,401,399
Total Education	493,358,148	353,832,971	461,862,571	362,132,661
Public Works				
Department of Public Works				
Salaries	6,162,177	3,833,839	6,016,813	3,202,490
Ordinary Maintenance	8,792,175	7,521,136	8,631,162	7,478,323
Capital	2,765,000	2,127,227		
Overtime	1,058,223	933,139	916,529	886,043
Snow and ice removal	5,500,000	4,925,300	6,000,000	3,389,915
Street Lighting	1,495,490	1,240,744	1,495,490	1,208,305
	25,773,065	20,581,386	23,059,994	16,165,076
Transportation & Mobility				
Salaries	1,728,785	1,137,818	1,593,779	1,066,949
Ordinary Maintenance	1,591,800	1,235,318	1,631,800	783,712
Capital	225,000	44,352	250,000	128,519
Overtime	25,000	33,889	25,000	28,477
	3,570,585	2,451,378	3,500,579	2,007,657
Union Station				
Ordinary Maintenance	678,305	678,305	803,305	803,305
	678,305	678,305	803,305	803,305
Total Public Works	30,021,955	23,711,068	27,363,878	18,976,039
Culture and Recreation:				
Parks and Cemetery				
Salaries	4,511,823	3,842,809	5,196,623	3,502,893
Ordinary Maintenance	3,305,956	2,259,440	2,202,155	1,665,992
Capital		105,388		
Overtime	529,062	629,877	529,062	540,515
	8,346,841	6,837,513	7,927,840	5,709,401
Public Library				
Salaries	4,867,710	4,266,786	4,729,804	3,527,719
Ordinary Maintenance	1,808,083	1,454,887	1,770,596	1,412,690
Capital				
Overtime	123,795	104,209	123,795	94,107
	6,799,588	5,825,882	6,624,195	5,034,516
Auditorium:				
Ordinary Maintenance	90,200	86,165	90,200	56,265
	90,200	86,165	90,200	56,265
Total Culture and Recreation	15,236,629	12,749,560	14,642,235	10,800,182

GENERAL FUND
Schedule of Expenses

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Intergovernmental:				
Mosquito Control	193,889	161,580	185,108	154,250
Regional Planning	65,281	65,280	63,688	63,688
Regional Transit Authority	4,192,482	3,493,740	4,062,816	3,385,680
Air pollution control	54,958	45,800	53,714	44,770
Registry Parking Ticket Surcharge	486,120	619,850	339,820	283,190
	4,992,730	4,386,250	4,705,146	3,931,578
Charter Schools	43,479,298	36,222,320	39,930,237	33,095,805
School Choice	3,899,644	3,112,369	3,889,162	3,187,235
Special Education-Chapter 766	310,790	259,000	216,629	232,246
	47,689,732	39,593,689	44,036,028	36,515,286
Total Intergovernmental	52,682,462	43,979,939	48,741,174	40,446,864
Debt Service:				
Principal	33,830,809	30,836,060	31,391,367	28,357,914
Interest	13,383,417	11,296,745	10,941,930	11,633,572
Debt Service Capital Total	47,214,226	42,132,805	42,333,297	39,991,486
Pension obligation bond City	10,140,583	11,712,948	10,369,848	11,489,041
Pension obligation bond Enterprise				
Pension obligation bond School				
	10,140,583	11,712,948	10,369,848	11,489,041
Total Debt Service	57,354,809	53,845,753	52,703,145	51,480,527
Fringe Benefit:				
Retirement				
Contributory pensions: City	38,764,693	39,217,679	37,713,980	38,513,191
Contributory pensions: Schools				
Noncontributory pensions: City				
Noncontributory pensions: Schools				
	38,764,693	39,217,679	37,713,980	38,513,191
Workers' and Unemployment: comp				
Workers' compensation: City	1,336,673	887,029	1,335,759	837,093
Workers' compensation: Schools				
Injured on Duty	1,333,767	565,286	1,331,371	630,581
Unemployment Compensation: City	119,840	171,661	119,840	97,023
Unemployment Compensation: School				
	2,790,280	1,623,976	2,786,970	1,564,697
Group Insurance				
Municipal Departments	32,855,439	30,526,322	31,804,844	25,686,212
Public Schools (2)				
	32,855,439	30,526,322	31,804,844	25,686,212
Total Fringe Benefits	74,410,412	71,367,977	72,305,794	65,764,101
Contingency	6,944,784		4,186,285	
Total Expenditures	886,001,438	688,769,645	829,983,873	666,842,607

GOLF ENTERPRISE FUND
Schedule of Revenues, Expenditures and
Changes in Fund Balance
Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Revenues				
-Fees	1,873,173	1,462,938	1,807,555	948,927
-Miscellaneous				
Total revenues	1,873,173	1,462,938	1,807,555	948,927
Expenditures				
-Salaries and benefits	552,355	422,278	522,285	402,163
-Ordinary Maintenance	1,052,720	744,729	1,015,820	808,734
-Debt service	225,092	225,091	226,923	226,923
-Indirect Costs	43,006	43,006	42,527	42,527
Total Expenditures	1,873,173	1,435,105	1,807,555	1,480,346
Excess (deficiency) of revenues over expenditure	-	27,833	-	(531,419)
Other financing sources (uses)				
-Transfers In				
-Transfers (out) for pension bond				
Total other financing sources/uses	-	-	-	-
Net changes in fund balance	-	27,833	-	(531,419)

SEWER ENTERPRISE FUND
Schedule of Revenues, Expenditures and
Changes in Fund Balance
Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Revenues				
-Fees	53,102,943	42,103,437	51,090,721	39,228,023
-Miscellaneous				
Total revenues	53,102,943	42,103,437	51,090,721	39,228,023
Expenditures				
-Salaries and benefits	8,930,643	6,739,049	8,590,217	6,199,925
-Ordinary Maintenance	27,749,513	26,809,841	26,529,515	25,546,458
-Capital	24,500	330	24,500	14,582
-Debt service	12,430,303	12,432,721	12,045,907	11,919,880
-Indirect Costs	3,967,984	3,967,984	3,900,582	3,900,582
Total Expenditures	53,102,943	49,949,925	51,090,721	47,581,427
Excess (deficiency) of revenues over expenditure	-	(7,846,489)	-	(8,353,404)
Other financing sources (uses)				
-Transfers In				
-Transfers (out) for pension bond				
Total other financing sources/uses	-	-	-	-
Net changes in fund balance	-	(7,846,489)	-	(8,353,404)

WATER ENTERPRISE FUND

Schedule of Revenues, Expenditures and

Changes in Fund Balance

Budgetary Basis

	FY 25 Budget	FY 25 Actual (as of 4/30/25)	FY 24 Budget	FY 24 Actual (as of 4/30/24)
Revenues				
-Fees	30,487,304	27,406,128	29,425,128	25,184,608
-Miscellaneous				
Total revenues	30,487,304	27,406,128	29,425,128	25,184,608
Expenditures				
-Salaries and benefits	14,737,605	10,368,456	14,146,752	9,507,105
-Ordinary Maintenance	4,947,929	4,558,564	4,751,129	4,165,258
-Capital	25,000	6,797	25,000	16,154
-Debt service	7,623,871	7,670,836	7,348,374	7,272,758
-Indirect Costs	3,152,899	3,152,899	3,153,873	3,153,873
Total Expenditures	30,487,304	25,757,552	29,425,128	24,115,147
Excess (deficiency) of revenues over expenditure	-	1,648,575	-	1,069,461
Other financing sources (uses)				
-Transfers In				
-Transfers (out) for pension bond				
Total other financing sources/uses	-	-	-	-
Net changes in fund balance	-	1,648,575	-	1,069,461

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.32A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to the community engagement portion of the Massachusetts Clean Energy Center's On-Street Charging Solutions Program, which allows the city to install 10-15 curbside EV charging ports at no cost to the municipality, as received from John Odell, Chief Sustainability Officer, is forwarded for the information of your Honorable Body.

During the March 18, 2025 City Council meeting, the City Council adopted a resolution to accept and expend a $500,000 grant from the Massachusetts Clean Energy Center (MassCEC) to fund the installation of 10-15 Electric Vehicle Charging Station (EVCS) ports. The EVCSs will be maintained by the Department of Sustainability & Resilience (DSR) through the Carbon Mitigation Revolving Fund and user fees.

To ensure community feedback is included in determining the locations of the EVCSs, DSR has launched an interactive Crowdsource Map that will allow community members to suggest locations and "like" already suggested locations through June 16. After the feedback period concludes, DSR will select 3-5 locations for installation after consideration of other criteria such as proximity to multi-family homes, sufficient sidewalk width, electrical capacity, environmental justice areas, and community interest.

The crowdsource map can be accessed at **tinyurl.com/EVCSMap** and more information regarding the municipality's vehicle electrification programs can be found at **www.worcesterma.gov/sustainability-resilience/vehicle-electrification**.

Respectfully submitted,

Eric Batista
City Manager

Department of Sustainability & Resilience
John Odell, Chief Sustainability Officer
51 Sever Street, Room 310 Worcester, MA 01609
P| 508-799-8324
GreenWorcester@worcesterma.gov

To: Eric D. Batista, City Manager
From: John Odell, Chief Sustainability Officer
Date: June 10, 2025
RE: On-Street Public Solutions Program - Public Engagement and Crowdsource Map to Select Locations

On March 18, 2025, City Council adopted a resolution to accept a grant from the Massachusetts Clean Energy Center (MassCEC) to support the installation of 10–15 new curbside Electric Vehicle Charging Station (EVCS) ports. This grant, which covers up to $500,000 in installation costs, will allow the municipality to expand its public EV charging infrastructure at no cost. The ongoing operation and maintenance of the EVCSs will be done by the Department of Sustainability & Resilience, funded through user fees and the Carbon Mitigation Revolving Fund.

To ensure strong community input, the Department of Sustainability & Resilience launched an interactive **Crowdsource Map** on May 30. This tool allows community members to suggest locations for curbside EV charging stations and to "like" suggestions from others. We are collecting public input for this project through **June 16**[1]. After the feedback period closes, we will evaluate the submissions and select **3–5 final locations** for installation. Selection criteria will include proximity to multi-family homes (for which typically the space for EV charging stations is a barrier), sufficient sidewalk width, available electrical capacity, Environmental Justice areas, and community interest.

We kindly encourage City Councilors to share the Crowdsource Map link with their networks and constituents - **tinyurl.com/EVCSMap**. Their support will help ensure robust community input about stations' locations as well as a successful rollout through ongoing communication during installation. More information about vehicle electrification projects and programs can be found at worcesterma.gov/sustainability-resilience/vehicle-electrification.

Respectfully,

John Odell
Chief Sustainability Officer

[1] The Map will remain live to continue gathering input for the EVCS public preference to inform future projects as well.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.32B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to the publication of the 2024 Green Worcester Plan Annual Report, as received from John Odell, Chief Sustainability Officer, is forwarded for the information of your Honorable Body.

The Green Worcester Plan (GWP) continues to be the municipality's roadmap for becoming one of the most climate-resilient and sustainable mid-sized cities in the nation by 2050. The attached annual report shares the progress the municipality has made.

Some of the most notable accomplishments were that the Worcester's city-wide greenhouse gas emission decreased 9.5% since 2009, the municipality is moving into the next phase of the Energy Savings Performance Contract (an initiative that has already resulted in an 18.6% decrease in municipal energy usage over the past decade), the first phase of the storm water master plan has been completed, hundreds of residents collectively came together to plant the municipality's first Miyawaki Forests, and over 700 residents were provided individualized assistance through the Smart Energy Advice program.

Becoming more climate-resilient and sustainable remains one of the top priories of my Administration. The municipality will continue make strides to achieve the goals set out in the GWP.

Respectfully submitted,

Eric D. Batista
City Manager

Department of Sustainability & Resilience
John Odell, Chief Sustainability Officer
51 Sever Street, Room 310 Worcester, MA 01609
P| 508-799-8324
GreenWorcester@worcesterma.gov

To: Eric D. Batista, City Manager
From: John Odell, Chief Sustainability Officer, Department of Sustainability and Resilience
Date: June 10, 2025
Re: **Green Worcester Plan's Second Annual Report – 2024**

The Green Worcester Plan (GWP) remains the roadmap for making Worcester one of the most sustainable and climate-resilient mid-sized cities in America by 2050. The attached Green Worcester Plan 2024 Annual Report[1] (www.worcesterma.gov/sustainability-resilience) outlines key milestones, ongoing initiatives, and areas where continued work is needed to meet our long-term goals. It reflects collaboration across municipal departments and community partners and provides a snapshot of where we stand today.

Notable Accomplishments in 2024

- Completed the latest Greenhouse Gas Emissions Inventory, showing a 9.5% reduction in city-wide emissions from 2009 to 2023.
- Planted Worcester's first two Miyawaki Forests with the help of over 100 community volunteers, which are known to aide in carbon dioxide absorption as well as assist in managing storm water run-off.
- Completed Phase 1 of the municipality's stormwater master plan in cooperation with Department of Public Works-Water & Sewer.
- Engaged more than 30 community scientists through the Worcester Cyanobacteria Monitoring Collaborative to monitor over 20 local waterbodies.
- Provided individualized energy-saving support to over 700 residents through the Smart Energy Advice program.
- Hosted the inaugural Green Worcester Summit, "Building Resilience, Together," with participation from more than 100 attendees.

The full Annual Report is **attached** for the City Council's review. Please do not hesitate to reach out with any questions or requests for additional information.

Sincerely,

John Odell
Chief Sustainability Officer

[1] Also posted on the DSR webpage - www.worcesterma.gov/sustainability-resilience.

GREEN WORCESTER PLAN

Annual Progress Report

January 2024 – December 2024

Produced by the Department of Sustainability and Resilience, in collaboration with the Green Worcester Advisory Committee

GREEN WORCESTER

Photo courtesy of the City of Worcester

GREEN WORCESTER

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Photo courtesy of the City of Worcester

GREEN WORCESTER

Letter from the City Manager

Dear Partners, Neighbors, and Friends,

The Green Worcester Plan (GWP) remains our city's roadmap to a sustainable and resilient future. At its core, the plan is grounded in collaboration and community engagement. With this annual report, we aim to share the progress we've made, reflect on the challenges we've faced, and reaffirm our collective vision for Worcester.

We have made meaningful strides toward this vision as a city, even as pollution has significantly increased nationwide over the past 15 years. The city's latest greenhouse gas (GHG) inventory shows an 9.5% reduction in emissions from 2009 to 2023—a step forward, but we recognize it's not enough. To accelerate our momentum, we've launched the development of a Decarbonization Roadmap for Worcester and are moving into the next phase of our Energy Savings Performance Contract—a major initiative that has already delivered an 18.6% reduction in municipal energy use over the past decade.

When we first wrote the GWP, we did so with the expectation that state and federal partners would actively support our emission-reduction goals. However, in light of recent priority shifts at the national level, that support is no longer guaranteed. While we remain fully committed to reducing emissions, we are also doubling down on local resilience efforts to ensure Worcester is prepared for the impacts of climate change. Departments have resources to collaborate on enhancing flood protection, reducing heat vulnerability, and building a city that can thrive amid changing climate conditions.

At the same time, sustainability in Worcester has always been about more than just emissions—it's about community resilience, equity, and quality of life. This year, hundreds of residents came together to plant the city's first Miyawaki Forests (densely packed native forests known to help with carbon dioxide absorption and managing storm water run-off), demonstrating the powerful impact of grassroots climate action. These local efforts matter now more than ever.

Last fall, my Administration released the 2025–2029 Municipal Strategic Plan, which elevates sustainability and resilience as key priorities across departments and initiatives. These values are no longer siloed—they're woven throughout the municipality's broader vision for growth and well-being.

Over the next year, we will continue advancing efforts to reduce carbon emissions, plant more trees, improve neighborhood livability, and expand waste reduction programs. The path forward won't be without its challenges, but we're confident that—through collaboration, innovation, and community-driven solutions—Worcester can become one of the most sustainable and climate-resilient mid-sized cities in the country.

Thank you for your continued support, partnership, and shared commitment to a greener, stronger Worcester.

Sincerely,

Eric D. Batista
City Manager

Photo courtesy of Leo DaSilva

Statement by the Green Worcester Advisory Committee

April 25, 2025

The Green Worcester Advisory Committee is charged with promoting and assisting in the full implementation of the ambitious Green Worcester Plan. Together with the Department of Sustainability and Resilience and the City of Worcester, our community is tackling complex issues during a uniquely challenging time in history. The City's commitment to sustainability is evident in this annual report, and as members of GWAC, we have a bird's eye view of both the progress government can make when the commitment is there, and the limitations to that progress. DSR has made impressive strides with the finite resources it has, but to fully accomplish sustainability goals, an active collaboration within city government and with the community is essential to magnify DSR's impact.

We applaud DSR's work with other city departments to achieve cross-cutting goals, such as working with the Department of Transportation and Mobility to develop a Mobility Action Plan, and working with the Planning Division on the City's Now|Next Plan and upcoming zoning updates. And we especially want to highlight DSR's constructive engagement with the Worcester community.

Sustainability depends on the day-to-day decisions of everyone in our community, and that community is one of our most important resources. In 2024, Worcester created two new Miyawaki forests near the downtown library and at Plumley Village with the help of hundreds of volunteers, bringing the environmental benefits of a forest to densely populated areas and providing an opportunity for community members to "get their hands dirty" planting the forest, building ownership and experience for all.

The Worcester Cyanobacteria Monitoring Collaborative is a group of 30+ volunteer community scientists who help DSR's Lakes and Ponds program to monitor 25 water bodies in and around the city. DSR's Smart Energy Advice program provides one-on-one support to residents and small businesses who want to improve their energy efficiency. And DSR has crowdsourced information related to flooding, tree planting, waste management, litter mitigation, and more. DSR's collaborations with the community should be a model for application citywide, and in other cities and towns as well. In 2025, a watershed planning process will also reap the benefits of community input.

We owe this engaged community a debt of gratitude for their time, their labor, their expertise, and their ideas. There will be times when community members expect more from government than it can currently deliver, but even then, an open dialogue that includes all voices advances our collective knowledge and elevates the outcome in the long run. We believe that anyone who cares about sustainability enough to show up and speak up publicly should be our ally, not our adversary, and we are committed to a process which encourages and achieves that common purpose whenever possible.

The Green Worcester Plan also recognizes the importance of preparing our youth to live sustainably and to create a sustainable future. The better our community understands the need for this, the more support there will be for government resources to get the job done. Sustainability is a life skill, and the better we teach it, the better prepared our youth will be for the developing green economy they will graduate into. To that end, a DSR/GWAC team is collaborating with educators in the Worcester Public Schools to bring more sustainability education to its students. This, like all sustainability efforts, is an investment in our future, and our youth deserve nothing less.

The Green Worcester Plan's vision is that "sustainability and resilience principles will permeate education and all municipal policies and actions." We are not there yet, but in collaboration with our community, we are making steady progress. To anyone who believes there is hope for the future, this is exciting work. Every accomplishment is a building block for the next step, and the urgency is palpable. We must escalate our efforts in all areas to ensure a sustainable and resilient community for generations to come. GWAC congratulates DSR for its tremendous accomplishments in 2024, and we look forward to the progress ahead in 2025!

Green Worcester Committee Members
Mary Knittle, Chair
Evelyn Herwitz, Vice Chair
Patricia Austin
Ted Conna
Mary Leovich
Stephen McCauley
Deirdra Murphy

Reading This Report

As part of the Green Worcester Plan, the City made a commitment to transparency and accountability. This progress report of the Green Worcester Plan (accepted in April of 2021) consists of the following sections:

I **Summary** which provides a summary of progress over the last year.

II **Looking Forward** which includes a list of the Department of Sustainability and Resilience's Priority Actions for 2025.

III **Completed Actions** which includes a table displaying the Green Worcester Plan action items completed to date.

IV **Status and Progress** which includes updates on all Green Worcester Plan actions from January 2024 through December 2024. This last section is broken into eleven sub-sections, covering chapters 2-12 of the plan. Each table includes the action item, the status, and a short description of the progress. Quantifiable data on progress is included when possible. We are using the following system to designate the status of each action:

Status	Description
Not Started	This action has not been started
In Progress	The City and/or community are working on action implementation (and it has a definitive end)
Ongoing	The action calls for recurring action(s) (with no definitive end)
Completed	The action is complete, and all milestones have been reached
Refocused	The action wasn't feasible, relevant, and/or necessary and therefore, it was refocused to a different action aligned with the intent of the initial action

GREEN WORCESTER

SUMMARY

Photo courtesy of the City of Worcester

Summary

100+ volunteers planted 3,440 trees & shrubs in the City's first two Miyawaki Forests

30+ community scientists monitored cyanobacteria at 20+ waterbodies

218,000,000+ lbs. of CO2 prevented due to the Green Worcester ElectriCITY Aggregation program (since 2019)

700+ residents helped through our Smart Energy Advice program

100+ attendees at the first Green Worcester Summit, themed "Building Resilience, Together"

Climate Change Mitigation

As greenhouse gas (GHG) emissions are the primary cause of climate change, moving city energy users to 100% clean and affordable energy by 2045 is a core tenet of the Green Worcester Plan. To do this, total net fossil-fuel-related emissions will need to be reduced to zero. The City has reduced its GHG emissions by 9.5% since 2009 even as our city has added more than 20,000 residents. Our efforts are driven by three main goals in the Green Worcester Plan:

- By 2030: Use 100% renewable energy for municipal facilities
- By 2035: Provide 100% residential renewable electricity city-wide through the Community Choice Aggregation program
- By 2045: Use 100% renewable energy for residences and businesses, including for heating and transportation

Use 100% renewable energy for municipal facilities:

Carbon emissions from municipal operations have decreased by 18.6% since 2009. Municipal buildings, specifically, saw a 22% reduction in emissions. The reduction in building emissions stems from Worcester's dedication to making buildings more efficient through Energy Savings Performance Contracts (ESPC). These contracts allow the City to fund large-scale energy upgrades using projected cost savings.

In 2024, Worcester completed the sixth and final phase of its first ESPC, a 10+-year effort that has, so far, saved the city $48 million and prevented 125,607 metric tons of carbon emissions (MTCO2e).

The City also completed building Doherty High School, now the most efficient city or school building in Worcester. Students began attending in Fall 2024. Solar panels, scheduled to come

online in Spring 2025, will enable the building to achieve LEED Gold certification – the first LEED Gold designation for a municipal building in Worcester.

Provide 100% renewable electricity city-wide:

A primary goal of the Green Worcester Plan is providing 100% renewable electricity citywide. To help achieve this by 2035, the City began the Green Worcester ElectriCITY Aggregation Program in 2019. The program offers premium green electricity to residents at a fair and reliable rate. As of January 2024, 64% of the energy provided by the aggregation program is from green renewable plants in New England – National Grid is only required by the state to provide 24% renewable energy in their supply. Since 2019, the program has prevented over 218,000,000 pounds of carbon dioxide from being emitted into the atmosphere, the equivalent of taking over 23,000 gasoline-powered passenger vehicles off the road for one year.

Use 100% renewable energy for residences and businesses:

Based on our 2023 GHG emissions inventory, buildings produce 57% of the City's GHG emissions. As the electrical grid continues to become greener, using electric heat pumps combined with using less energy will be key to lowering the City's GHG emissions. To help this transition, the City has completed the following:

- The City adopted the new Massachusetts Opt-in Specialized Stretch Code which went into effect in July 2024. The Specialized Stretch Code requires all new buildings to be essentially net zero ready – by promoting electrification and extensive weatherization that will reduce the cost and energy needed to heat and cool buildings.
- In 2023, the City launched the Smart Energy Advice program by hiring an Energy Advocate to promote energy efficiency improvements in homes and small businesses. The advocate focuses on reaching populations that have historically been underserved by Mass Save including landlords, small businesses, non-profits, income eligible households and English isolated households to help them access the program, apply for rebates, and receive energy assessments. In 2024, our Energy Advocate engaged with over 700 residents, assisted more than 150 low- and moderate-income residents, and presented or participated in over 30 community events.

Building Climate Change Resilience

The City and its partners are striving to make Worcester more resilient to climate change impacts such as more frequent extreme storms, severe flooding, heat island effects, and more.

Increasing Our Tree Canopy and Biodiversity

In Spring 2024, the City planted two Miyawaki Forests with the help of over 100 community volunteers. Using the innovative Miyawaki Method, these dense, biodiverse, native forests provide significant ecological and health benefits, such as reducing flooding, cooling urban heat islands, and boosting biodiversity. The forests were established in Environmental Justice areas: behind the Worcester Public Library Main Branch and at Plumley Village, an affordable housing complex. Notably, the library forest is the first in the state to replace pavement with a Miyawaki Forest, converting 6,500 square feet of asphalt into green space. At maturity, it will feature approximately 60 canopy trees, 700 shrubs, and 2,500 understory plants. The Plumley Village forest replaced 8,000 square feet of sod and will include 60 canopy trees, 900 shrubs, and 3,200 understory plants.

The City developed its first Urban Forest Master Plan which serves as a roadmap to proactively manage and grow the City's tree canopy and provides a shared vision for the future of the urban forest to help inspire us to care, plant and protect our trees. In 2024, the City allocated American Rescue Plan Act (ARPA) funding to enable a robust tree planting initiative over the next two years which will kick off in Spring 2025.

The City also funded the planting of a pollinator garden at the Worcester Public Library, upgrading the library's traditional flower beds with native flowers.

Reducing Flooding through Green Infrastructure (GI)

The City completed its comprehensive Drainage and Green Infrastructure Master Plan, supported in part by a $1.2 million state Municipal Vulnerability Preparedness Action Grant. This plan includes a detailed hydrological model of the City's drainage infrastructure, pinpointing major problem areas. It also outlines priority green and grey infrastructure projects that will help mitigate the impacts of extreme storms and enhance community resilience.

The City has increased its focus on maintaining previously installed GI projects to ensure their long-term effectiveness. As part of this effort, the City created a GI Assets Inventory, documenting completed GI projects. Additionally, the City is preparing to develop a comprehensive GI Maintenance Plan.

In 2024, the City partnered with the help of the Worcester Native Plant Initiative to revitalized a rain garden at the Senior Center, restoring its ability to efficiently capture and infiltrate stormwater runoff.

Monitoring and Managing Water Quality

The Lakes and Ponds program trained and led over 30 community scientists to monitor cyanobacteria at over 20 waterbodies on 12 sampling days in 2024 through the Worcester Cyanobacteria Monitoring Collaborative (WCMC). This effort supported decision making for managing cyanobacteria and preventing harmful blooms. Program staff hosted and supported five volunteer invasive species removal events, gave five presentations to school groups, and hosted three public presentations. Based on eight years of water quality data collection, the program launched the development of watershed-based management plans to holistically reduce pollution and address root causes of water quality impairments at the watershed scale. Responsive to concerns raised by around 40 community members in 2024, the City is committed to better understanding sources of non-point pollution and the development of non-chemical alternative management strategies.

Advancing Mobility Transformation

Our most recent Greenhouse Gas Emissions Inventory found that transportation produced 31% of the community's GHG emissions and 15.7% of municipal emissions. With such high associated emissions, transforming how we move continues to be crucial to meeting the goal of becoming a net zero city.

The Department of Transportation and Mobility (DTM), with the help of DSR and other stakeholders, completed the Mobility Action Plan in 2024. Sustainability is one of the four pillars of the Mobility Action Plan, along with safety, equity, and connectivity. The plan commits to reducing the impact of our transportation system on our environment and public health. The plan calls for increasing micromobility infrastructure, making it easier to get around without a car, as well as

incorporating green infrastructure into street designs to increase the city's resilience and ability to manage stormwater.

DTM drafted the Vision Zero Safety Action Plan, aiming to eliminate serious injuries and fatalities involving pedestrians or cyclists in car crashes. By making streets safer for pedestrians and cyclists, the initiative encourages residents to use alternative modes of transportation more frequently. The planning process' robust community involvement included over 1200 survey responses, 160 attendees for five walk audits and 10 public events. The final report is expected to be completed in late winter 2025.

As part of Vision Zero, the City reduced the citywide speed limit to 25 mph, recognizing that pedestrian-car crashes become significantly more fatal at higher speeds. DTM also piloted Worcester's first protected bike lane on Mill Street. This project reduced the roadway from two traffic lanes to one, relocating parking away from the curb to create a safe, protected space for cyclists.

These efforts—lowering the speed limit, introducing projects like the Mill Street bike lane, and implementing the Vision Zero initiative—enhance pedestrian and cyclist safety, fostering a more comfortable and accessible environment for non-car transportation in Worcester.

Striving Towards Zero Waste

One of the top ten Green Worcester Plan early action recommendations is to develop a Zero Waste Master Plan for the City. DSR hired a consultant to lead the development of the plan, kicking off in December 2024, with anticipated completion in early 2026.

DSR developed new outreach initiatives including Trash Talk videos and the City's first comprehensive Trash and Recycling guide to be released in Winter 2025. In collaboration with DPW, Inspectional Services Department, and other stakeholders, DSR led community litter clean ups where dozens of volunteers collected over 170 bags of trash and over 120 bulk items.

Improving the Health and Safety of Our Residents

Like many older, previously industrial cities, many facilities in Worcester are contaminated with legacy pollution. The City's Office of Economic Development (OED) manages a lead abatement program and a brownfield cleanup loan fund to mitigate two of these large historic issues. In 2024, the City de-leaded 42 residential housing units. The City also received 3.5 million dollars from the EPA for its brownfields clean-up fund.

Worcester partners with the community groups such as the Regional Environmental Council (REC), Worcester Food Policy Council, and the Worcester Regional Food Hub. Each organization is furthering our sustainable food systems. In 2024, the Regional Environmental Council (REC) helped operate over 70 community gardens and opened one new community garden at the Francis Perkins Library. The REC engaged 2,768 students for the 2023-2024 school year. They also grew their Early Childhood programming this year and worked with 1,346 children in early childhood classrooms.

Public Engagement, Outreach and Transparency

Outreach and public engagement are key functions for DSR and transparency in our work is essential. DSR plays the lead role in Green Worcester's outreach strategy with monthly communication strategy meetings and reaches the public

through monthly newsletters, surveys, the Green Worcester Dashboard, social media posts, traditional news coverage, op-eds, and radio PSAs.

Last year DSR held numerous public presentations for diverse city stakeholders, such as the Elder Affairs Commission, Health Commission, Leadership Worcester, Blackstone Collaborative, Chamber of Commerce, higher educational institutions, the Worcester Business Improvement District, and many more. The City hosted its first Green Worcester Summit, themed "Building Resilience, Together," which brought in over 100 attendees.

DSR reported to CDP (formerly the Carbon Disclosure Project) for the second time and increased our score from a B+ to an A-. The report helps the City track our sustainability actions and keep transparent annual reports of climate information.

Planning for Success and Integration of Sustainability and Resilience Policies Citywide

DSR has set up regular interdepartmental working meetings with the Department of Public Works and Parks, the Department of Transportation and Mobility, and the Executive Office of Economic Development. These meetings provide the forum needed to collaborate on resilience related programs and projects.

Recently, the City completed the Now|Next Master Plan, the Urban Forest Master Plan and the Mobility Action Plan. All of these plans incorporate concepts and goals from the Green Worcester Plan, demonstrating the importance, longevity and endurance of these principles in all policies citywide.

Photo by Alexandra Ionescu, courtesy of the City of Worcester

GREEN WORCESTER

Photo courtesy of the City of Worcester

LOOKING FORWARD

The Department of Sustainability and Resilience's Priority Actions in 2025

Below is a list of DSR's priorities for the upcoming year, which will guide our work in strategic planning, grant applications, budget requests, and resource allocation decisions.

Energy

- Launch the next generation *energy efficiency project for municipal facilities* using an energy savings performance contract; manage a contract for timely maintenance and repair of all municipally owned solar PV facilities.
- Pursue opportunities for deep-energy retrofit pilot(s) of the city's 2-6 family buildings (with a focus on the triple-deckers) related to improving energy efficiency, as well as increasing renewable energy and electrification projects; with the ultimate objective of determining the best long-term course of action for the city in supporting decarbonization of the building stock.
- Continue to implement and innovate the *Smart Energy Advice* program.
- Continue to *advance vehicle electrification* – through installing electric vehicle charging stations and promoting purchases of the electric vehicles for the City's municipal fleet.

Mobility

- Following the Transportation and Mobility Action Plan completion, and in collaboration with internal and external partners, pursue funding to begin the *Green-Blue Mobility Network* design and then target a date and funding for implementation.
- Assist with implementation and communication related to the Endicott-Bigelow Street redesign project, planned to break ground in the Summer of 2025.

Zero Waste

- Complete the development of the *Zero Waste Master Plan* which will set out the goals and priorities for implementation.
- Purchase, install and establish collection service for 150 new dual-stream (trash and recycling) bins on city streets, in collaboration with the DPW&P.
- Manage the *Clean Streets Collective* pilot to help address street litter.

Resilience and Environment

- Implement a comprehensive Green Infrastructure Maintenance Plan for municipally-owned rain gardens; two Miyawaki Forests; pollinator gardens, and more.
- Pursue the next phase of the *Drainage and Green Infrastructure Master Plan* that will further the accuracy of the model and will help identify priorities for green and grey infrastructure improvements.
- Complete conceptual designs for one CoolPocket (a Community Resilience Space that reduces the impact of heat on residents) and seek funding for implementation.

- Invest in expanding the City's urban forest (aligned with the Urban Forest Master Plan goals) as a means of achieving numerous co-benefits, including such potential actions as additional Miyawaki forests plantings, establishing a tree nursery, partnering to establish a Worcester Tree Academy, and increasing the number of new street tree plantings.
- Complete the development of the *Watershed Management Plans* and plan implementation of the associated water quality improvement projects for the Lakes and Ponds Program.Worcester Tree Academy, and increasing the number of new street tree plantings.

Policy / Planning / Workforce

- Support implementation of the Worcester Zoning Ordinance revision – a central recommendation in the Now|Next Master Plan - with the emphasis on sustainability, mobility, livability, health and equity in the built environment.
- Explore and pursue opportunities to integrate sustainability and resilience into the Worcester Public Schools' curriculum at all levels, taking advantage of the DSR's knowledge base and data.
- Explore and pursue opportunities for collaborating with the community partners for green job opportunities related to green infrastructure maintenance.

Photo by Alexandra Ionescu, courtesy of the City of Worcester

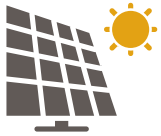
Completed Green Worcester Plan Actions

Action	Progress
Include stormwater management improvements and benefits when developing an Urban Forestry Master Plan	Stormwater Management is listed as a major benefit of our Urban Forest in the Urban Forest Master Plan. It is estimated that 2.4 million gallons of stormwater are absorbed by the current tree canopy annually. The plan includes actions to enhance our urban forest and therefore continue to reduce the impact of stormwater runoff in the city. (Chapter 4, Action 4)
Make the reduction of greenhouse gas emissions an explicit goal of City of Worcester transportation planning	DTM, in collaboration with DSR, developed a Mobility Action Plan (pending Council endorsement in 2025), which includes numerous strategies for improving our City's mobility infrastructure while reducing transportation-related emissions. (Chapter VI, Action 2)
Require EV stations and EV-ready parking at all new 5-unit plus multifamily buildings with on-site parking	Effective July 2024, 20% of residential and business parking spaces associated with new construction are required to be wired for electric vehicle charging due to updated building code (Specialized Stretch Code). (Chapter III, Action 10)
Establish a Sustainable Transportation and Mobility planning body	The City created the Department of Transportation and Mobility (DTM) in July of 2022. DTM plans, coordinates, designs and implements transportation programs and projects that promote safe, equitable, connective, and sustainable mobility options. (Chapter VI, Action 1)
Support and advocate for an advanced State Energy Code	The City has adopted a high-efficiency energy building code, the Specialized Stretch Code, which went into effect on July 1, 2024. (Chapter V, Action 13)

Action	Progress
Join the Urban Sustainability Network (USDN)	DSR joined USDN in July 2022, and we have used the network for learning opportunities such as webinars, connecting with other municipal staff and posting our job openings. (Chapter II, Action 18)
Develop and implement a Sustainability and Resiliency Dashboard	DSR's dashboard (green.worcesterma.gov), launched in 2023, highlights the City's accomplishments and outlines how residents can help us meet our sustainability goals. It is updated on a regular basis. (Chapter II, Action 6)
Create a Green Worcester Fund	The City has a Carbon Mitigation Fund that provides modest funding to DSR, allowing them to partially fund their staff and pursue carbon mitigation projects. This account is funded, in large part, by selling virtual net metering credits associated with electricity produced by the City's Greenwood Street Solar Farm. (Chapter II, Action 4)
Create a Green Worcester Advisory Committee	The Green Worcester Advisory Committee, formed in March 2022, has seven members and meets 10 times annually. GWAC created two taskforces in 2024, one for Sustainability in Education and the other for Building Decarbonization. (Chapter II, Action 3)
Create a new Department of Sustainability	The Department of Sustainability and Resilience (DSR) was founded in July 2021. The department now has 10 permanent and 1 temporary staff member.

2.4 million gallons of stormwater absorbed by the tree canopy annually

20% of new parking must be EV-ready (effective July 2024)



Greenwood Street Solar Farm helping fund sustainability jobs

Sustainability Dashboard launched in 2023

GWAC meets 10x/year, with 2 task forces launched in 2024

Photo courtesy of Leo DaSilva

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STATUS & PROGRESS

Photo courtesy of the City of Worcester

Chapter II
Stewardship, Transparency, and Accountability

Action	Status	Progress
1. New Department of Sustainability: Create a Department of Sustainability and Resilience within City government separate from a new Public Facilities Department (and retire the Energy and Asset Management Division).	Completed	The Department of Sustainability and Resilience (DSR) was founded in July 2021. The department now has 10 permanent and one temporary staff member.
2. Sustainability and resiliency codes and regulations: Ensure that the City provides sufficient enforcement, training, and knowledgeable staff to develop and implement sustainability and resiliency codes and regulations.	Ongoing	The City adopted a high-efficiency building energy code called the Specialized Stretch Code which went into effect on July 1, 2024. The Inspectional Services Department (ISD) hired two more inspectors to assist the department's existing inspectors with enforcing the new code.
3. Green Worcester Advisory Committee: Create a Green Worcester Advisory Committee made up of non-governmental stakeholders to serve as the forum for information exchange and to advise on the City's sustainability and resilience activities.	Completed	The Green Worcester Advisory Committee, formed in March 2022, has seven members and meets 10 times annually. GWAC created two taskforces in 2024, one for Sustainability in Education and the other for Building Decarbonization.

Action	Status	Progress
4. Green Worcester Fund: Create a Green Worcester Fund for the City's sustainability and resilience programs.	Completed	The City has a Carbon Mitigation Revolving Fund that provides modest funding to DSR, allowing them to partially fund their staff and pursue carbon mitigation projects. This account is funded, in large part, by selling virtual net metering credits associated with electricity produced by the City's Greenwood Street Solar Farm.
5. Sustainability Performance Outcomes for New Development.	Refocused	The City pivoted from developing our own performance metrics to pursuing and adopting the Massachusetts Specialized Stretch Code related to energy efficiency of buildings. Additionally, we anticipate that through the future zoning ordinance revisions (part of the Now|Next Master Plan recommendations) – many other sustainability performance outcomes will be addressed.
6. Develop and Implement a Sustainability and Resiliency Dashboard.	Completed	DSR's dashboard (green.worcesterma.gov), launched in 2023, highlights the City's accomplishments and outlines how residents can help us meet our sustainability goals. It is updated on a regular basis.
7. Annual Progress Report: Prepare an annual public progress report.	Ongoing	The City is committed to updating this report annually.
8. Outreach Strategy: Implement a transparent Green Worcester outreach strategy to include traditional and new media and activities.	Ongoing	DSR has monthly communication strategy meetings and is reaching the public through monthly newsletters, surveys, the Green Worcester Dashboard, social media posts, short videos, and radio PSAs.

Action	Status	Progress
9. Data and Data-Driven Decisions: Work with the Office of Urban Innovation to develop relevant datasets to measure progress and make data-driven decisions about sustainability and resilience.	Refocused and Ongoing[1]	DSR has an internal Energy Analyst; manages the Green Worcester Dashboard to better display our data; and regularly compiles data from other departments to keep better track of our energy and sustainability data for internal and external reporting and planning. DSR has worked with Department of Innovation and Technology over the past year to publish five story maps which tell the story of Worcester's resilience projects through maps, images, and data. The City reported to CDP (formerly the "Carbon Disclosure Project) for the second time, and increased our score from a B+ to an A-. The report helps the City track our sustainability actions and keep transparent annual reporting of climate information. DSR continues to collect data to monitor water quality at recreational lakes to support lake management and public health decisions.
10. School Curriculum: Integrate sustainability and resilience into the curriculum at all levels in the Worcester Public Schools.	Ongoing	DSR established a connection with the Worcester Public School's Science and Engineering Curriculum Specialist and has met with an environmental group at Doherty high school to discuss sustainability and resilience in Worcester. In 2024, the GWAC created a Sustainability in Schools Task Force focused on this work and met with the WPS director of science curriculum and DSR staff to collaborate on the development of a 5-year plan for integrating sustainability into WPS curriculum.

[1] *The Office of Urban Innovation merged with Technical Services Department to become the Department of Innovation and Technology. Due to this merge, we refocused this action to be managed by DSR instead.*

Action	Status	Progress
11. Promotion to Private Stakeholders: Publicize and promote the Green Worcester Plan to important city stakeholders and civic groups such as the large and small business community, realtors and developers, neighborhood associations, educational and medical institutions, faith communities, immigrant associations, and social services groups.	Ongoing	DSR held numerous public presentations for diverse city stakeholders, such as the Elder Affairs Commission, Health Commission, Leadership Worcester, Blackstone Collaborative, Chamber of Commerce, higher educational institutions, and more. The Green Worcester Summit, held in May 2024, attracted many stakeholders to learn about the Green Worcester Plan with a focus on building resilience in the city.
12. Business Committee: Encourage the Greater Worcester Chamber of Commerce to create a sustainability and resilience committee.	Refocused and Ongoing	DSR has a working relationship, through the exchange of knowledge and information, with the Chamber of Commerce on sustainability, energy, and zero waste related projects.
13. Worcester Civic Group on Sustainability and Resilience: Promote and help create a citywide sustainability/ resilience umbrella group or coordinating network to link existing organizations, provide public information and access to ongoing activities, and work with the City and other partners to achieve Green Worcester goals.	Not Started	

Action	Status	Progress
14. Collaboration with Educational Institutions: Promote continued collaboration with the City's educational institutions to achieve Green Worcester goals.	Ongoing	The City has long-standing successful collaborative relationships with several local higher educational institutions, including Clark University, Worcester Polytechnical Institute, Worcester State University, and Holy Cross; and continues to seek out connections with educators in Worcester's public schools.
15. Pilot "Sustainability District": Designate one or more pilot "Sustainability Districts" as areas to test, refine, and promote new sustainability and resilience efforts.	Not Started	
16. LEED[2] Certification: Consider seeking LEED certification as a sustainable community.	Refocused and Ongoing	The City investigated the LEED certification for sustainable communities and decided not to pursue due to cost. Instead, we are pursuing LEED certification for new municipal buildings, when possible.
17. Mayors' Covenant: Join the Global Covenant of Mayors for Climate and Energy.	Not Started	
18. Urban Sustainability Network: Join the Urban Sustainability Directors Network.	Completed	DSR joined in July 2022, and we have used the network for learning opportunities such as webinars, connecting with other municipal staff and posting our job openings.
19. Carbon Neutral Cities: Seek nomination for membership in the Carbon Neutral Cities Alliance.	Not Started	

[2] *Leadership in Energy and Environmental Design*

Chapter III

100% Clean and Affordable Energy

Action	Status	Progress
1. Zero Emissions: Eliminate 100% of greenhouse gas (GHG) emissions citywide.	In Progress 9.5% of Goal	The City adopted a high-efficiency energy building code, the Specialized Stretch Code, which went into effect on July 1, 2024, making us the first Gateway city in the state to do so. This new code is essentially a "net-zero ready" code and will bring us closer to net-zero emissions. It encourages the electrification of buildings by requiring mixed-fuel new construction to be pre-wired for electrification and to install solar PV on a state-determined formula basis. The Green Worcester ElectriCITY Aggregation Program offers participating residents and businesses cleaner electricity, providing **64% renewable energy**—40% premium renewable electricity in addition to the state-required 24%. This program is not automatic; customers must be enrolled. Under the current contract (December 2023–December 2025), it continues to help reduce Worcester's carbon footprint. Since its launch in 2019, the program has prevented the release of over **210 million pounds of carbon dioxide**, making it the city's most significant effort to cut greenhouse gas emissions. The City launched its Smart Energy Advice program in late 2023. The program aims to support residents and business owners in making energy efficiency building upgrades related to insulation, heating and cooling systems, and navigation through the Mass Save program. Since the launch of the program, we have assisted more than 150 low- and moderate-income residents, sent 9,000 postcards and 4,500 letters to local businesses, and 44,000 letters to property owners, and presented or participated in over 30 community events. The City recently completed an updated Greenhouse Gas Emission Inventory, comparing the progress from 2009-2023. The inventory found there was a 9.5% decrease in citywide GHG emissions since 2009. We plan to conduct inventories on a regular basis going forward. See Action 4 below for details on our municipal operations.

Action	Status	Progress
2. Community Choice Program: Achieve 100% renewable electricity sources by 2035 via aggregation.	In Progress 64% of Goal	See Chapter III, Action 1, above.
3. Carbon Neutral Cities Alliance: Seek nomination for membership.	Not Started	
4. Net Zero City Operations: Aim to make city facilities and operations net zero by 2030, including the City's vehicle fleet.	In Progress 18.6% of Goal	The City has reduced its municipal emissions by 18.6% since 2009, primarily due to energy-efficiency investments in municipal buildings. These efforts are a result of an Energy Savings Performance Contract (ESPC) in which the city implemented hundreds of energy efficiency upgrades such as LED lighting installations, new HVAC systems, and solar panels. Collectively, these upgrades are expected to save the City over $71 million and prevent the release of 217,293 metric tons of CO_2 equivalent ($MTCO_2e$) into the atmosphere. The City's first multi-year Energy Performance Savings Contract (ESPC) concluded in 2024. Preparations for a second ESPC are underway, which will reassess the efficiency of all municipal buildings and help prioritize additional upgrades. In 2023, DSR launched an innovative project at Frances Perkins Library to retrofit a historic building to be net-zero. This complex, multi-year project has made significant progress with anticipated completion in 2025. For more information about the City's fleet-related actions, see Chapter VI, Action 6.

Action	Status	Progress
5. Flexible Commutes for City Employees: Develop commuting and/or work at home programs for City employees to cut emissions.	Ongoing	The City has a telework policy that went into effect in 2020. The policy provides employees with a more flexible workplace and the opportunity to work remotely. In 2024, the Department of Innovation and Technology rolled out the "Work From Anywhere" initiative that provided employees with secure laptops that more safely and easily enabled remote working. While not the primary goal of this program, the co-benefit of it is that it also reduces transportation related GHG emissions.
6. Identify opportunities for innovative energy pilot projects.	Ongoing	The City, working closely with local neighborhood groups, requested that Eversource select Worcester to be part of the geothermal networked neighborhood pilot project but our efforts were not successful. We continue to look for similar opportunities.
7. Building Disclosure Policy: Adopt a building performance disclosure policy for non-residential buildings.	Not Started	
8. PACE Program: Opt into the proposed Massachusetts PACE (Property Assessed Clean Energy) program.	Not Started	
9. Public EV Charging: Establish EV charging stations in all City-owned parking areas with 20 or more parking spaces.	In Progress 33% of Goal	In 2023, the City installed three dual-port electric vehicle charging stations in each of the three municipally owned public garages (Pearl Elm, Worcester Common, and Federal Plaza) for a total of eighteen new ports. In 2024, the City did a lot of work to prepare for the early 2025 installation of more EVCS in municipal lots.

Action	Status	Progress
10. Multifamily EV charging: Require EV stations and EV-ready parking at all new 5-unit plus multifamily buildings with on-site parking.	Completed	Effective July 2024, 20% of residential and business parking spaces associated with new construction are required to be wired for electric vehicle charging due to updated building code (Specialized Stretch Code).
11. Solar Zoning Ordinance: Develop and adopt a solar zoning ordinance with clear standards for siting solar farms and solar installations (residential and commercial).	Not Started	
12. Solar Map Tool: Work with educational institutions to create a solar map tool with information on solar opportunities in Worcester, including information on utility poles, roof material, and so on.	Not Started	
13. Regional Electricity Aggregation: Work towards becoming a Level II Aggregator.	Not Started	
14. Energy Ownership Models: Support efforts to diversify energy ownership models.	Not Started	

Chapter IV

Blue Spaces with Healthy Natural Systems

Action	Status	Progress
1. Open Space and Recreation Plan: Continue to update and implement the City's Open Space and Recreation Plan as required to ensure City eligibility for state funding.	Ongoing	The City updates their Open Space Recreation Plan every seven years. Our most recent update was in 2021.
2. Join the City Parks Alliance.	Not Started	
3. Urban Core and Green Spaces: Make new green spaces, street trees, sidewalk planters, and street landscaping in the urban core of the City a high priority (in the Open Space and Recreation Plan and other municipal plans) to reduce the urban heat island effect and help manage stormwater.	Ongoing	The City developed a plan to re-design Endicott and Bigelow Streets in the Green Island Neighborhood as a "Green/Complete Street" with construction anticipated to begin in 2025. In 2024, the City planted two Miyawaki Forests (small, fast-growing biologically diverse forests) at McGrath Parking Lot adjacent to the Library and the other at Plumley Village apartment complex, both located in environmental justice areas of the city.
4. GreenStreets Routes: Designate "GreenStreets" routes for neighborhood access to parks to implement improvements that enhance safe and comfortable walking and biking and prioritize these routes for shade by planting trees.	In Progress	The City is in the process of implementing its first GreenStreets project along Endicott and Bigelow streets by Crompton Park. The project will create biking infrastructure and include upgrades to sidewalks and crosswalks. Additionally, the city will plant 23 additional trees.

Action	Status	Progress
5. Cluster Subdivision: Revise the Cluster Subdivision zoning provision to allow by-right development using zoning consistent with the principles of the State's Model Open Space Design/ Natural Resources Protection Zoning.	Not Started	
6. Urban Forestry: Develop and implement an Urban Forest Master Plan.	Ongoing	The City's Parks Division and Urban Forestry Tree Commission finished the City's first Urban Forest Master Plan. Implementation is ongoing.
7. Tree Standards: Establish development standards for tree retention, replacement and planting for private projects that meet size thresholds.	In Progress	The Urban Forest Master Plan includes a goal of establishing tree planting requirements for development projects, including bolstering requirements for tree planting in and around parking lots. This marks the first step in implementing this action.
8. Habitat Lands: Continue management of Worcester's water supply open space lands (located outside city limits) as high-quality environmental systems.	Ongoing	The City's Department of Public Works and Parks (DPW&P) manages the City's 10 drinking water reservoirs, delivering 8 billion gallons of safe drinking water annually.

Action	Status	Progress
9. Lakes & Ponds Program: Continue the program to improve water quality and expand it to additional surface water features.	Ongoing (2024 Priority Action)	The Lakes and Ponds Program collected comprehensive water quality data at four waterbodies on 58 sampling days and leveraged a partnership with Worcester State University to collect data on an additional 16 sampling days at two additional waterbodies. Monitoring data are used by staff to inform management decisions around mitigating threats from cyanobacteria and invasive species in addition to long-term planning for holistic water quality improvements. Program staff also expanded monitoring of three park ponds in Worcester, streamlining management and reducing dependence on outside contractors. The program also trained and led over 30 community scientists to monitor cyanobacteria at over 20 waterbodies on 12 sampling days in 2024. This effort supported decision making for managing cyanobacteria and preventing harmful blooms. Additionally, program staff hosted and supported 5 volunteer invasive species removal events, gave 5 presentations to school groups, and hosted 3 public presentations.

Photo courtesy of the City of Worcester

Action	Status	Progress
10. High Performance Private Landscapes: Raise public awareness about beneficial stormwater best management practices for drainage areas of lakes and ponds, such as permeable pavement, rain gardens, rain barrels, and lawn buffers at stream and pond shores.	Ongoing	The City has distributed 188 rain barrels since 2021. The Lakes and Ponds Program initiated a project in partnership with local watershed associations to raise public awareness of residential stormwater best management. This project aims to encourage residents to implement health landscape practices on their own properties. Additionally, the City hosted a sustainable yards initiative this Spring. Landscape design experts crafted conceptual sustainable yard plans for four resident properties, at no cost to them, to serve as case studies. These "Sustainable Yard Designs" feature elements such as rain gardens, re-routing roof gutters, reducing pavement, native plantings, pollinator gardens and more. The designs were showcased at the Green Worcester Summit, modelling how residents can implement stormwater best management practices on their own property. They are also available publicly on the city's website as a resource.
11. Upgrade Regulations: Complete and enforce any needed upgrades to regulations related to land disturbance and development that result in nonpoint pollution to streams, lakes, and ponds.	Not Started	

Chapter V

Net-Zero and Climate-Resilient Buildings

Action	Status	Progress
1. Sustainability of All City Building Systems: Continue to transition City-owned buildings away from dependence on fossil fuels and towards full electrification and renewable energy through establishing sustainability requirements and thresholds for all City buildings.	In Progress	New municipal buildings need to be constructed to the standards set forth in the Specialized Stretch Code that went into effect in July 2024. The City is working to electrify its existing building stock and build more efficient buildings. The City opened the new Doherty High school which was built to be more energy efficient than any existing school building in Worcester.
2. Municipal Strategic Building Energy Management Plan.	In Progress	The Department of Public Facilities (DPF) was created in 2022 to oversee and manage most City facilities. DPF uses a real-time energy monitoring system to track the City facilities' energy usage. Over 2/3 of our buildings are part of the management system and more continue to be added.
3. Fossil Fuels to Renewable Fuels: Develop a program to move all Worcester buildings from dependence on fossil fuels, including natural gas, to renewable energy sources.	In Progress (2024 Priority Action)	The City adopted the Specialized Stretch Code, a high-efficiency building energy code effective July 1, 2024. Under this code, new buildings constructed after this date will have minimal or no fossil fuel use and will often include on-site renewables. The City launched its Smart Energy Advice program in late 2023. The program aims to help residents and business owners transition to make their buildings more efficient, upgrade their heating and cooling systems and navigate through the Mass Save program. Since the launch of the program, we have assisted more than 150 low- and moderate-income residents, sent 9,000 postcards to local businesses and 33,000 letters to property owners, and presented or participated in over 30 community events.

Action	Status	Progress
4. Mandatory Energy Efficiency in City-Funded programs.	Not Started	
5. Annual Energy Performance Data on Large Buildings: Require buildings that meet size thresholds to submit annual energy performance data by adopting a building performance disclosure policy.	Not Started	
6. Cool Roof Incentives: Establish an incentive program for “cool roofs” and “green roofs” to reduce air conditioning costs, the urban heat island effect, and, in the case of green roofs, help in stormwater management.	Not Started	

Photo courtesy of Leo DaSilva

Action	Status	Progress
7. Distributed Energy Systems: Promote solar installations, geothermal networks, and other distributed energy systems, working with the state, National Grid, and other stakeholders.	Not Started	
8. Sustainability Incentives for Private Buildings: Provide at least two incentives for private sector buildings that meet the standards of LEED[3] or an equivalent green building rating system.	Not Started	
9. Green Vocational Training: Establish training programs at the Worcester Technical High School for sustainable building systems and renewable energy.	Not Started	
10. Awards: Promote establishment of an annual award for green development projects, including retrofits.	Not Started	

[3] *Leadership in Energy and Environmental Design*

Action	Status	Progress
11. Code compliance: Enforce consistent compliance with current energy codes.	Ongoing	The Specialized Stretch Code increased energy efficiency requirements. The City's Inspectional Services Department (ISD) recently hired two new inspectors to help enforce the new code. Inspectors are receiving training on the new updated codes.
12. Home MPG[4] Rating: Advocate for passage of state legislative proposals to require an energy assessment label (at time of sale) for single family, 1-4 family, and condominium homes.	Not Started	
13. State Energy Code: Continue to support and advocate for advanced state energy code regulations, such as a net zero energy code.	Completed	The City has adopted a high-efficiency energy building code, the Specialized Stretch Code, which went into effect on July 1, 2024.
14. Land Use and Zoning: Use the comprehensive plan and zoning ordinance to support initiatives and regulations that promote reduced GHG emissions in housing and non-residential buildings.	Ongoing	DSR is a collaborative partner in the Division of Planning and Regulatory Services (DPRS) work on the City's Now|Next Master Plan. DSR will continue to work together with DPRS to implement the plan's high priority actions, especially related to updating zoning ordinance to promote the goals of the GWP.

[4] *Miles Per Gallon*

Action	Status	Progress
15. Sustainable Reuse of Underutilized Properties.	In Progress	The Now|Next Master Plan created the starting point for developing updated zoning and development standards for underutilized properties.

Photo courtesy of the City of Worcester

Chapter VI
Sustainable Transportation Choices

Action	Status	Progress
1. Sustainable Transportation and Mobility: Establish a sustainable transportation and mobility policy and planning section within the Department of Sustainability.	Refocused and Completed	The City established a new Department of Transportation and Mobility (DTM) in July of 2022. DTM plans, coordinates, designs, and implements transportation programs and projects that promote safe, equitable, connective, and sustainable mobility options.
2. Transportation Emissions Reductions: Make the reduction of greenhouse gas emissions an explicit goal of City of Worcester transportation planning.	Completed	The Department of Transportation and Mobility, in collaboration with DSR, developed a Mobility Action Plan (pending Council endorsement in 2025), which includes numerous strategies for improving our City's mobility infrastructure while reducing transportation-related emissions.
3. Connectivity: Make connected networks an explicit goal of City of Worcester transportation planning. Maximize connectivity to move people – not just vehicles – between destinations.	Ongoing	The Department of Transportation and Mobility, in collaboration with DSR, completed a Mobility Action Plan in 2024 which includes a map of connected networks.
4. Event Transportation: Promote sustainable transportation choices at high profile locations and events, such as Polar Park and DCU events.	Not started	
5. Idling Reduction: Enforce the Massachusetts Anti-Idling Law (Chapter 90, Sec. 16A).	Not Started	

Action	Status	Progress
6. Electric Vehicle Use: Promote the use of electric vehicles in Worcester.	Ongoing	School Buses: In 2024, WPS purchased 15 electric school buses with grant support from the federal Environmental Protection Agency (EPA). The buses are expected to be online in 2026 after the Transportation Yard builds out electric vehicle charging stations and related infrastructure. City Fleet: In 2024, the City completed a feasibility study for installing EVCS at six municipal parking lots for its municipal fleet. The City currently has three EVs and is actively working to increase its stock of EVs. Residential EVCS: The City continues to push for increasing EVCS for residential use. There are currently 30 publicly owned charging stations in Worcester and we are currently in the planning phase for new EVCS at McGrath Parking Lot.
7. WRTA Fleet: Transition the WRTA bus fleet to 100% electric buses by 2035.	In Progress	The WRTA purchased seven electric buses in Spring of 2023. These buses are expected to be received and incorporated into service in Fall of 2025.
8. Transit Demand: Work with large employers to identify transit demand and priority routes for their employees, and seek funding for solutions to reduce single occupancy vehicle use.	Not Started	

Action	Status	Progress
9. Consultation with the WRTA: Include the WRTA in the Transportation Advisory Group and consult the WRTA from the beginning in City transportation, street redesign and resurfacing projects.	Not Started	
10. WRTA Service Optimization: Review WRTA service and make changes as needed to promote higher ridership while balancing coverage and social service responsibilities.	Ongoing	Worcester Regional Transit Authority temporarily eliminated fares to promote ridership and increase route efficiency. Collecting fares slows service and creates inefficiency costs. The Mobility Action Plan includes plans for pedestrian improvements to support transit stops.

Photo courtesy of the City of Worcester

Action	Status	Progress
11. Transit to Serve Higher Education: Work with higher education employers, institutions, and student populations to identify transit demand and priority routes and seek funding.	Not Started	
12. Complete Streets Policy: Implement the policy by developing a priority plan for designing roadway space for all users.	Ongoing	The Complete Streets Prioritization Plan, approved by MassDOT in Spring 2023, outlines the community's current and near-term needs. With the plan's approval, the city secured $498,981 in grant funding for a 0.7-mile project on Country Club Blvd, near Lincoln Village, a senior low-income housing complex. Improvements include new bus shelters, safer crosswalks, restriping, roadway rightsizing, bike lanes, and more.
13. Micromobility Plan: Develop and Implement a Pedestrian, Bicycle, and Micromobility Plan.	In Progress	Pedestrian, Bicycle, and Micromobility is a large focus in the Mobility Action Plan. In 2024, a demonstration project displaying traffic calming measures on 1.5 mile stretch of Mill Street was installed and includes protected bicycle lanes and lane reductions. In February 2024, the Department of Transportation and Mobility, kicked off the Vision Zero planning process, an international street safety movement dedicated to eliminating fatalities and serious injuries on our roadways.

Action	Status	Progress
14. Bike and Micromobility Share: Find a reliable partner to create a new city micromobility share program for bicycles, scooters, and similar light-weight transportation.	Not Started	
15. Open Streets Program: Create an "Open Streets" program to close a set of downtown or other suitable streets on Sunday mornings, monthly or weekly, or as one-off events, for biking and walking.	Not Started	
16. Energy-efficient Truck Routes: Study and revise, as needed, the truck routes for city-owned or city-contracted trucks, to enhance energy efficiency and reduce GHG emissions.	Not Started	
17. Mitigate Truck Route Impacts: Develop, implement and enforce a truck route plan that avoids negative impacts on residential and commercial areas.	Not Started	
18. Truck Idling: Work with the Port of Worcester and CSX to reduce or eliminate idling at their yards.	Not Started	

Action	Status	Progress
19. Last Mile Freight Delivery: Work with businesses for opportunities to establish innovative “last mile” freight delivery options that reduce GHG emissions.	Not Started	
20. Coordinated Land Use Decisions: Use the comprehensive plan and zoning ordinance to support multi-modal transportation, especially walking, bicycling, and transit.	Not Started	
21. Zero-Emission Urban Villages: Use the comprehensive plan and zoning ordinance to support existing and future mixed-use, higher-density neighborhood “urban village” centers that support zero-emissions pedestrian, bicycle, and other micromobility transportation.	Not Started	

Photo courtesy of the City of Worcester

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Chapter VII

One Water – Integrated Water Management

Action	Status	Progress
1. Sustainability and Resilience Benefits: Prioritize sustainability and resilience benefits when implementing the Integrated Water Management Plan.	Not Started	
2. System-wide Stormwater Model: Create a comprehensive system-wide stormwater hydraulic/hydrologic model to help the City to better understand the drainage infrastructure and inform capital improvement priorities (to address flood resiliency).	In Progress	The City will complete its comprehensive Drainage and Green Infrastructure Master Plan by the end of February 2025, supported in part by a $1.2 million state grant. This innovative plan includes a detailed hydrological model of the City's drainage infrastructure, pinpointing major problem areas. It also outlines some green and grey infrastructure projects in priority areas that will help mitigate the impacts of extreme storms and enhance community resilience.
3. Watershed Model for Water Supply: Create a comprehensive system-wide watershed model of the water supply reservoir network (to address drought resiliency).	Not Started	
4. Urban Forestry and Stormwater: Include stormwater management improvements and benefits when developing an Urban Forestry Master Plan.	Completed	Stormwater Management is listed as a major benefit of our Urban Forest in the Urban Forest Master Plan. It is estimated that 2.4 million gallons of stormwater are absorbed by our current tree canopy annually. The plan includes actions to enhance our urban forest, and therefore continue to reduce the impact of stormwater runoff in the city.

Action	Status	Progress
5. Low Impact Development Standards: Establish regulations and guidelines to require standards on Low Impact Development, stormwater runoff reduction, and green infrastructure in new development and in significant additions and renovations.	Not Started	
6. Stormwater Utility: Explore creating a stormwater utility to incentivize use of best management practices on private property.	Not Started	
7. Landscape Practices: Use Integrated Pest Management and organic landscape practices in managing city-owned property to reduce stormwater impacts of fertilizer, herbicides, and pesticides on surface waters.	In Progress	The City has begun creating a Watershed Based Plan which will include a city-wide assessment of non-point pollution sources – such as fertilizers, herbicides, and pesticides. The assessment will highlight what fertilizers the municipality is using on its properties. This will inform our DPW&P staff on how to improve their landscaping practices.

Action	Status	Progress
8. City Green Infrastructure: Identify and implement opportunities for green infrastructure in City facilities and landscapes.	Ongoing	The City's nearly finished Drainage and Green Infrastructure Master Plan identifies high impact opportunities for green infrastructure (GI) installations in the city that significantly reduce stormwater runoff. The City has increased its focus on maintaining previously installed GI projects to ensure their long-term effectiveness. As part of this effort, the City created a detailed GI Assets Inventory, documenting all completed GI projects. Additionally, the City is preparing to develop a comprehensive GI Maintenance Plan. In the summer of 2024, the City revitalized the rain garden at the Senior Center, restoring its ability to efficiently capture and infiltrate stormwater runoff. These initiatives reflect the City's commitment to sustaining and enhancing its green infrastructure investments.
9. Private Green Infrastructure: Promote green infrastructure practices to manage stormwater in private development.	In Progress	The City hosted a sustainable yards initiative in Spring 2024. Landscape design experts crafted conceptual sustainable yard plans for four resident properties, at no cost to them, to serve as case studies. These "Sustainable Yard Designs" feature elements such as rain gardens, re-routing roof gutters, reducing pavement, native plantings, pollinator gardens and more. The designs were showcased at the Green Worcester Summit, modelling how residents can implement stormwater best management practices on their own property.

Action	Status	Progress
10. Prepare Streams for Climate Change Impacts: Map currently culverted streams and study the potential for daylighting and green infrastructure.	Not Started	
11. Workforce Development for Green Infrastructure: Develop youth workforce development program for maintenance of green infrastructure projects like rain gardens, bioswales, and bioretention areas.	Not Started	
12. Landscape Practices: Promote sustainable landscape practices for private property that eliminate or minimize excess fertilizer, herbicide, and pesticide use to private property owners and landscaping contractors.	In Progress	The City is creating a Watershed Based Plan which will include a city-wide assessment of non-point pollution sources – such as fertilizers, herbicides, and pesticides. Our assessment will inform a public outreach campaign educating residents on ways to minimize harmful fertilizer use.

Action	Status	Progress
13. Lakes & Ponds Program: Continue and expand the Lakes & Ponds program and coordinate with initiatives to reduce nonpoint source pollution to lakes, ponds, and streams.	Ongoing	In 2023, the Lakes and Ponds Program installed an “Alum” dosing station at Indian Lake to reduce nonpoint source pollution entering the lake. In 2024, testing was conducted to determine the optimal dosing level to achieve maximum nutrient removal with minimal application. In collaboration with DPW&P, the Lakes and Ponds Program contracted the installation of four stormwater particle separators to reduce nonpoint source pollution in two watersheds. Particle separators are machines installed in the stormwater system which trap and remove nutrient-full sediment from stormwater before it goes into our waterbodies. The retained sediment is removed from the separator through periodic maintenance. Additionally, staff regularly attended meetings of local watershed associations to provide input and coordinate additional outreach and education activities.

Chapter VIII
Towards Zero Waste

Action	Status	Progress
1. Waste Management Master Plan: Develop and Implement a Zero Waste Master Plan.	In Progress	The City has hired consultants to help us develop the Zero Waste Master Plan and conduct a waste characterization study. While the plan is being developed, the City has begun robust outreach campaigns to teach residents how to reduce their waste and recycle better. The City published seven 'Trash Talk' videos which answer resident FAQs. The City has also developed the City's first comprehensive Trash and Recycling Guide, which is expected to launch in January of 2025. The City has also translated its recycling guides on its website into multiple languages. The City regularly tabled at public events to provide resources about disposal options. Recycling contamination rates for 1-6 dwelling unit buildings have decreased from over 20% in 2022 to 8% in 2024.
2. Trash and Recycling Receptacles: Increase the number of and place trash and recycling receptacles strategically in public places.	In Progress	Public Trash Bins: DSR, in partnership with DPW&P, has begun developing a plan for installing public waste bins throughout the city. The City has secured funding to install 150-200 new trash bins in 2025. DSR has mapped the trash bins that currently exist in the city, and launched a Crowdsource map to gather feedback from the public on where new bins should be installed. Public Clean-Up Initiatives: This year, the City organized five "Clean Team" events, where community volunteers gathered to remove litter from designated areas. Over the course of these events, volunteers collected 171 bags of trash and 123 bulk items.

Action	Status	Progress
3. Purchasing Policies: Establish environmentally conscious purchasing policies aimed at reducing waste and toxic materials and promoting use of recyclable materials.	Not Started	
4. Composting: Expand and initiate programs to divert waste to compost.	In Progress	The Green Worcester Summit, hosted in April, was the City's first zero waste event. All food scraps and cutlery were composted, and food leftovers were donated to local shelters. Additionally, the Zero Waste Coordinator has worked with the Business Improvement District to make Out-to-Lunch and Movies on the Common Events low waste events. The City is exploring additional opportunities for food waste reduction citywide which will be a major component of the Zero Waste Master Plan.
5. Food Waste Elimination: Promote food waste elimination initiatives by WPS, institutions, and businesses and reduce use of disposable food service ware.	In Progress	DSR is building connections with Worcester Public Schools staff and hopes to outline the school's food waste elimination plan in the future Zero Waste Master Plan. Our Zero Waste Coordinator has regularly attended the Massachusetts Green School Waste Reduction and Diversion meetings and is currently a member of the policy subgroup.
6. Reuse Initiatives: Work with community organizations and City departments to organize Swap Shops, Fix It clinics, and similar initiatives.	In Progress	The Worcester Public Library has a "Library of Things" which allows patrons to borrow items such as a home electronics, musical instruments, tools and more.

Chapter IX
Sustainable Food Systems

Action	Status	Progress
1. Existing sites: Protect access to land of existing community gardens and urban farms.	Not Started	
2. New urban agriculture sites: Identify additional locations for community gardens and larger-scale production.	Ongoing	In 2024, the Regional Environmental Council (REC) opened one new community garden at the Francis Perkins Library and helped manage and operate over 70 existing community gardens.
3. Community orchards: Identify potential locations for community orchards in selected public spaces or edges of community gardens.	Not Started	
4. Farm to School: Continue and expand the Farm to School program for WPS, working with the Worcester Food Hub.	Ongoing	Worcester Head Start is participating in the Farm to School Program.
5. Gardens in Schools: Integrate school gardens and garden curricula in the Worcester Public Schools.	Ongoing	The REC engaged 2,768 students for the 2023-2024 school year. They also grew their Early Childhood programming this year and worked with 1,346 children in early childhood classrooms.
6. Local food sourcing: Promote local food sourcing by all institutions.	Not Started	

Action	Status	Progress
7. Preferential Procurement: Adopt preferential procurement policies to source locally produced foods.	Not Started	
8. Resilient Regional System: Develop a plan to enhance the resilience of the regional food supply system.	Not Started	
9. Indoor Farming: Develop a pilot project with students to develop a sustainable return on investment analysis of indoor farming.	Not Started	

Photo by Alexandra Ionescu, courtesy of the City of Worcester

Chapter X
Pollution Prevention

Action	Status	Progress
1. Procurement Policies: Update the City's Environmentally Preferable Purchasing Policy.	Not Started	
2. Land Use and Transportation: Implement transportation and land use policies and actions to reduce greenhouse gas emissions and particulate matter.	In Progress	Sustainability was identified as one of the four main goals of the Mobility Action Plan. The plan includes proposed actions that would reduce transportation related emissions. The City is working on initiatives to expand electric vehicle charging stations throughout the city to help promote the use of EVs.
3. Toxic Materials Reduction: Encourage local businesses to adopt policies to avoid toxic materials in their operations and products.	Not Started	
4. Brownfields: Continue brownfields remediation programs and policies.	Ongoing	Since May of 2023, the City has received $3.5 million from the EPA for brownfield remediation. In 2024, the City gave a $239,134 grant to the Main South CDC to remediate 807-815 Main Street; a $580,000 grant and a $1,108,832 loan to New Garden Park, Inc. to remediate 1 New Bond Street; and a $1,300,000 loan to Creative Worcester, Inc. to remediate 2 Ionic Ave.

Action	Status	Progress
5. Lead Abatement: Continue lead abatement programs, including regular public outreach to increase awareness of the programs.	Ongoing	The City's Office of Economic Development manages a lead abatement program. In 2024, the program de-leaded 42 housing units.
6. Water Quality and Toxins: Continue and expand water quality programs and partnerships.	Ongoing	See Chapter VII, Action 13.

Photo courtesy of the City of Worcester

Chapter XI
Climate Change Resilience

Action	Status	Progress
1. Resilience Working Group: Create a climate change resilience working group of municipal staff to coordinate tasks and timelines for priority resilience actions from the MVP[5], HMP[6], and other relevant planning groups, such as the Planning and Public Health Departments.	Refocused and Ongoing	DSR has set up regular interdepartmental meetings with the Department of Public Works and Parks, the Department of Transportation and Mobility, and the Executive Office of Economic Development. These meetings provide the forum needed to collaborate on resiliency related programs and projects. The Department of Emergency Communications is updating the Hazard Mitigation Plan, which will include various resilience actions and is being developed with input from a working group.
2. Resilience Building Standards: Establish standards for climate resilience in new and rehabilitated buildings.	Ongoing	The City adopted the Specialized Stretch Code, effective July 2024, which will result in more efficient and well-built buildings that are by default more resilient.
3. Resilient Food System: Promote a robust and resilient regional food system.	Ongoing	The Regional Environmental Council has offered access to fresh local food through their standing and mobile farmer's market programs; supported 38 school gardens; engaged 2,768 students with hands-on gardening activities and classroom workshops; added one community garden to their network; and maintained their Healthy Incentives Program which allows residents to use SNAP and EBT benefits at Farmer's markets.
4a. MVP Priority Actions: Infrastructure Resilience.	Ongoing	See Chapter VII Actions 2, 3, and 8.

[5] *Municipal Vulnerability Preparedness* | [6] *Hazard Mitigation Plan*

Action	Status	Progress
4b. MVP Priority Actions: Social Resilience.	Ongoing	In May of 2024, The Department of Sustainability and Resilience hosted its first Green Worcester Summit. The Summit was the city's first zero waste event. More than one hundred residents came to the event, learning about resilience in Worcester and helping plant the city's first two Miyawaki Forests.
4c. MVP Priority Actions: Environmental Resilience.	Ongoing	As part of the Urban Forest Master Plan, the city completed a street tree inventory. The inventory identified potential locations for new trees to be planted. With the completion of the UFMP, the City plans to ramp up the number of trees planted annually- increasing urban tree canopy. The Lakes and Ponds program continues to work to make the city's waterbodies cleaner. They collaborate with volunteers and universities to monitor water quality and provide treatment when needed. The City launched and managed two Crowdsource maps where residents can identify areas that would be great for resilience projects and another that lets residents mark where they prefer public trash and recycling bins to be located. For more information, see Chapter IV.
5a. HMP Priority Actions: Transportation: Integrate disaster mitigation into transportation projects.	Not Started	

Action	Status	Progress
5b. HMP Priority Actions: Drought and Water Supply: Implement water supply emergency/drought projects.	Not Started	
5c. HMP Priority Actions: Public Information and Awareness: Improve information available and educate property owners.	Ongoing	As part of the Drainage and Green Infrastructure Master Plan, the City developed the Sustainable Yards initiative which in part educated homeowners on the stormwater benefits of resilient projects on their properties with specific Worcester case studies to refer to.
5d. Update the Zoning and Wetlands Protection Ordinances: Incorporate Low-Impact-Development and limit impervious surfaces.	Not Started	
5e. Best Management Standards: Create best management practices for land clearing and grading.	Not Started	

Chapter XII
Sustainability, Resilience, and Green Education in All Policies

Action	Status	Progress
1. Integrate Green Worcester goals and strategies into day-to-day planning.	Ongoing	The Executive Office of Economic Development coordinates pre-development discussions with developers. These discussions are designed to assist developers and landowners in the pre-development stages of potential and proposed projects with questions relating to permitting processes, zoning compliance, engineering standards and land use policy considerations. Sustainability related strategies are included in these meetings. The Division of Planning & Regulatory Services communicates closely with the DSR related to potential overlaps in land use regulations and opportunities to increase sustainability aspects of proposed developments.
2. Comprehensive Plan: Ensure that the City's new comprehensive plan is informed by the Green Worcester Plan and other relevant plans, as well as a robust community participation program.	Ongoing	The City recently completed its Now| Next Plan, Urban Forest Master Plan, Mobility Action Plan, and Municipal Strategic Plan. Each of these plans weave actions and concepts from the Green Worcester Plan into them – bringing sustainability into all elements of the city. DSR continues to help shape new city plans (currently a Hazard Mitigation Plan and Housing Production Plan) and will continue to advocate for including concepts of the Green Worcester Plans into future relevant plans.

Action	Status	Progress
3. Zoning and Development Standards: Ensure that changes to zoning and development standards resulting from the comprehensive plan advance achievement of Worcester's sustainability and resilience goals.	In Progress	The Now|Next Master Plan creates the starting point for developing updated zoning and development standards. The project overhauling the zoning ordinance has not yet launched and would be led by the Executive Office of Economic Development / Division of Planning and Regulatory Services.
4. Policy Development: Use the guidance of the Green Worcester Plan and other frameworks to develop transportation planning, design, and construction policies.	Ongoing	The Mobility Action Plan mirrors the GWP goals related to developing transportation planning, design, and construction policies.
5. Envision Rating System: Consider using the EnvisionTM infrastructure rating system to evaluate proposed infrastructure projects for high performance sustainability.	Not Started	
6. LEED Community: Consider seeking LEED certification as a sustainable community.	Refocused and Ongoing	See Chapter II, Action 16.
7. Pilot Sustainability District: Designate a pilot "Sustainability District" as an area to test, refine, and promote new sustainability and resilience efforts.	Not Started	

Action	Status	Progress
8. Sustainability Performance Outcomes: Establish sustainability performance outcomes to be met by all new construction or redevelopment projects seeking tax incentives from the City.	Refocused and In Progress	After research, it was apparent that developing a metric addressing a seemingly endless number of metrics for sustainability performance outcomes wasn't an efficient and effective approach. The city instead focused on pursuing and achieving a concrete and high-value opportunity to adopt a Specialized Stretch Code, which allowed for high performance building energy standards to guide new construction. The city will continue to look for examples of successful municipal approaches to advance this goal.
9. Place-Based Neighborhood Planning: Create and implement a program for place-based neighborhood or district planning with community participation.	In Progress	Place-based neighborhood planning is a key facet in the City's Now|Next Master Plan.
10. School Curriculum: Integrate sustainability and resilience into the curriculum at all levels in the Worcester Public Schools.	Ongoing	See Chapter II, Action 10.
11. Workforce Development Partners: Convene a working group to develop a framework for a coordinated green jobs framework in Worcester.	Not Started	

Action	Status	Progress
12. Workforce Development for Green Infrastructure: Develop youth workforce development programs, like the park ranger program, for maintenance of green infrastructure projects.	In Progress	In late 2024, the Blackstone Watershed Collaborative, in partnership with the Worcester Technical High School (WTHS), Clark University, the City of Worcester, Mass Audubon and the Nipmuc Tribe, was awarded a 3-year grant from the US Forest Service to build an Urban Foresty Workforce Development program at WTHS.
13. Outreach Strategy: Implement a transparent Green Worcester outreach strategy to include traditional and new media and activities.	Ongoing	See Chapter II, Action 8.

Photo courtesy of the City of Worcester

Acknowledgements

The Department of Sustainability and Resilience would like to thank the following people, elected and appointed officials, partners, and organizations, for their contributions to the implementation of the Green Worcester Plan. We are grateful for your support and participation that has made all this work possible.

City Staff

Eric D. Batista, City Manager
Department of Emergency Communications and Management
Department of Inspectional Services
Department of Public Works and Parks
Department of Transportation and Mobility
Division of Planning and Regulatory Services
Executive Office of Economic Development
Worcester Public Library
Worcester Public Schools
Worcester Senior Center

Green Worcester Advisory Committee

Mary Knittle, Chair
Evelyn Herwitz, Vice Chair
Patricia Austin
Ted Conna
Mary Leovich
Stephen McCauley
Deirdra Murphy

Mayor and City Council

Joseph M. Petty - Mayor & Councilor-at-Large
Morris A. Bergman - Councilor-At-Large
Donna M. Colorio - Councilor-At-Large
Khrystian E. King - Councilor-At-Large
Thu Nguyen - Councilor-At-Large
Kathleen M. Toomey - Councilor-At-Large
Jenny Pacillo - District 1 Councilor
Candy F. Mero-Carlson - District 2 Councilor
George J. Russell - District 3 Councilor
Luis A. Ojeda - District 4 Councilor
Etel Haxhiaj - District 5 Councilor

External Partners

Regional Environmental Council
Higher Education Institutions (College of the Holy Cross, Worcester Polytechnical Institute, Clark University, Worcester State University)
Indian Lake Watershed Association
Lake Quinsigamond Commission
Lake Quinsigamond Water Association
Plumley Village
Tatnuck Brook Watershed Association
Worcester Native Plant Initiative
Worcester Regional Chamber of Commerce
Worcester Regional Transit Authority
WalkBike Worcester

Photo courtesy of the City of Worcester

GREEN WORCESTER

The City *of* Worcester

Department of Sustainability and Resilience

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greenworcester@worcesterma.gov

WorcesterMA.gov/DSR

Report designed by **HBG Branding + Design**

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.33A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend adoption of an Order to authorize the City of Worcester to enter into a contract for the lease of datacenter co-location services for a term of up to ten (10) years to ensure continuity of core infrastructure services, as recommended by Michael P. Hamel, Chief Information Officer, and forwarded for the consideration of your Honorable Body.

The Department of Innovation and Technology is looking to enter into new City-wide contract for the lease of datacenter co-location services with the Commonwealth of Massachusetts's Executive Office of Technology and Security Services. The datacenter facility is located at 53 Elliot St. in Springfield, Massachusetts. The lease of a datacenter was planned and budgeted in FY25.

This necessary initiative will replace core compute and storage infrastructure that has reached the end of its lifecycle and move the municipality to a more modern architecture. The new architecture will be aligned with current best practice and improve the municipality's resilience to natural disasters, physical asset damage, and cyber threats. Ensuring that our core datacenter infrastructure remains serviceable and consistent with best practice is more important than ever given the increasing dependance on technology for the continuity of municipality services.

Chapter 30B of M.G.L. requires the approval of City Council for any contract in excess of three years. Given that the municipality can see significant cost saving and infrastructure stability by entering into an agreement of up to 10 years, I respectfully request your consideration and approval to award a contract of up to 10 years for the lease of datacenter co-location services.

Respectfully submitted,

Eric D. Batista
City Manager

City *of* Worcester

Eric D. Batista
City Manager

Department of Innovation & Technology
Michael P. Hamel, Chief Information Officer
1 Officer Manny Familia Way, Building A
Worcester, MA 01605
P| 508-799-1272 **F|** 508-799-1270
hamelm@worcesterma.gov

To: Eric D. Batista, City Manager
From: Michael P. Hamel, Chief Information Officer
Date: June 10, 2025
Re: Recommend adoption of an order to authorize the City of Worcester to enter into a contract for the lease of datacenter co-location services for a term of up to ten (10) years to ensure continuity of core infrastructure services

The Department of Innovation and Technology is looking to enter into new City-wide contract for the lease of datacenter co-location services with the Commonwealth of Massachusetts's Executive Office of Technology and Security Services. The datacenter facility is located at 53 Elliot St. in Springfield, Massachusetts. The lease of a datacenter was planned and budgeted in FY25.

This necessary initiative will replace core compute and storage infrastructure that has reached the end of its lifecycle and move the municipality to a more modern architecture. The new architecture will be aligned with current best practice and improve the municipality's resilience to natural disasters, physical asset damage, and cyber threats. Ensuring that our core datacenter infrastructure remains serviceable and consistent with best practice is more important than ever given the increasing dependance on technology for the continuity of municipal services.

Chapter 30B of M. G. L. requires the approval of City Council for any contract in excess of three years. Given that the municipality can see significant cost saving and infrastructure stability by entering into an agreement of up to 10 years, I respectfully request your consideration and approval to forward this to City Council for their deliberation and approval to award a contract of up to 10 years for the lease of datacenter co-location services.

Sincerely,

Michael P. Hamel
Chief Information Officer

CITY OF WORCESTER

WHEREAS, Pursuant to the adopted Fiscal Year 25 Budget, the Department of Innovation and Technology, desires to replace and modernize the City's end of life datacenter infrastructure; including an agreement for the lease of datacenter co-location services.

WHEREAS, this initiative is necessary for the City's continuity of services and will replace core computer and storage infrastructure, moving the City to a more modern architecture, aligned with current best practices and improved resilience to natural disasters, physical asset damage, and cyber threats;

WHEREAS, authorizing the City to enter into contracts for terms of up to ten (10) years will align the lifecycle of the core infrastructure and also provide significant cost savings;

NOW THEREFORE, BE IT Ordered:

That the city manager be and he is hereby authorized, pursuant to M.G.L. c. 30B, §12, to enter into a contract for the lease of datacenter co-location services for a term(s) of up to ten (10) years.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.35A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend adoption of the attached resolution to apply for, accept, and expend grant funds from the FY26 Connecting Activities Grant through the Massachusetts Department of Elementary and Secondary Education (DESE). The total funding amount is anticipated in the amount of Two Hundred Ninety One Thousand Three Hundred Seventy Dollars and No Cents ($291,370.00), but is subject to change pending the Governor's final budget release.

The FY26 Connecting Activities Program enables the MassHire Central Region Workforce Board (MCRWB) to sustain related work-based learning initiatives (e.g., Innovation Pathways Programs) for high school students throughout the city of Worcester and the 37 surrounding communities in the MCRWB service delivery area by connecting public school districts and employers/community-based organizations.

Funds will be used to improve the quality of the region's partnerships with partner schools, engage and recruit employer partners, implement high quality career awareness and exploration activities for partner schools, and place youth in challenging and fulfilling work-based learning opportunities. This grant opportunity neither requires matching funds nor in-kind contributions; no additional staff will be required.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Office
455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F|** 508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: Finance Item

I respectfully request City Council authorization to apply for, accept, and expend grant funds from the FY26 Connecting Activities program through the Massachusetts Department of Elementary and Secondary Education (DESE). The total funding amount is anticipated at $291,370.00 (amount subject to change pending the Governor's final budget release).

The FY26 Connecting Activities Program enables the MassHire Central Region Workforce Board (MCRWB) to sustain related work-based learning initiatives (e.g., Innovation Pathways Programs) for high school students throughout the city of Worcester and the 37 surrounding communities whose residents MCRWB serves by connecting public school districts and employers/community-based organizations.

Funds will be used to improve the quality of the region's partnerships with partner schools, engage and recruit employer partners, implement high quality career awareness and exploration activities for partner schools, and place youth in challenging and fulfilling work-based learning opportunities. This grant opportunity neither requires matching funds nor in-kind contributions; no additional staff will be required.

Sincerely,

Peter Dunn
Chief Development Officer

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS IN THE AMOUNT OF TWO HUNDRED NINETY ONE THOUSAND THREE HUNDRED SEVENTY DOLLARS AND NO CENTS ($291,370.00) FROM THE MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION (DESE) FY26 CONNECTING ACTIVITIES PROGRAM

WHEREAS: The MA Department of Elementary and Secondary Education (DESE) has made available funding to support and sustain workforce development initiatives in the City of Worcester and the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will sustain work-based learning initiatives (e.g., Innovation Pathways) by connecting public school districts, students, and employers/community-based organizations in the city of Worcester and the 37 surrounding communities served by the MassHire Central Region Workforce Board (MCRWB);

WHEREAS: The City of Worcester and the MCRWB strongly support workforce development initiatives such as improving the quality of the region's partnerships with public schools and placing high school students in work-based learning opportunities; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take any other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.35B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend adoption of a resolution to file, accept, and expend a grant in the amount of Four Hundred Twenty Three Thousand One Hundred Eighty Five Dollars and No Cents ($423,185.00) from the Workforce Competitiveness Trust Fund program.

Funds will support the MassHire Central Region Workforce Board (MCRWB) in designing and implementing a three-year job training program for the Wastewater Treatment Operator occupation in the Central Region Workforce Development Area, including offering support services to enhance participant retention and success (e.g., driver's education). Training and program participant support will be delivered by Xcel Education, and additional program support will be provided by the MassHire North Central Region Workforce Board. Partners anticipate serving 40 trainees during the duration of this grant program.

This funding requires a 30% match that will be provided by MCRWB and MassHire Central Career Center staff, along with partner staff support, that is not funded through this grant. The funding does not require any new staff.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
City Hall, 455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F**|508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager
FROM: Peter Dunn, Chief Development Officer
DATE: June 10, 2025
RE: Finance Request

I respectfully recommend adoption of a resolution to file, accept, and expend a grant in the amount of Four Hundred Twenty-Three Thousand One Hundred Eighty-Five Dollars and No Cents ($423,185.00) from the Workforce Competitiveness Trust Fund program.

Funds will support the MassHire Central Region Workforce Board in designing and implementing a three-year job training program for the Wastewater Treatment Operator occupation in the Central Region Workforce Development Area, along with supportive services necessary for participant retention and success, such as driver's education. Training and program participant support will be delivered by Xcel Education, with additional program support provided by staff of the MassHire North Central Region Workforce Board. We anticipate serving 40 unemployed or underemployed individuals during the grant performance period.

This funding requires a 30% match that will be provided by MCRWB and MassHire Central Career Center staff, along with partner staff support not funded through this grant. The funding does not require any new staff.

Sincerely,

Peter Dunn
Chief Development Officer

RECOMMEND ADOPTION OF A RESOLUTION TO FILE, ACCEPT, AND EXPEND A GRANT IN THE AMOUNT OF FOUR HUNDRED TWENTY THREE THOUSAND ONE HUNDRED EIGHTY FIVE DOLLARS AND NO CENTS ($423,185.00) FROM THE WORKFORCE COMPETITIVENESS TRUST FUND PROGRAM

WHEREAS: The Commonwealth of Massachusetts has made grants funds available through Commonwealth Corporation to offer and deliver job training and support services to eligible residents in the Central MA and North Central MA Workforce Development Areas (WDAs);

WHEREAS: Funds will enable the MassHire Central Region Workforce Board (MCRWB) and its partners in providing job training and support services in the Wastewater Treatment Operator occupation for eligible participants;

WHEREAS: The City of Worcester and the MCRWB strongly support workforce development opportunities for area residents; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that*****:**

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.35C

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend the adoption of a resolution to file, accept, and expend a grant in the amount of up to Thirty Seven Thousand One Hundred and Eleven Dollars and No Cents ($37,111.00) from the Massachusetts Department of Agricultural Resources under the Food Security Infrastructure Grant program to purchase and install new kitchen equipment for the Worcester Senior Center, as requested by Dr. Matilde Castiel, Commissioner of Health and Human Services.

There is a 20% cash match required for this project.

Respectfully submitted.

Eric D. Batista
City Manager

Department of Health and Human Services
Matilde Castiel, M.D.,Commissioner
455 Main Street, Room 101, Worcester MA 01608
P| 508-799-8486 **F**| 508-799-1218
hhs@worcesterma.gov

To: Eric D. Batista, City Manager
From: Matilde Castiel, M.D., Commissioner of HHS
Date: June 10, 2025
RE: Finance Request

I respectfully request adoption of a resolution to apply, accept, and expend a grant in the amount of up to Thirty Seven Thousand One Hundred and Eleven Dollars and No Cents ($37,111.00) from the Massachusetts Department of Agricultural Resources' Food Security Infrastructure Grant for the purchase and installation of replacement kitchen equipment at the Worcester Senior Center.

This equipment is used in the preparation, storage, and display of meals for older residents of Worcester. The equipment to be purchased will also be more energy efficient than the existing equipment it is replacing, in alignment with the municipality's Green Worcester Plan goals. There is a 20% cash match required for this project.

Sincerely,

Matilde Castiel, MD
Commissioner of Health & Human Services

RESOLUTION TO FILE, ACCEPT, AND EXPEND A GRANT IN THE AMOUNT OF UP TO THIRTY SEVEN THOUSAND ONE HUNDRED AND ELEVEN DOLLARS AND NO CENTS ($37,111.00) FROM THE MASSACHUSETTS DEPARTMENT OF AGRICULTURAL RESOURCES UNDER THE FOOD SECURITY INFRASTRUCTURE GRANT

WHEREAS: The City of Worcester is committed to providing resources to older adults through the Worcester Senior Center; and

WHEREAS: The Massachusetts Department of Agricultural Resources is offering the Food Security Infrastructure Grant in order to connect Massachusetts residents with local food sources and reduce food insecurity; and

WHEREAS: The City of Worcester is eligible to apply for funding toward the replacement of kitchen equipment at the Worcester Senior Center for food preparation, display and storage as well as contractor installation costs; and

WHEREAS: The City of Worcester is applying for up to $37,111.00 in grant funding from the Food Security Infrastructure Grant to purchase and install this new equipment;

WHEREAS: The equipment to be purchased is more efficient than the existing equipment in alignment with ReslientMass and Green Worcester priorities;

NOW THEREFORE BE IT RESOLVED:

1. That the City Manager be and is hereby authorized to accept said grant from the Massachusetts Department of Agricultural Resources.

2. That these funds will be used to purchase and install new kitchen equipment at the Worcester Senior Center.

3. That the City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant; and

4. That this resolution shall take effect upon passage.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.35D

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend the adoption of a resolution to accept with gratitude a donation in the amount of Forty Thousand Dollars And No Cents ($40,000.00) from the College of the Holy Cross to support FY26 Recreation Worcester Programming.

Respectfully submitted,

Eric D. Batista
City Manager

OFFICE OF THE CITY MANAGER, CITY HALL, WORCESTER, MA 01608
TELEPHONE (508) 799-1175 | FAX (508) 799-1208
EMAIL: citymanager@worcesterma.gov

Health and Human Services
Dr. Matilde Castiel, Commissioner
455 Main St, Room 101 Worcester, MA 01608
P | 508-799-8486 **F** | 508-799-1218
HHS@worcesterma.gov

To: Eric D. Batista, City Manager
From: Matilde Castiel, M.D., Commissioner of HHS
Date: June 10, 2025
Re: Finance Request

I respectfully recommend the adoption of a resolution to accept with gratitude a donation in the amount of Forty Thousand Dollars and No Cents ($40,000.00) from the College of the Holy Cross to support FY26 Recreation Worcester programming.

Sincerely,

Matilde Castiel MD

Matilde Castiel, MD
Commissioner of Health & Human Services

A RESOLUTION TO ACCEPT WITH GRATITUDE A DONATION IN THE AMOUNT OF FORTY THOUSAND DOLLARS AND NO CENTS ($40,000.00) FROM THE COLLEGE OF THE HOLY CROSS

WHEREAS: The City of Worcester's Division of Youth Opportunities anticipates receiving a donation in the amount of Forty Thousand Dollars and No Cents ($40,000.00) from the College of the Holy Cross; and

WHEREAS: The City of Worcester acknowledges that the intended purpose of this donation is to support the operation of Recreation Worcester during the FY26;

NOW THEREFORE BE IT RESOLVED:

1. That the City Manager be and is hereby authorized to accept said donation from the College of the Holy Cross.

2. That these funds will be used to assist Worcester youth in providing a safe and affordable recreational opportunity during FY26.

3. That the City Manager be and is hereby authorized to take such other actions as are necessary to carry out the purpose of the donation.

4. That this resolution shall take effect upon passage.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.35E

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request the City Council's consideration, deliberation, and adoption of the attached resolution to file and accept a Fiscal Year 2026 Grant with and from the Commonwealth of Massachusetts, Executive Office of Energy and Environmental Affairs, Division of Conservation Services for the Parkland Acquisitions and Renovations for Communities Grant Program to complete renovations to South Worcester Playground Basketball and Handball Courts.

The Commonwealth of Massachusetts Executive Office of Energy and Environmental Affairs, Division of Conservation Services (DCS) will be offering reimbursable Parkland Acquisitions and Renovations for Communities Grants to municipalities to support acquisition of parkland, development of a new park, and renovation of an existing park that provides recreational opportunities.

The municipality will request funding in the amount of Four Hundred Twenty Five Thousand Dollars and No Cents ($425,000.00) from the reimbursable Parkland Acquisitions and Renovations for Communities Grant Program and funding from the City Tax Levy Capital Improvement Program to complete improvements that include current industry standard design for the upgrade of current walkways to new ADA accessible walkways, new basketball and handball courts, sport court lighting, upgrades to current drainage system, utility upgrades, park edge improvements, and the installation of other site amenities.

No additional municipal positions are required to implement this grant. In addition to these grant funds, a future municipal capital improvement tax levy borrowing of One Million Five Hundred Thousand Dollars and No Cents ($1,500,000.00) will be required to complete this project.

Respectfully submitted,

Eric D. Batista
City Manager

Department of Public Works & Parks
John K. Westerling, Commissioner
20 East Worcester Street, Worcester, MA 01604
P| 508-799-1430 **F**| 508-799-1448
dpw@worcesterma.gov

To: Eric D. Batista, City Manager
From: John K. Westerling, Commissioner of DPW&P
Date: June 10, 2025
Re: Finance Request

Attached please find a resolution to file and accept a Fiscal Year 2026 Grant with and from the Commonwealth of Massachusetts, Executive Office of Energy and Environmental Affairs, Division of Conservation Services for the Parkland Acquisitions and Renovations for Communities Grant Program to complete renovations to South Worcester Playground Basketball and Handball Courts.

The Commonwealth of Massachusetts Executive Office of Energy and Environmental Affairs, Division of Conservation Services (DCS) will be offering reimbursable Parkland Acquisition and Renovations for Communities for parkland, development of a new park, and renovation of an existing park that provides recreation opportunities.

South Worcester Playground:

- The municipality will request funding of $425,000.00 from the reimbursable Parkland Acquisitions and Renovations for Communities Grant Program and funding from the City Tax Levy Capital Improvement Program to complete improvements that include current industry standard design for the upgrade of current walkways to new ADA accessible walkways, new basketball and handball courts, sport court lighting, upgrades to current drainage system, utility upgrades, park edge improvements, and the installation of other site amenities;

  The Current schedule for this grant is as follows:

Application Submission	July 2025
Expected Grant Award (if approved)	November 2025
Commonwealth Contract Development	January 2026
Design	February 2026 – May 2026
Bidding of the Project	May 2026 – June 2026
Construction	July 2026 – June 2027

No additional municipal positions are required to implement this grant. In addition to these grant funds, a future municipal capital improvement tax levy borrowing of one million five hundred thousand dollars ($1,500,000.00) will be required to complete this project.

Sincerely,

John K. Westerling,
Commissioner of Public Works and Parks

A RESOLUTION TO FILE AND ACCEPT A FISCAL YEAR 2026 GRANT WITH AND FROM THE COMMONWEALTH OF MASSACHUSETTS, EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS, DIVISION OF CONSERVATION SERVICES FOR THE PARKLAND ACQUISITIONS AND RENOVATIONS FOR COMMUNITIES GRANT PROGRAM TO COMPLETE IMPROVEMENTS AT SOUTH WORCESTER PLAYGROUND

WHEREAS: The Department of Public Works and Parks has an opportunity to enhance and beautify this wonderful public space. This overall project focuses on several basic themes including reducing inconveniences and disruptions to local abutters and neighborhoods; improving environmental conditions, aesthetics, and conditions; installing state-of-the-art equipment, and providing new facilities and programming options; and

WHEREAS: The improvements to this park will be guided in principle by the approved master plan. This renovation will greatly enhance this facility with improved infrastructure and state-of-the art park amenities (active). It will truly become a tremendous asset to be passed on to future generations; and

WHEREAS: South Worcester Playground was acquired in 1912 & 1925 respectfully and is dedicated to park and recreation purposes under M.G.L. Chapter 45, Section 14. The park has historically been a gathering place for neighborhood residents.

WHEREAS: The Commonwealth of Massachusetts, Executive Office of Energy and Environmental Affairs, Division of Conservation Services are offering a reimbursable Parkland Acquisitions and Renovations for Communities Grant Program (PARC) to municipalities to support the renovation of parks that provide recreational opportunities; and

WHEREAS: This grant opportunity will provide additional funding for the renovation of the South Worcester Playground to include current industry standard design for the upgrade of current walkways to new ADA accessible walkways, new basketball & handball courts, sport court lighting, upgrades to current drainage system, utility upgrades, park edge improvements, and the installation of other site amenities; and

WHEREAS: This grant opportunity, upon award, will reimburse 70% of the total project cost or a maximum of $425,000, with the remaining project balance funded by the tax-levy Capital Improvement Program; and

WHEREAS: This renovation will enhance the quality of the facilities at South Worcester Playground and will be a win-win for the neighborhood residents and organizations that use this park.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. That the City Manager be and is hereby authorized to file and accept this Parkland Acquisitions and Renovations for Communities Grant with and from the Commonwealth of Massachusetts, Executive Office of Energy and Environmental Affairs, Division of Conservation Services; and

2. That the City Manager be and is hereby authorized to appropriate, expend from available balances, or borrow an amount equal to the total project cost ($1,500,000.00) as stated in the application; and

3. That the City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of this grant to be administered by the Department of Public Works and Parks.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.35F

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend adoption of the attached resolutions to apply for, accept, and expend eighteen (18) grants from the Commonwealth of Massachusetts Executive Office of Labor and Workforce Development (EOLWD) and the MassHire Department of Career Services (MDCS), as received from Peter Dunn, Chief Development Officer, and forwarded for the consideration of your Honorable Body.

The total award amount for these grants is Four Million Three Hundred Seventy Thousand Nine Hundred Eleven Dollars and No Cents ($4,370,911.00). The funding subsidizes occupational skills training for eligible participants in the City of Worcester and 37 surrounding communities served by contract agreements. It is anticipated that these eighteen (18) grants will be successfully awarded.

Funds will also be used to support MassHire Central Region Workforce Board (MCRWB) oversight of MassHire Central Career Centers (MHCC), with the majority allocated to support MHCC staff in providing case management, career counseling, job placement training and assistance, and employer engagement at the two (2) MHCCs in Worcester and Southbridge.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Office
455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F|** 508-799-1406
development@worcesterma.gov

To: Eric D. Batista, City Manager
From: Peter Dunn, Chief Development Officer
Date: June 10, 2025
Re: Finance Request

I respectfully request the City Council's authorization to apply for, accept, and expend the following eighteen (18) grants from the Commonwealth of Massachusetts Executive Office of Labor and Workforce Development (EOLWD) and the MassHire Department of Career Services (MDCS). The 18 grants total $4,370,911.00; they are formula funded and require no match.

MassHire Department of Career Services (MDCS):

Resolution # - Grant Title	Dollar Amount*	Dates of Grant
1 - FY26 WIOA Youth	$1,235,250	07/01/25 – 06/30/27
2 - FY26 WIOA Adult	$1,066,810	07/01/25 – 06/30/27
3 - FY26 WIOA Dislocated Worker	$889,165	07/01/25 – 06/30/27
4 - FY26 Wagner Peyser ES 90%	$97,000	07/01/25 – 06/30/27
5 - FY26 Wagner Peyser ES 10%	$77,079	07/01/25 – 06/30/27
6 - FY26 State One Stop	$651,835	07/01/25 – 06/30/26
7 - FY26 Disabled Veterans Outreach Program	$31,085	07/01/25 – 06/30/26
8 - FY26 WTFP Local Workforce Board	$95,000	07/01/25 – 06/30/26
9 - FY26 DTA Work Participant Program ISA	$45,270	07/01/25 – 06/30/26
10A - FY25-26 DTA WPP SNAP Expansion ISA	$3,900	07/01/25 – 09/30/25
10B - FY26 DTA WPP SNAP Expansion ISA	$9,322	10/01/25 – 09/30/26
11 - FY26 MA Comm. for the Blind (MCB) ISA	$4,250	07/01/25 – 06/30/26
12 - FY26 MassAbility	$14,635	07/01/25 – 06/30/26

(MRC) ISA		
13 - FY26 DOE Infrastructure ISA	$13,770	07/01/25 – 06/30/26
14 - FY26 DOE - WDB Adult Career Pathway ISA	$18,360	07/01/25 – 06/30/26
15 - FY26 Elder Affairs SCSEP ISA	$3,075	07/01/25 – 06/30/26
16 - CY25-FY26 RESEA Allocation	$108,000	07/01/25 – 09/30/26
17 - FY26 Jobs for Veterans State Grant (JVSG) Incentive Award	$7,105	07/01/25 – 12/31/25

**All dollar amounts are estimates*

Funds will support occupational skills training for eligible participants in the City of Worcester and the 37 surrounding towns as required by contract agreements through MDCS. Funds will be used to support MassHire Central Region Workforce Board for oversight of MassHire Central Career Centers (MCCC) with the majority allocated to support MCCC staff in providing, case management, career counseling, job placement assistance, and employer engagement at the two (2) Central Career Centers in Worcester and Southbridge.

Sincerely,

Peter Dunn, Chief Development Officer

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY ONE MILLION TWO HUNDRED THIRTY FIVE THOUSAND TWO HUNDRED FIFTY DOLLARS AND NO CENTS ($1,235,250.00) FROM THE COMMONWEALTH OF MASSACHUSETTS, EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) YOUTH GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and Workforce Development and MassHire Department of Career Services have made funding available to support at-risk youth ages 14 - 24 in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support MCRWB staff in providing sub-recipient program planning and overseeing the provision by MassHire Career Center staff of framework services from the two (2) MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) support opportunities for at-risk youth throughout the region; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY ONE MILLION SIXTY SIX THOUSAND EIGHT HUNDRED TEN DOLLARS AND NO CENTS ($1,066,810.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) ADULT GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and Workforce Development and the MassHire Department of Career Services have made funding available to support economically disadvantaged adults over the age of 18 in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support occupational training programs for eligible participants and assist MassHire Career Center staff in providing case management, career counseling, and job placement assistance at the two (2) MassHire Central Region Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support expanding occupational training opportunities for economically disadvantaged and underserved adults throughout the region; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY EIGHT HUNDRED EIGHTY NINE THOUSAND ONE HUNDRED SIXTY FIVE DOLLARS AND NO CENTS ($889,165.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) DISLOCATED WORKER GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and Workforce Development MassHire Department of Career Services has made funding available to support displaced (laid off) adults over age 18 in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support occupational training programs for eligible participant and assist MassHire Central Region Career Center staff in providing case management, career counseling, job placement assistance and employer engagement in the two (2) MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MCRWB strongly support occupational training opportunities for displaced adults throughout the region; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY NINETY SEVEN THOUSAND DOLLARS AND NO CENTS ($97,000.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 WAGNER PEYSER EMPLOYMENT SERVICES 90% GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and Workforce Development Department of Career Services have made funding available to support workforce development efforts for individuals seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support ordinary maintenance and operations for state staff in MassHire Central Career Center offices in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering, providing, and expanding opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY SEVENTY SEVEN THOUSAND SEVENTY NINE DOLLARS AND NO CENTS ($77,079.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 WAGNER PEYSER EMPLOYMENT SERVICES 10% GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and Workforce Development and the MassHire Department of Career Services have made funding available to support workforce development efforts for individuals seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will also support staffing, ordinary maintenance, and operations of the MassHire Central Region Workforce Board (MCRWB);

WHEREAS: The City of Worcester and the MCRWB strongly support offering, providing, and expanding opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY SIX HUNDRED FIFTY ONE THOUSAND EIGHT HUNDRED THIRTY FIVE DOLLARS AND NO CENTS ($651,835.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 STATE ONE STOP GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and Workforce Development and the MassHire Department of Career Services have made funding available to support workforce development efforts for individuals seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support staffing, ordinary maintenance, and operations of the two (2) MassHire Central Region Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering, and expanding opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY THIRTY ONE THOUSAND EIGHTY FIVE DOLLARS AND NO CENTS ($31,085.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 DISABLED VETERANS OUTREACH PROGRAM (DVOP) GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support workforce development efforts for disabled veterans seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support ordinary maintenance and operations for state DVOP staff in the two (2) MassHire Central Region Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MCRWB strongly support offering and expanding opportunities for all individuals (especially disabled veterans) seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY NINETY FIVE THOUSAND DOLLARS AND NO CENTS ($95,000.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 WORKFORCE TRAINING FUND PROGRAM, LOCAL WORKFORCE INVESTMENT BOARD GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funds available to support workforce development efforts for individuals seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will be used for salaries, fringe, and ordinary maintenance paid for at the local level for operations of the MassHire Central Region Workforce Board (MCRWB);

WHEREAS: The City of Worcester strongly supports the mission and operational activities of the MCRWB; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY FORTY FIVE THOUSAND TWO HUNDRED SEVENTY DOLLARS AND NO CENTS ($45,270.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 DEPARTMENT OF TRANSITIONAL ASSISTANCE (DTA) WORK PARTICIPANT PROGRAM (WPP) INTERAGENCY SERVICE AGREEMENT (ISA) GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support workforce development efforts for individuals receiving transitional assistance seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support MassHire Career Center staff in providing case management, career counseling, job placement assistance and employer engagement as well as ordinary maintenance costs for DTA Full Employment Workers at MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MCRWB strongly support offering and expanding opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY THREE THOUSAND NINE HUNDRED DOLLARS AND NO CENTS ($3,900.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY25/FY26 DEPARTMENT OF TRANSITIONAL ASSISTANCE (DTA) WORK PARTICIPANT PROGRAM (WPP) SNAP EXPANSION ALLOCATION INTERAGENCY SERVICE AGREEMENT (ISA)

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support workforce development efforts for those seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support MassHire Career Center staff in providing case management, career counseling, job placement assistance and employer engagement as well as ordinary maintenance costs for DTA Full Time staff at MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering and expanding opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY NINE THOUSAND THREE HUNDRED TWENTY TWO DOLLARS AND NO CENTS ($9,322.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 DEPARTMENT OF TRANSITIONAL ASSISTANCE (DTA) WORK PARTICIPANT PROGRAM (WPP) SNAP EXPANSION ALLOCATION

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support workforce development efforts for those seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support MassHire Career Center staff in providing case management, career counseling, job placement assistance and employer engagement as well as ordinary maintenance costs for DTA Full Time staff at MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MCRWB strongly support offering and expanding opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY FOUR THOUSAND TWO HUNDRED FIFTY DOLLARS AND NO CENTS ($4,250.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 MASSACHUSETTS COMMISSION FOR THE BLIND (MCB) INTERAGENCY SERVICES AGREEMENT (ISA) GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support individuals with limited to no vision in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support non-personnel services in MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) support offering and expanding opportunities for all individuals seeking employment; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY FOURTEEN THOUSAND SIX HUNDRED THIRTY FIVE DOLLARS AND NO CENTS ($14,635.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FOR THE FY26 MASSABILITY INTERAGENCY SERVICES AGREEMENT (ISA) GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support individuals with disabilities MassHire Career Centers in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support non-personnel services in the MassHire Career Centers in Worcester and Southbridge; and

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering and expanding opportunities for individuals with disabilities; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY THIRTEEN THOUSAND SEVEN HUNDRED SEVENTY DOLLARS AND NO CENTS ($13,770.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FOR THE FY26 DEPARTMENT OF EDUCATION (DOE) INFRASTRUCTURE INTERAGENCY SERVICES AGREEMENT (ISA) GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support workforce development efforts for individuals seeking secondary education and work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support MassHire Career Center staff in providing case management, career/education counseling (through partners QCC and WPS HiSET), job placement assistance and employer engagement as well as ordinary maintenance costs at MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering and expanding education and workforce development opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, **that*:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY EIGHTEEN THOUSAND THREE HUNDRED SIXTY DOLLARS AND NO CENTS ($18,360.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FOR THE FY26 DOE - WDB SUPPORT, ADULT CAREER PATHWAY INTERAGENCY SERVICES AGREEMENT (ISA) GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support workforce development efforts for individuals who receive transitional assistance and seek work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support MassHire Central Region Workforce Board (MCRWB) staff, fringe benefits, and ordinary maintenance for the oversight of Commonwealth of Massachusetts Department of Education approved contractors who provide Adult Basic Education in the Central Region Workforce Development Area;

WHEREAS: The City of Worcester and the MCRWB strongly support offering and expanding opportunities for all individuals seeking further education and career training for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY THREE THOUSAND SEVENTY FIVE DOLLARS AND NO CENTS ($3,075.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FOR THE FY26 SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) INTERAGENCY SERVICES AGREEMENT (ISA) GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding at the local level available to support elderly individuals in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support non-personnel services in the Southbridge MassHire Career Center; and

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering and expanding opportunities for elderly individuals; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, **that:**

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY ONE HUNDRED EIGHT THOUSAND DOLLARS AND NO CENTS ($108,000.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FOR CY25/FY26 REEMPLOYMENT SERVICES ELIGIBILITY AND ASSESSMENT (RESEA) ALLOCATION GRANT

WHEREAS: The Commonwealth of Massachusetts Executive Office of Labor and the MassHire Department of Career Services have made funding available to support workforce development efforts for individuals seeking work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support operational services and ordinary maintenance for staff performing RESEA at MassHire Career Centers in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering and expanding opportunities for all individuals seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

A RESOLUTION TO APPLY FOR, ACCEPT, AND EXPEND FUNDS OF APPROXIMATELY SEVEN THOUSAND ONE HUNDED FIVE DOLLARS AND NO CENTS ($7,105.00) FROM THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT, MASSHIRE DEPARTMENT OF CAREER SERVICES FY26 JOBS FOR VETERANS STATE GRANTS (JVSG) INCENTIVE AWARD

WHEREAS: The Commonwealth of Massachusetts, Executive Office of Labor and Workforce Development, MassHire Department of Career Services have made funding available to support workforce development efforts undertaken by local veterans representatives and assist disabled veterans who seek work in the Central MA Workforce Development Area (WDA);

***WHEREAS*:** Funding will support the efforts of Local Veteran Representatives and invest in wraparound support services to Veterans who patronize MassHire Central Region Career Center offices in Worcester and Southbridge;

WHEREAS: The City of Worcester and the MassHire Central Region Workforce Board (MCRWB) strongly support offering and expanding opportunities for all individuals (especially veterans) seeking work for any reason; and

WHEREAS: The City of Worcester and the MCRWB are committed to leveraging and aligning public and private resources for the purpose of workforce development.

NOW, THEREFORE BE IT RESOLVED, ***that:***

1. The City Manager be and is hereby authorized and requested to file information as required by the grant program;

2. The City Manager be and is hereby authorized to accept grant funds and execute contracts, and any amendments thereto, in order to carry out the terms, purposes, and conditions of the grant program; and

3. The City Manager be and is hereby authorized to take such other actions as are necessary to carry out the terms, purposes, and conditions of the grant program.

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.36A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend City Council's authorization of the following uses of the Revolving Fund Accounts in Fiscal Year 2026, at the limits in each account per M.G.L. Chapter 44 Section 53 1/2. These Revolving Fund accounts were established so that revenue from a particular service is allowed to be used for associated program costs.

These require annual authorization from City Council.

Revolving Account Name	Fund	Amount
HOUSING DEVELOPMENT AND REHAB	FD386	60,000.00
QUINSIG ECONOMIC DEVELOPMENT/LANDFILL	FD352	10,311.00
WETLAND PROTECTION	FD321	20,000.00
BECKER PROPERTIES FUND	FD353	150,000.00
CARBON MITIGATION FUND	FD382	2,000,000.00
MUNICIPAL ELECTRICITY AGGREGATION	FD383	500,000.00
FIRE BURN BUILDING REVOLVING FUND	FD356	2,500.00
FIRE PREVENTION REVOLVING FUND	FD357	25,000.00
FIRE COMMUNITY CPR INSTRUCTION	FD358	25.00
EMS REVOLVING	FD359	650,000.00
PROBLEM PROPERTY REV TEAM	FD360	76,518.00
FORECLOSURE BOND DIR EXP	FD362	1,000,000.00
REGIONAL PUBLIC HEALTH	FD363	500,000.00
YARD WASTE PROCESSING	FD364	150,000.00
COMPOSTING BINS	FD365	25,000.00
BALLARD ST DROP OFF CENTR	FD368	150,000.00
RECYCLING/SOLID WASTE	FD370	300,000.00
DCU OPERATING FUND	FD310	1,818,000.00
LIBRARY BOOK REPLACEMENT	FD344	2,000.00
LIBRARY LEASE REVENUE	FD345	1,800.00

Respectfully Submitted,

Eric D. Batista
City Manager

Revolving Fund Order FY26

Revolving Account Name	Fund	Amount	Purpose	Funding Source	Authorized to Spend
HOUSING DEVELOPMENT AND REHAB	FD386	60,000.00	Staff development, supplies and services related to Housing activities	Local Rehabilitation Agency for MassHousing's "Get the Lead Out" Loan Program. MassHousing pays 4.5% of the loan amount, up to $1,000 for these services	Chief Development Officer
QUINSIG ECONOMIC DEVELOPMENT/LANDFILL	FD352	10,311.00	Storefront & Façade Improvement Program Quinsig Village	Landfill payments	Commissioner of Public Works
WETLAND PROTECTION	FD321	20,000.00	Costs associated with furthering the Wetland Protection Act.	Wetland Protection Act filing fees	Chief Development Officer
BECKER PROPERTIES FUND	FD353	150,000.00	Adaptation and maintenance of buildings for municipal and educational use	Tenant lease agreements	Chief of Public Facilities
CARBON MITIGATION FUND	FD382	2,000,000.00	Carbon Mitigation Projects related to implementation of the Green Worcester Plan	Renewable Energy Credits (RECs), SMART Incentives, National Grid/Eversource rebates, sales of solar net metering credits, and departmental assessments	Chief Sustainability Officer
MUNICIPAL ELECTRICITY AGGREGATION	FD383	500,000.00	Projects and admin costs associated with Worcester Aggregation Plan Goals	Municipal Electricity Aggregation Program - Operational adder fees	Chief Sustainability Officer
FIRE BURN BUILDING REVOLVING FUND	FD356	2,500.00	Replacement of panels within the burn building	Fees from outside communities using the City's burn building for training	Fire Chief
FIRE PREVENTION REVOLVING FUND	FD357	25,000.00	Training and education of fire prevention officers	Fines paid as a result of fire code violations	Fire Chief
FIRE COMMUNITY CPR INSTRUCTION	FD358	25.00	One CPR Training for citizens every month	Fees for services	Fire Chief
EMS REVOLVING	FD359	650,000.00	To cover relevant salary and benefit costs incurred by the city during each Fiscal year for the agreement between the City and UMASS Memorial Medical Center for providing Emergency Medical Services	Receipts for Provision of Dispatch Services to EMS Provider	Director of Emergency Communications
PROBLEM PROPERTY REV TEAM	FD360	76,518.00	Expenditures in support of proactive enforcement of the Property Review Team in doing neighborhood sweeps	Supplementary proceeds from court ordered violations including nuisance ordinance, housing and sanitary code fines	Commissioner of Inspectional Services
FORECLOSURE BOND DIR EXP	FD362	1,000,000.00	Direct expenses relating to City for securing, marking, and making property sales, as well as administrative fees to fund inspections	Revenue from foreclosure bonds	Commissioner of Inspectional Services
REGIONAL PUBLIC HEALTH	FD363	500,000.00	Funds to be used on the research and expansion of services toward the model of regional expansion of Public Health Services. Services also include supervisory, advisory, and policy recommendations to municipalities.	Fees for services	Medical Director
YARD WASTE PROCESSING	FD364	150,000.00	Expenses related to yard waste operations	Fees from Yard Waste Disposal	Commissioner of Public Works
COMPOSTING BINS	FD365	25,000.00	Expenses related to composting operations	Fees for composting bins	Commissioner of Public Works
BALLARD ST DROP OFF CENTR	FD368	150,000.00	Operational expenses for the DPW Ballard Street Drop Off Center	Fees for disposal of particular items at Ballard Street Drop Off Center	Commissioner of Public Works
RECYCLING/SOLID WASTE	FD370	300,000.00	Cover costs directly related to recycling activities such as paying for recycling containers, roll-off equipment, additional hazardous collections and brochures	Rebates based on the volume of recycling tonnage collected	Commissioner of Public Works
DCU OPERATING FUND	FD310	1,818,000.00	Funds to be used towards operating costs in the DCU Center Annual Budget as well as a Event Development Fund to increase Arena Event activity such as purchase talent, underwrite events, or otherwise inventive new events	Convention center revenues	Chief Financial Officer
LIBRARY BOOK REPLACEMENT	FD344	2,000.00	Book Replacement	Revenues from Book Fees/Fines	Head Librarian
LIBRARY LEASE REVENUE	FD345	1,800.00	Program expenses	Revenues from Lease Rentals	Head Librarian

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.36B

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

As part of our Fiscal Year 2025 closeout, I respectfully request that the City Manager, with the approval of the City Auditor, be authorized to make adjustments to muncipal accounts to balance the Fiscal Year 2025 Budget. This annual authorization provided by the City Council allows for any transfers that need to take place to close out the year prior to the City Council's July meeting. Any adjustments completed during this time will be forwarded to City Council for final review, deliberation, and approval at the July 15, 2025 City Council meeting.

This authorization is requested each year and will allow the Administration to make the necessary budgetary adjustments to close the books for Fiscal Year 2025.

Respectfully Submitted,

Eric D. Batista
City Manager

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.36C

TO THE WORCESTER CITY COUNCIL

COUNCILORS

I respectfully recommend that Sixteen Thousand One Hundred Eighty Four Dollars and Sixty One Cents ($16,184.61) be transferred from Fund #FD313, Damage Settlements, and be appropriated to Cost Center #CC1040-610100, Police Ordinary Maintenance, to fund the repair of Worcester Police Department vehicles involved in no fault motor vehicle accidents, as recommended by Paul B. Saucier, Chief of Police.

Respectfully submitted,

Eric D. Batista
City Manager

Worcester Police Department
Paul B. Saucier, Chief of Police
9-11 Lincoln Square Worcester, MA 01608
P| 508-799-8600 **F**| 508-799-8680
WPD@worcesterma.gov

To: Eric D. Batista, City Manager
From: Paul B. Saucier, Chief of Police
Date: June 10, 2025
Re: Finance Request

I respectfully recommend that Sixteen Thousand One Hundred Eighty-Four Dollars and Sixty-One Cents ($16,184.61) be transferred from FD#313, Damage Settlements, and be appropriated to Cost Center #CC1040-610100, Police Ordinary Maintenance, to fund the repair of Worcester Police Department vehicles involved in no fault motor vehicle accidents.

Sincerely,

Paul B. Saucier
Chief of Police

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.36D

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend that Sixteen Thousand Dollars and No Cents ($16,000.00) be transferred from Fund #FD313, Damage Settlements, and be appropriated to Cost Center #CC1007-610100, Public Facilities Ordinary Maintenance, to fund repairs caused by an accident at the Worcester Senior Center.

Respectfully submitted,

Eric D. Batista
City Manager

Department of Public Facilities
James Bedard, Chief of Public Facilites
50 Officer Manny Familia Way, Worcester, MA 01605
P| 508-799-8588 **F|** 508-799-8188
BedardJ@worcesterma.gov

To: Eric D. Batista, City Manager
From: James Bedard, Chief of Public Facilities
Date: June 10, 2025
Re: Finance Request

I respectfully recommend that Sixteen Thousand Dollars and No Cents be transferred from Fund #FD313, Damage Settlements and be appropriated to Cost Center #CC1007-610100, Public Facilities Ordinary Maintenance to fund repair damage caused by an accident at the Senior Center, 128 Providence Street.

Sincerely,

James Bedard
Chief of Public Facilities

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.36 E

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend authorization to increase Fund #FD311 RRA – Cable Fund by the amount of Nine Thousand Four Hundred Fifteen Dollars and No Cents ($9,415.00) and be deposited to:

Program	Description	Amount
PG10076	PEG Cable Administration	$1,412.25
PG10075	Public Access	4,401.51
PG10069	PEG Educational Access	1,600.55
PG10074	Government Access	2,000.69
	Total	**$9,415.00**

to provide sufficient funding for the Cable PEG program for Fiscal Year 2026.

Respectfully Submitted,

Eric D. Batista
City Manager

Administration & Finance
Timothy J. McGourthy, Chief Financial Officer
455 Main Street, Worcester, MA 01608
P| 508-799-1225 **F**| 508-799-1097
Treasurer@worcesterma.gov

To: Eric D. Batista, City Manager
From: Timothy J. McGourthy, Chief Financial Officer
Date: June 10, 2025
Re: Finance Request

I respectfully recommend the authorization of Fund #FD311 RRA – Cable Fund to be increased by the amount of Nine Thousand Four Hundred Fifteen Dollars and No Cents ($9,415.00) and be deposited, in as indicated below, to provide sufficient funding for the Cable PEG program for Fiscal Year 2026.

Program	Description	Amount	
PG10076	PEG Cable Administration		1,412.25
PG10075	Public Access		4,401.51
PG10069	PEG Educational Access		1,600.55
PG10074	Government Access		2,000.69
	Total	**$**	**9,415.00**

Sincerely,

Timothy J. McGourthy
Chief Financial Officer

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item# 10.36 F

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend that Twenty Four Thousand Six Hundred Ninety Eight Dollars and No Cents ($24,698.00) be transferred from Cost Center #CC1038-699399, Police Capital Outlay, and be appropriated to Cost Center #CC1040-610100, Police Ordinary Maintenance, to pay invoices through June 30, 2025, as recommended by Paul B. Saucier, Chief of Police.

Respectfully submitted,

Eric D. Batista
City Manager

Worcester Police Department
Paul B. Saucier, Chief of Police
9-11 Lincoln Square Worcester, MA 01608
P| 508-799-8600 **F**| 508-799-8680
WPD@worcesterma.gov

To: Eric D. Batista, City Manager
From: Paul B. Saucier, Chief of Police
Date: June 10, 2025
Re: Finance Request

I respectfully recommend that Twenty-Four Thousand Six Hundred Ninety-Eight Dollars and No Cents ($24,698.00) be transferred from Cost Center #CC1038-699399, Police Capital Outlay, to Cost Center #CC1040-610100, Police Ordinary Maintenance, to pay invoices through June 30, 2025.

Sincerely,

Paul B. Saucier
Chief of Police

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.36 G

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully request that Forty Thousand Three Hundred Seventy Dollars And No Cents ($40,370.00) be transferred from Cost Center #CC1049-600100, Division of Youth Opportunities Salaries, and be appropriated to Cost Center #CC1023-610100, Health and Human Services Ordinary Maintenance, for the payment of Children & Youth CHIP consulting services.

Respectfully submitted,

Eric D. Batista
City Manager

Department of Health & Human Services
Matilde Castiel, M.D., Commissioner
455 Main Street Worcester, MA 01608
P| 508-799-8486 **F**| 508-799-1218
HHS@worcesterma.gov

To: Eric D. Batista, City Manager
From: Matilde Castiel, M.D., Commissioner of HHS
Date: June 10, 2025
Re: Finance Request

I respectfully recommend that Forty Thousand Three Hundred Seventy Dollars and No Cents ($40,370.00) be transferred from Cost Center #CC1049-600100, Division of Youth Opportunities Salaries, and be appropriated to Cost Center #CC1023-610100, Health and Human Services Ordinary Maintenance, for the payment of Children & Youth CHIP consulting services.

Sincerely,

Matilde Castiel, MD
Commissioner of Health & Human Services

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.36 H

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend that Seventy Two Thousand Four Hundred Fifty Eight Dollars and Fifty Six Cents ($72,458.56) be transferred from Cost Center #CC1004-610100 Economic Development Ordinary Maintenance, and be appropriated to Cost Center #CC1004-699399, Economic Development Capital Outlay, as received from Peter Dunn, Chief Development Officer.

Respectfully submitted,

Eric D. Batista
City Manager

Executive Office of Economic Development
Peter Dunn, Chief Development Officer
City Hall, 455 Main Street, Worcester, MA 01608
P| 508-799-1400 **F**|508-799-1406
development@worcesterma.gov

TO: Eric D. Batista, City Manager

FROM: Peter Dunn, Chief Development Officer

DATE: June 10, 2025

RE: Finance Item – Transfer of Funds

I respectfully request Seventy-Two Thousand, Four Hundred Fifty-Eight Dollars and Fifty-Six Cents ($72,458.56) be transferred from Account #CC1004 610100 Economic Development Ordinary Maintenance to Account #CC1004 699399 Economic Development Capital Outlay, in order to facilitate employee workstation reconfiguration and accommodate space needs.

Sincerely,

Peter Dunn
Chief Development Officer

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item # 10.36 I

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend that Six Million Two Hundred Twenty Six Thousand Five Hundred Eighty Dollars and No Cents ($6,226,580.00) be transferred from:

Cost Center	Ledger	Description	Amount
CC1070	699100	Debt Service Interest	1,079,096.00
CC1069	699100	Debt Service Principal	379,749.00
CC1006	610100	City Clerk Ordinary Maintenance	25,100.00
CC1003	600100	City Manager Salaries	60,000.00
CC1016	600100	Diversity Salaries	44,000.00
CC1016	610100	Diversity Ordinary Maintenance	150,000.00
CC1031	600100	Innovation & Technology Salaries	323,000.00
CC1031	601100	Innovation & Technology Overtime	17,000.00
CC1081	600100	Transportation & Mobility Salaries	256,000.00
CC1064	600100	Assessing Salaries	70,000.00
CC1030	600100	Auditing Salaries	85,000.00
CC1010	600100	Elections Salaries	40,000.00
CC1023	600100	HHS Salaries	200,000.00
CC1048	610100	HHS Ordinary Maintenance	133,952.00
CC1007	600100	Public Facilities Salaries	180,000.00
CC1061	600100	Budget Salaries	80,000.00
CC1060	600100	Purchasing Salaries	95,000.00
CC1009	600100	Law Salaries	30,000.00
CC1033	610100	Law Court Judgements	468,000.00
CC1051	600100	Snow Salaries	25,900.00
CC1051	601100	Snow Overtime	140,000.00
CC1072	610100	City Manager's Contingency	2,344,783.00
		Total	**6,226,580.00**

and be appropriated to:

Cost Center	Ledger	Description	Amount
CC1044	600100	Fire Salaries	1,100,000.00
CC1044	601100	Fire Overtime	450,000.00
CC1038	600100	Police Salaries	1,450,000.00
CC1038	601100	Police Overtime	290,000.00
CC1030	610100	Auditing Ordinary Maintenance	10,000.00
CC1017	600100	Communications Salaries	712,504.00
CC1017	601100	Communications Overtime	258,098.00
CC1017	610100	Communications Ordinary Maintenance	9,452.00
CC1006	600100	City Clerk Salaries	25,100.00
CC1009	610100	Law Ordinary Maintenance	192,600.00
CC1076	600100	Parks Salaries	550,000.00
CC1076	601100	Parks Overtime	120,000.00
CC1028	600100	Library Salaries	210,000.00
CC1007	610100	Public Facilities Ordinary Maintenance	95,000.00
CC1007	601100	Public Facilities Overtime	10,000.00
CC1008	600100	Sustainability Salaries	30,000.00
CC1050	600100	Elder Affairs Salaries	6,000.00
CC1053	600100	DPW Salaries	250,000.00
CC1053	601100	DPW Overtime	140,000.00
CC1081	601100	Transportation & Mobility Overtime	2,000.00
CC1058	610100	Union Station Ordinary Maintenance	148,600.00
PRJ-100072		Denholm Building	167,226.00
		Total	**6,226,580.00**

Furthermore, I respectfully recommend that Six Hundred Forty Thousand Three Hundred Eighty Four Dollars and Nineteen Cents ($640,384.19) be transferred from:

Cost Center	Ledger	Description	Amount
CC1026	600100	Water Salaries	637,965.54
CC1025	600100	Sewer Salaries	2,418.65
		Total	**640,384.19**

and be appropriated to:

Cost Center	Ledger	Description	Amount
CC1026	610100	Water Ordinary Maintenance	500,000.00
CC1026	601100	Water Overtime	91,000.00
CC1026	699100	Water Debt Interest	16,965.04
CC1026	699100	Water Debt Principal	29,999.50
CC1025	699100	Sewer Debt Interest	2,418.65
		Total	**640,383.19**

Respectfully submitted,

Eric D. Batista
City Manager

The City of Worcester

Administration & Finance
Timothy J. McGourthy, Chief Financial Officer
455 Main Street, Worcester, MA 01608
P| 508-799-1225 **F|** 508-799-1097
Treasurer@worcesterma.gov

TO: Eric D. Batista, City Manager

FROM: Timothy J. McGourthy, Chief Financial Officer

DATE: June 10, 2025

RE: FY25 Year End Transfers

As we approach Fiscal Year 2025 year end, staffing vacancy and other operational savings within departmental accounts have been identified to be transferred to other departmental accounts to cover projected year end deficits. The below transfers will provide sufficient funding for departments to carry out required activities and obligations through the remainder of Fiscal Year 2025. Additional year end transfers will be processed as we progress through the final month of the fiscal year and identify further savings and needs within departments. Therefore, I respectfully recommend that Six Million Two Hundred Twenty Six Thousand Five Hundred Eighty Dollars and No Cents ($6,226,580.00) be transferred from:

Cost Center	Ledger	Description	Amount
CC1070	699100	Debt Service Interest	1,079,096.00
CC1069	699100	Debt Service Principal	379,749.00
CC1006	610100	City Clerk Ordinary Maintenance	25,100.00
CC1003	600100	City Manager Salaries	60,000.00
CC1016	600100	Diversity Salaries	44,000.00
CC1016	610100	Diversity Ordinary Maintenance	150,000.00
CC1031	600100	Innovation & Technology Salaries	323,000.00
CC1031	601100	Innovation & Technology Overtime	17,000.00
CC1081	600100	Transportation & Mobility Salaries	256,000.00
CC1064	600100	Assessing Salaries	70,000.00
CC1030	600100	Auditing Salaries	85,000.00
CC1010	600100	Elections Salaries	40,000.00
CC1023	600100	HHS Salaries	200,000.00
CC1048	610100	HHS Ordinary Maintenance	133,952.00
CC1007	600100	Public Facilities Salaries	180,000.00
CC1061	600100	Budget Salaries	80,000.00
CC1060	600100	Purchasing Salaries	95,000.00
CC1009	600100	Law Salaries	30,000.00
CC1033	610100	Law Court Judgements	468,000.00
CC1051	600100	Snow Salaries	25,900.00
CC1051	601100	Snow Overtime	140,000.00
CC1072	610100	City Manager's Contingency	2,344,783.00
		Total	**6,226,580.00**

and be appropriated to:

Cost Center	Ledger	Description	Amount
CC1044	600100	Fire Salaries	1,100,000.00
CC1044	601100	Fire Overtime	450,000.00
CC1038	600100	Police Salaries	1,450,000.00
CC1038	601100	Police Overtime	290,000.00
CC1030	610100	Auditing Ordinary Maintenance	10,000.00
CC1017	600100	Communications Salaries	712,504.00
CC1017	601100	Communications Overtime	258,098.00
CC1017	610100	Communications Ordinary Maintenance	9,452.00
CC1006	600100	City Clerk Salaries	25,100.00
CC1009	610100	Law Ordinary Maintenance	192,600.00
CC1076	600100	Parks Salaries	550,000.00
CC1076	601100	Parks Overtime	120,000.00
CC1028	600100	Library Salaries	210,000.00
CC1007	610100	Public Facilities Ordinary Maintenance	95,000.00
CC1007	601100	Public Facilities Overtime	10,000.00
CC1008	600100	Sustainability Salaries	30,000.00
CC1050	600100	Elder Affairs Salaries	6,000.00
CC1053	600100	DPW Salaries	250,000.00
CC1053	601100	DPW Overtime	140,000.00
CC1081	601100	Transportation & Mobility Overtime	2,000.00
CC1058	610100	Union Station Ordinary Maintenance	148,600.00
PRJ-100072		Denholm Building	167,226.00
		Total	**6,226,580.00**

Furthermore, I respectfully recommend that Six Hundred Forty Thousand Three Hundred Eighty Four Dollars and Nineteen Cents ($640,384.19) be transferred from:

Cost Center	Ledger	Description	Amount
CC1026	600100	Water Salaries	637,965.54
CC1025	600100	Sewer Salaries	2,418.65
		Total	**640,384.19**

and be appropriated to:

Cost Center	Ledger	Description	Amount
CC1026	610100	Water Ordinary Maintenance	500,000.00
CC1026	601100	Water Overtime	91,000.00
CC1026	699100	Water Debt Interest	16,965.04
CC1026	699100	Water Debt Principal	29,999.50
CC1025	699100	Sewer Debt Interest	2,418.65
		Total	**640,383.19**

Sincerely,

Timothy J. McGourthy
Chief Financial Officer

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025

Attachment for Item #10.37 A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend that Four Thousand Four Hundred Seventy Five Dollars and Forty Two Cents ($4,475.42) be authorized from Fiscal Year 2025 from Cost Center #CC1046, Public Health Ordinary Maintenance, for the payment of prior year invoices.

Respectfully submitted,

Eric D. Batista
City Manager

Health & Human Services
Matilde Castiel, MD, Commissioner
455 Main St., Room 101, Worcester, MA
P| 508-799-8486 **F**| 508-799-1218
HHS@worcesterma.gov

To: Eric D. Batista, City Manager

From: Matilde Castiel, MD, Commissioner of Health & Human Services

Date: June 10, 2025

Re: Finance Request

I respectfully recommend that Four Thousand Four Hundred Seventy-Five Dollars and Forty-Two Cents ($4,475.42) be authorized from Fiscal Year 2025 from Cost Center #CC1046, Division of Public Health Ordinary Maintenance, for the payment of the below prior year invoices:

Direnzo Towing and Recovery	$134.25
Employee Travel/Training Reimbursement	$417.46
Massachusetts Public Health Alliance	$3,000.00
Massachusetts Transportation E-Zpass	$12.90
Massachusetts Turnpike V-TOLL	$2.80
Latin American Health Alliance	$393.66
LOCALiQ New England	$514.35

Sincerely,

Matilde Castiel, MD
Commissioner of Health & Human Services

Eric D. Batista
City Manager

City *of* Worcester

June 10, 2025 Attachment for Item #10.39A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached report relative to a request for information regarding the funding of Discover Central Massachusetts (DCM) is forwarded for the information of your Honorable Body.

DCM represents 35 municipalities across Central Massachusetts, with Worcester serving as the anchor for its tourism and marketing efforts. It is officially recognized by the Regional Tourism Councils and works closely with the municipality and the Massachusetts Office of Travel and Tourism (MOTT) to grow economic opportunities and attract tourism. DCM relies on three main sources of funding: the City of Worcester, MOTT, and revenue generating activities including membership fees, marketing services, and event sponsorships.

The municipality's support of DCM has resulted in significant return on investment (ROI) that benefits the entire city. Thanks in part to DCM, the city's hospitality sector has outperformed pre-pandemic benchmarks. In 2023, direct visitor spending in Worcester reached $321.1 million, which is a nearly 20% increase from 2019. This spending directly supported 2,794 jobs, generating $74.8 million in payroll earnings, which is a nearly 25% increase compared to 2019. Tourism activity generated $26.35 million in revenue, with $5.18 million being local tax, and hotel occupancy rate has increased to 76.9%.

To help achieve these record revenues and benchmarks, DCM works to position Worcester as a host for large scale conventions and events. DCM attends industry trade shows, produces marketing materials such as downtown walking maps, QR coded signage promoting businesses, and "welcome boxes" with locally made products for visitors. DCM successfully executed several high-reach marketing campaigns, including an Expedia Campaign that received 1.3 million impressions and generated $368,000 in booking revenue. The organization also successfully booked several large gatherings at the DCU Center such as the Massachusetts Democratic Party State Convention, which

generated an estimated $990,562.88 total business sales in 2024. Other organizations such as the Pan-Mass Challenge and the Massachusetts Teachers Association are contracted to be hosted in Worcester for the next couple of years.

It's also important to note that DCM's website is a one-stop location for residents and visitors alike to find events, restaurants, and attractions across the region. Currently, they have compiled two itineraries to commemorate the 250th Anniversary of the American Revolution. DCM is also an instrumental partner in facilitating the city's beloved annual fireworks celebration, which returns this year on July 1.

For FY2026, my Administration proposes $500,000 in funding to DCM through the Executive Office of Economic Development, which matches the municipality's funding level in FY25. DCM directly applies that funding to marketing, hospitality, and operational efforts (including staffing, professional services, and digital infrastructure) that drive visitation and economic return for Worcester. A full accounting of how DCM spent its FY25 municipal funding from Worcester is also attached for your review.

In addition to Worcester, the Town of Sturbridge contributed $10,000 in FY25, helping DCM promote tourism in their area while still connecting regional travel back to Worcester. These types of contributions fluctuate year over year based on municipal funding availability. Beyond municipal and state funding, DCM raises private revenue communities and businesses in its service area through membership fees, marketing services, and event sponsorships. In FY25, these efforts resulted in $286,000 in private funding.

My Administration strongly supports continued funding to DCM as the organization play a crucial role in elevating Worcester as a host for large scale events and place to visit. It's important to allow DCM's operation to continue at full capacity as the organization generates a high ROI for our local economy. DCM has the strategic vision needed to increase tourism in Worcester, which greatly benefits the municipality as it supports local businesses and generate local tax revenue. The tax revenue generated from hospitality and tourism directly supports our public services and infrastructure without increasing the tax burden on residents, which remains a top priority for my Administration.

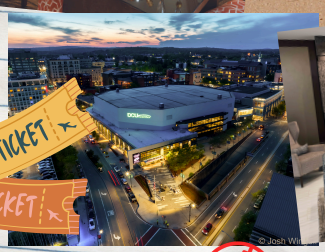
Respectfully submitted,

Eric D. Batista
City Manager

discover CENTRAL MASSACHUSETTS

arts & culture

meet



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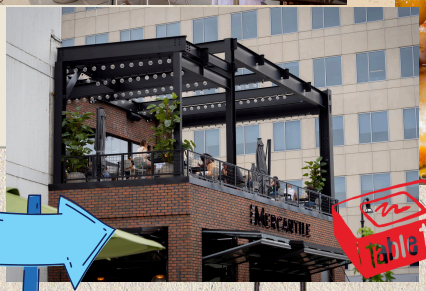

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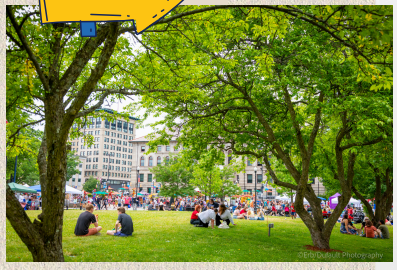
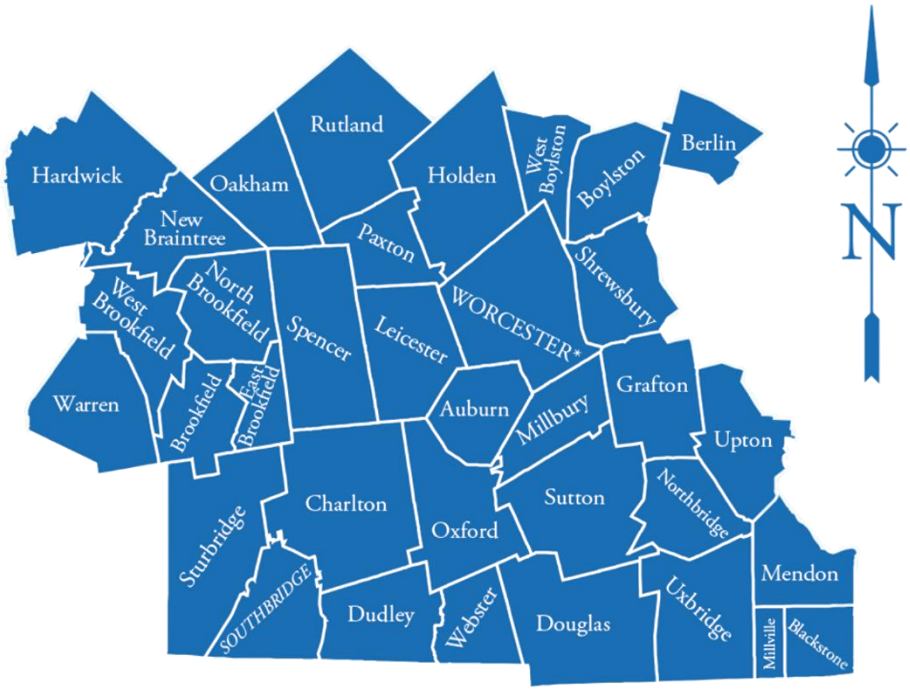


Discover Central Massachusetts (DCM) is governed by a 21-person board of directors. The agency remains steadfast in its mission to position the region as a premier destination for visitors, meeting planners, and event organizers. In 2024, DCM built on the momentum of prior years by amplifying Worcester's visibility, attracting high-impact events, and delivering measurable economic value through increased visitation and spending. This report highlights our achievements over the past year and outlines forward-looking strategies to solidify Worcester's reputation as a dynamic hub for tourism, sports, conventions, and cultural experiences.



DCM represents 35 cities and towns across the region, with Worcester serving as the anchor for our tourism and marketing initiatives. As one of 16 officially recognized Regional Tourism Councils in the Commonwealth, we work in close alignment with the City of Worcester and Massachusetts Office of Travel and Tourism (MOTT) to attract new visitor dollars and expand economic opportunities.

In FY25, our mission remained consistent, and our service area has not changed. However, our collaborative efforts have expanded. Through targeted use of TTSE (Travel and Tourism Seasonal Extension) funding, we partnered with neighboring RTCs — including MetroWest Boston and North Central MA — to deliver joint marketing strategies that specifically spotlight Worcester as a regional hub for travel, events, and economic vitality.

Funding Sources:

Our FY25 operations are funded by three main sources: the City of Worcester, the Massachusetts Office of Travel and Tourism, which provides funding from the Tourism Trust Fund and gaming revenue; and our revenue-generating activities, including our partnership with smaller towns in the region as well as membership fees, event sponsorships, and marketing services for our members. This diversified funding structure enables us to effectively promote tourism in the region.

Worcester's Tourism & Visitation Impact: A Pillar of Economic Strength

Worcester continues to demonstrate strong and sustained growth as a tourism destination, playing a vital role in the city's economic vitality. The latest data shows that Worcester's visitor economy has not only recovered from the pandemic but surpassed pre-2020 benchmarks across all major indicators.

Worcester	2019	2020	2021	2022	2023
Total Direct Visitor Spending	$ 267,719,505	$ 170,922,042	$ 252,476,661	$ 318,513,681	$ 321,109,096
Direct Visitor Earnings (Payroll)	$ 60,123,718	$ 44,207,195	$ 55,141,114	$ 69,926,850	$ 74,836,449
Direct Visitor Employment	2,944	1,999	2,299	2,688	2,794
Local Tax Receipts	$ 4,391,504	$ 2,413,417	$ 3,396,060	$ 4,736,090	$ 5,181,691
State Tax Receipts	$ 19,056,231	$ 12,991,683	$ 17,363,272	$ 20,166,353	$ 21,166,678

Visitor Spending Growth

In 2023, **total direct visitor spending** in Worcester reached **$321.1 million**, surpassing the city's previous high in 2022 and marking a nearly **20% increase over 2019 levels**. This upward trajectory reflects growing interest in Worcester as a place to visit, stay, and spend.

Employment & Workforce Impact

Tourism directly supported **2,794 jobs** in Worcester in 2023—up from 2,688 in 2022 and nearly matching pre-pandemic levels. These jobs generated over **$74.8 million in direct payroll earnings**, the highest recorded in the past five years and a nearly **25% increase compared to 2019**.

Tax Contributions

In 2023, tourism activity generated a combined **$26.35 million in tax revenue**, including:

- **$5.18 million in local tax receipts**
- **$21.17 million in state tax receipts**

These funds directly support public services and infrastructure—delivered without increasing the tax burden on local residents.

Worcester's Hotel Occupancy: A Leading Indicator of Tourism Health

Worcester's hotel occupancy rates continue to reflect the city's rising appeal as a destination for meetings, sports, leisure, and higher education-related travel. Tracking data from pre-pandemic benchmarks through today highlights both the sector's resilience and its sustained growth.

Occupancy Trends Over Time (Calendar Year)

- **2019:** 72.2% (pre-pandemic baseline)
- **2020:** 42.0% (pandemic low)
- **2021:** 66.9% (partial recovery)
- **2022:** 73.6%
- **2023:** 74.3%
- **2024: 76.9%** (YTD Dec 2024)

2024 Hotel Performance Metrics (YTD December 2024)

- **Occupancy Rate:** 76.9%
- **Average Daily Rate (ADR):** $183.18
- **Revenue per Available Room (RevPAR):** $140.87
- **Year-over-Year Change:**
  • Occupancy: **+3.5%**
  • ADR: **+8.1%**
  • RevPAR: **+11.9%**

Key Takeaway: Worcester's hospitality sector is outperforming both pre-pandemic and regional benchmarks. With occupancy, rates, and RevPAR all at record highs, the city has firmly established itself as a reliable and desirable destination for overnight travel. This strong performance supports broader tourism goals and reinforces the importance of continued investment in event attraction, marketing, and visitor experience.

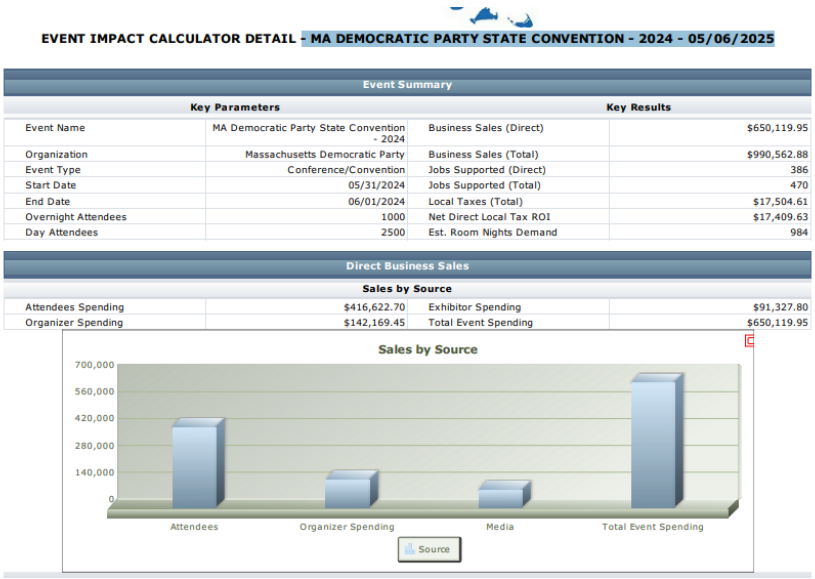
Conventions and Meetings: Positioning Worcester as a Hub for Regional Impact

Discover Central Massachusetts (DCM) continues to strengthen Worcester's position as a high-performing meetings and events destination. Through strategic lead generation, industry trade show participation, and personalized planner outreach, DCM has played a vital role in attracting large-scale conventions, conferences, and association meetings that bring measurable economic value to the city.

Anchor Venue: The DCU Center

At the core of Worcester's group tourism infrastructure is the **DCU Center**, which continues to serve as a magnet for both recurring and first-time events. In FY25, one of the most impactful events was the **Massachusetts Democratic Party State Convention**, held in June 2024.

Here's a summary showing the economic impact of the **2024 Massachusetts Democratic Party State Convention** based on the Event Impact Calculator data:



EVENT IMPACT CALCULATOR DETAIL - MA DEMOCRATIC PARTY STATE CONVENTION - 2024 - 05/06/2025

Event Summary

Key Parameters		Key Results	
Event Name	MA Democratic Party State Convention - 2024	Business Sales (Direct)	$650,119.95
Organization	Massachusetts Democratic Party	Business Sales (Total)	$990,562.88
Event Type	Conference/Convention	Jobs Supported (Direct)	386
Start Date	05/31/2024	Jobs Supported (Total)	470
End Date	06/01/2024	Local Taxes (Total)	$17,504.61
Overnight Attendees	1000	Net Direct Local Tax ROI	$17,409.63
Day Attendees	2500	Est. Room Nights Demand	984

Direct Business Sales

Sales by Source

Attendees Spending	$416,622.70	Exhibitor Spending	$91,327.80
Organizer Spending	$142,169.45	Total Event Spending	$650,119.95

The **Massachusetts Democratic Party State Convention**, held in Worcester from May 31 to June 1, 2024, delivered a substantial economic impact to the city. According to the Event Impact Calculator, the event generated **$990,562.88 in total business sales**, including **$650,119.95 in direct spending** from attendees, organizers, and exhibitors. The convention drew **1,000 overnight attendees** and **2,500 day attendees**, resulting in an estimated **984 room nights** booked across local hotels. In total, the event supported **470 jobs** (386 directly) and contributed over **$17,500 in local tax revenue**. The majority of spending came from attendees themselves (**$416,622.70**), followed by organizer expenses (**$142,169.45**) and exhibitor spending (**$91,327.80**). This single event is a prime example of how

Worcester's ability to attract large-scale political and civic gatherings are delivering both economic return and regional visibility, reinforcing the city's growing reputation as a convention-caliber destination. The list of events below are a sampling of events that are booked or are in bidding process:

Convention Highlights – FY25

Event	Estimated Room Nights	Economic Impact	Notes
MA Democratic Party State Convention	825	$852,904	Major statewide political event
Pan-Mass Challenge	1,000	$651,914	Also contracted for 2027 & 2028
Fire Chiefs Association of MA	300	$204,922	Contracted through 2027
New England Waterworks Association	240	$143,543	Contracted through 2028
New England Winter Market	225	$169,218	Contracted through 2026
PCB East	315	$234,108	Multi-day trade event
Harvest Pilgrim Invitational	90	$109,260	
Grant Professionals Association	20	$21,354	One-day meeting
Perennial Plant Association (2027)	700	$340,934	
MA Teachers Association (2028)	825	$852,904	Also contracted for 2029

Events like these represent thousands of contracted room nights and multi-million-dollar economic returns for Worcester's hotels, restaurants, and small businesses.

While the DCU Center serves as Worcester's flagship convention venue, the city's success as an events destination is also driven by a diverse network of supporting venues. **Mechanics Hall**, known for its historic charm and acoustics, regularly hosts galas, lectures, and performances. **Hanover Theatre** welcomes over 200,000 visitors annually for shows, fundraisers, and private events, while venues like **Polar Park**, **The AC Hotel**, **Beechwood Hotel**, **Hilton Garden Inn**, and **Worcester Art Museum** all contribute to the city's capacity to host everything from corporate retreats to social gatherings. These venues not only accommodate a wide range of group sizes and event types, but also provide unique experiences that help Worcester stand out in a competitive regional market. DCM works collaboratively with these partners to respond to RFPs, develop group itineraries, and ensure planners have access to the city's full range of assets.

Discover Central MA's Hospitality Program

Discover Central Massachusetts' Hospitality Program continues to play a key role in delivering warm, welcoming, and memorable experiences for visitors, meeting attendees, and sports teams across the region.

In FY25, DCM expanded its support services for visiting groups by coordinating curated hospitality touches that showcase the best of Central MA. These include:

- **Welcome boxes** filled with locally made snacks, products, and visitor materials
- **Downtown walking maps** and "College Bucket List" posters for students and families to use as they explore Worcester
- **QR-coded signage** placed at key venues and hotels, directing guests to local restaurants, shops, and attractions

These small but meaningful touches are designed not only to enhance the visitor experience, but also to drive foot traffic and spending at local businesses during high-impact events such as regattas, graduations, conventions, and sports tournaments.

DCM's Hospitality Program reflects our commitment to making every visitor feel like a valued guest—and to ensuring that tourism directly benefits our small business community.

Attending Industry Trade Shows

In FY25, Discover Central MA (DCM) actively participated in several high-impact national and regional trade shows to market Worcester as a premier destination for meetings, conventions, group tours, and sporting events.

Through strategic one-on-one appointments and brand exposure at these events, DCM generated new leads, built planner relationships, and showcased the region's diverse venues and hospitality offerings.

🎯 **Trade Shows Attended in FY25:**

- **American Bus Association Marketplace** (Philadelphia, PA)
  • Represented Central MA in the Massachusetts Office of Travel & Tourism booth
  • Completed **57 pre-scheduled appointments** with national tour operators
- **Connect Marketplace** (Niagara Falls, NY)
  • Conducted two days of **pre-set appointments** with meeting planners

- **Governor's Conference on Travel & Tourism** (Massachusetts)
  • Participated in statewide destination alignment and MOTT engagement
- **Sports ETA**, **Discover New England**, and **TEAMS Conference**
  • Maintained presence through membership, lead-sharing, and partner visibility

These trade shows are more than just visibility opportunities—they're a vital pipeline for lead generation and long-term event bookings. In FY25, Discover Central MA's consistent presence at national and regional shows positioned Worcester on the radar of key decision-makers in the meetings and group travel industry. Planners are not only seeing us—they're recognizing the value and potential Worcester offers as a destination. As a result, many have submitted RFPs, scheduled site visits, or even contracted future events. In a highly competitive landscape, DCM is working strategically and persistently to ensure Worcester earns its place as a top-tier host city.

Creation and Distribution of Collateral

In FY25, Discover Central MA continued to invest in high-impact, print and digital collateral to inform, inspire, and engage both visitors and event attendees. These materials are strategically designed to highlight the region's attractions, local businesses, and cultural offerings—while also serving as practical tools for navigating Worcester and its surrounding communities.

Collateral Produced and Distributed in FY25:

- **Visitor Guides:** 70,000 copies (Spring/Summer and Fall/Winter editions)
- **College Bucket List Posters:** 30,000 distributed across area campuses and admissions offices
- **Downtown Walking Maps:** 12,000 printed and placed in hotels, attractions, and welcome centers
- **Meeting Planner Guides:** 1000 copies for FAM tours, tradeshows, and direct RFP outreach
- **Branded Rack Cards & Postcards:** Thousands distributed during media tours, events, and site visits

These pieces are more than brochures—they are curated snapshots of Central MA's personality, customized to different visitor types including students and families, leisure travelers, group tour operators, and meeting planners.

By placing materials in high-traffic locations such as hotels, convention venues, transportation hubs, and visitor centers, DCM ensures that both new and returning guests have direct access to regional highlights—supporting longer stays, repeat visits, and increased local spending.

Marketing Campaigns: Driving Visibility, Conversions, and Economic Return

Discover Central MA launched a series of targeted marketing campaigns in FY25 to elevate brand awareness, drive visitation, and generate measurable return on investment (ROI) across our priority markets. Each campaign was strategically aligned with key visitor segments—including family travelers, group planners, and cultural tourists—and focused on converting digital reach into real economic activity.

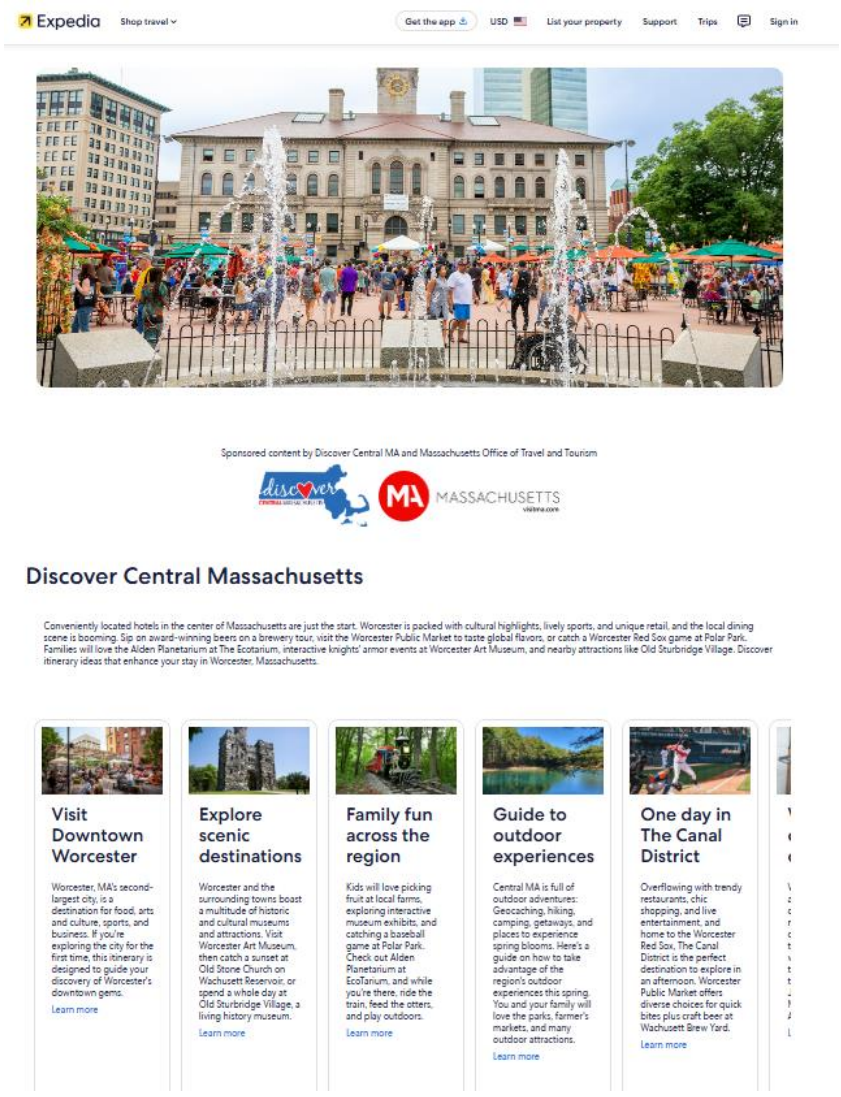
Below are some sampling of our marketing efforts:

Expedia Campaign:

- **Purpose:** Boost overnight stays in Worcester hotels and use of Worcester Regional Airport to get to Worcester from various out of state destinations
- **Markets Targeted:** New York, Connecticut, Florida, and Mid-Atlantic
- **Key Results:**
    - **Impressions:** 1.3 million

- **Room Nights Booked:** 2,022
- **Tourism Bookings Revenue:** $368,000
- **Investment:** $28,000
- **ROI: 13:1 return** — for every $1 spent, $13 was returned in hotel revenue

This year's campaign launched in mid-April and, in just six weeks, has already delivered impressive results. To date, it has generated **over 604,000 impressions** and **1,000+ direct clicks**, resulting in **$228,000 in tourism bookings**—including **1,290 room nights** and **8 air tickets**. With a current **Return on Investment (ROI) of 11.5 to 1**, the campaign is already exceeding benchmarks and reinforcing Worcester as a high-conversion destination for travelers.



Times Square Takeover – FindChillVibes.com Campaign

In a bold move to raise regional visibility and support Worcester Regional Airport, Discover Central MA executed a high-impact billboard campaign in **New York City's Times Square**, one of the most trafficked advertising locations in the world.

Campaign Objective:

To build top-of-funnel brand awareness for **Worcester Regional Airport (ORH)** by highlighting the convenience of its **direct flights from both LaGuardia (LGA) and JFK**, while positioning Worcester as a chill, accessible destination for New York-based travelers. This campaign also served to drive traffic to *FindChillVibes.com*, a seasonal microsite featuring curated lodging, attractions, and itineraries.

Execution:

- Large-format digital ads featured scenic Worcester visuals—winter landscapes, local landmarks, and family-friendly experiences.
- Displayed during **peak pedestrian time of the year** (Thanksgiving and Christmas Shopping), reaching **350,000+ daily viewers** in Times Square.
- Messaging encouraged spontaneous travel **"Find Chill Vibes – Just an hour flight away!"** and included a clear call-to-action to visit ***FindChillVibes.com***.

Results:

- **+202% increase in website sessions from NYC** during the campaign window in comparison to past years (Nov-Dec).

- **Thousands of first-time visitors** explored regional travel content
- **Top Performing Content on FindChillVibes.com:**
    - **EcoTarium** – family travel appeal
    - **Bancroft Tower** – highly visual landmark
    - **Worcester Public Market** – local food & shopping
    - **Deadhorse Hill** – local dining
    - **Green Hill Park** – outdoor recreation hub

Strategic Tie-in with Worcester Regional Airport

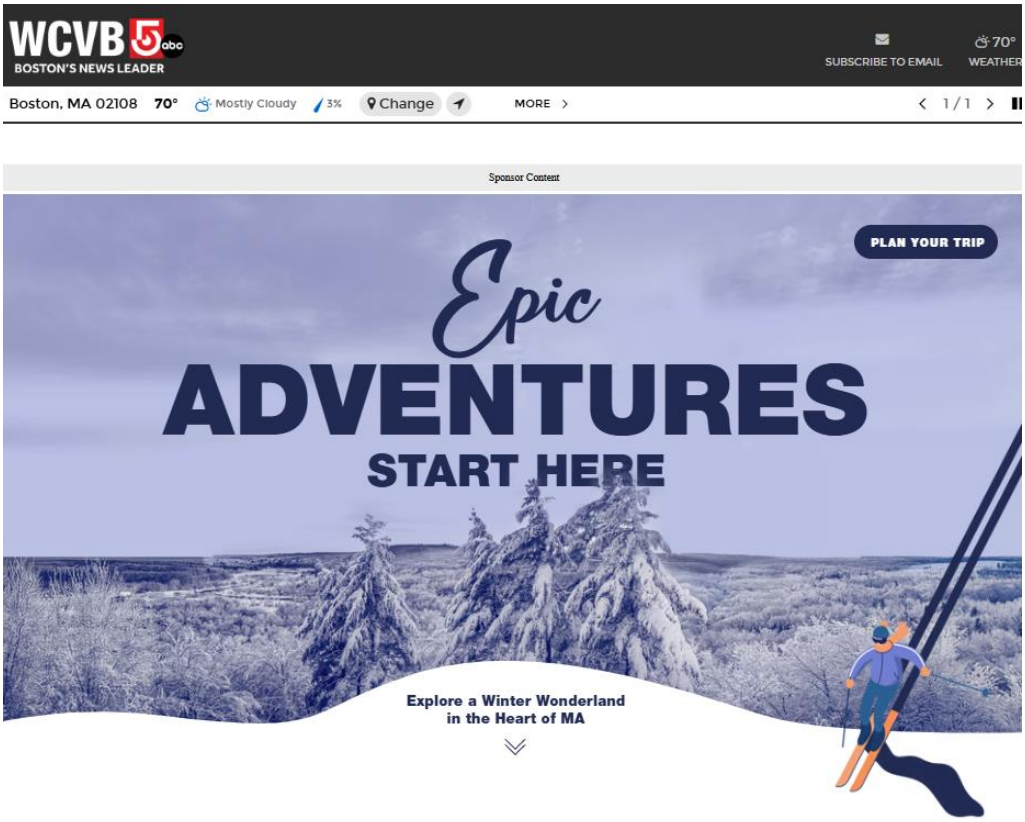
The campaign directly supported awareness of Worcester Regional Airport's value proposition—**easy, affordable access to Worcester via nonstop flights from JFK and LGA**. By targeting New Yorkers in the heart of Manhattan, the campaign positioned ORH as a smart alternative to crowded travel corridors while reinforcing the ease of weekend getaways to Worcester.

Long-Term Impact

This activation not only introduced Central MA to a new urban audience but also laid the foundation for future flight demand through increased airport awareness. It amplified Worcester's brand presence and successfully merged seasonal tourism with transportation accessibility.

Explore a Winter Wonderland – StoryStudio & CTV Campaign

- **Purpose:** Promote Worcester as a winter destination through lifestyle storytelling and premium video ads.
- **Partners:** Hearst Media, including broadcast (CTV) and digital storytelling units
- **Campaign Period:** Dec 2024 – Mar 2025
- **Key Results:**
    - **Total Impressions:** 4.9 million
    - **Engagements/Reads:** 36.4K
    - **Average Session Duration:** 9 minutes+ (9x industry average)
    - **Top Performing Markets:** Boston, Albany, Providence, Connecticut
    - **CTR:** 0.57%
    - **Most Clicked Content:** Farm-to-table dining, indoor winter fun, winter festivals and snow experiences



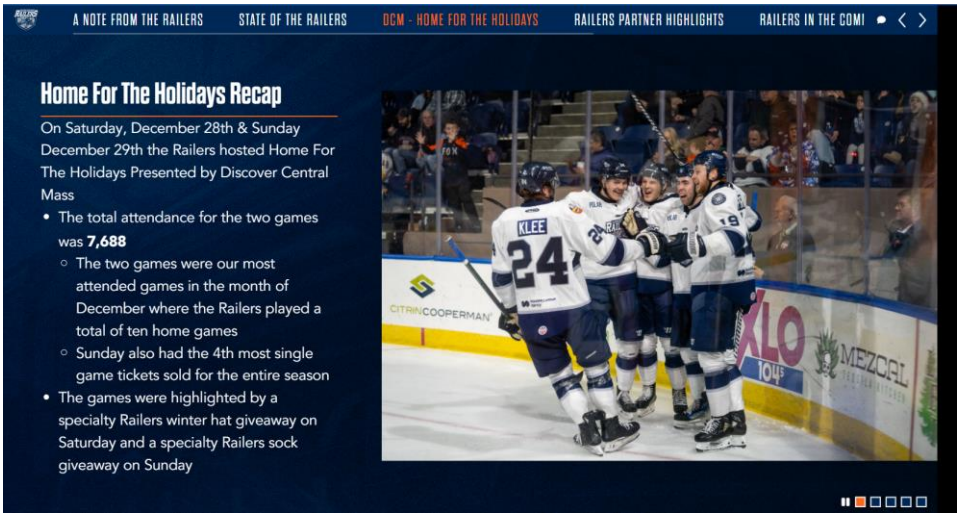
Home for the Holidays with the Worcester Railers

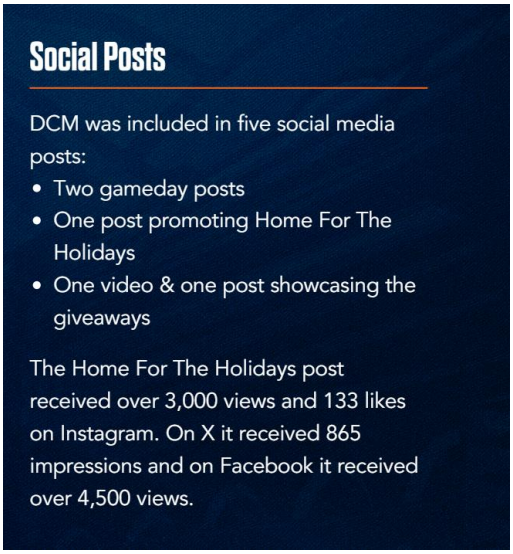
In December 2024, Discover Central MA partnered with the Worcester Railers to position the city as a festive sports destination through the “Home for the Holidays” campaign.

Highlights:

- **7,688 fans** attended two themed games—making them the **most attended Railers games in December**
- Sunday’s game was the **4th highest-selling game** of the season
- **DCM branding** featured in-stadium, in hotels, and across social media
- **Giveaways included** winter hats (Saturday) and socks (Sunday)

The campaign successfully promoted downtown Worcester as a holiday hub, boosting visibility for local hotels, dining, and attractions during the winter season.





Earned Media & Influencer Coverage

In FY25, Discover Central MA's proactive public relations and media outreach resulted in widespread exposure for Worcester as a vibrant, culturally rich destination. Through a combination of hosted FAM tours, press releases, and media partnerships, DCM significantly expanded the region's national visibility.

Key Results:

- **Media Coverage:** 141 placements
- **Online Viewership (UVM):** 390,178,300
- **Social Media Impressions:** 888,500
- **Print Circulation:** 35,000
- **Total Media Impressions:** 391M+
- **Completed Media Visits:** 13

Featured Worcester Businesses:

Journalists toured and wrote about key local attractions and businesses including:

- **American Antiquarian Society**
- **Hanover Theatre**
- **Mechanics Hall**
- **Shrewsbury St Restaurants Row**
- **Beechwood Hotel**
- **Mass Audubon Broad Meadow Brook**
- **Worcester Public Market** and **Deadhorse Hill**—all praised in Yankee Magazine's spring weekend travel feature

Contributing Writers & Publications:

DCM-hosted coverage appeared in prestigious outlets such as **USA Today**, **Yankee Magazine**, **AAA Magazine**, **The Boston Globe**, and **New York Magazine**, thanks to contributions from:

- **Linda Laban** (BBC, Telegraph, Boston Globe)
- **Chez Chesak** (Fodor's, USA Today 10Best)

- **Jeanette Zinno** (AAA Magazine)
- **Mel Allen** (Yankee Magazine)
- **Douglas Stallings** (Fodor's)
- **Leanne Griffin** (Hearst CT Media)
- **Andrea Syrtash** (Frommers, ShermansTravel)
- **Erin Gifford** (Thrillist, CNN, Southern Living)
- And influencers like **@maria_ponomaryova** and **@travellikealocalma**

Highlight:

Yankee Magazine's multi-page spread positioned Worcester as a **walkable, artsy, and food-forward destination**, helping drive spring travel interest across New England and beyond.

Diversity & Inclusion

In FY25, Discover Central MA continued its commitment to amplifying diverse voices and supporting underrepresented businesses across the region. Through strategic media partnerships, event platforms, and promotional opportunities, DCM ensured that small businesses had meaningful visibility both locally and across wider media markets.

Radio Spotlight Series

One of the year's most impactful initiatives was DCM's **small business radio podcast series**, which gave local entrepreneurs the opportunity to share their stories and promote their services on air. Participants in this year's series included:

- **Greater Worcester Opera**
- **El Sombrero Taqueria**
- **The Robert Goddard Legacy Project**
- **The O Shop**
- **Museum of Worcester**
- **Worcester Railers**
- **Worcester Regional Airport**
- **Luxo Executive Rentals**
- **Top of the Tower**
- **Harvest Fest (local vendor collective)**

These interviews not only provided valuable exposure, but also positioned each business as a contributor to Worcester's cultural and economic identity.

NBC Boston Holiday Gift Segment

DCM was also invited to appear on **NBC Boston's 'The Hub Today'** to showcase unique holiday gifts made in Worcester. Representing small, locally owned makers, DCM featured:

- **Thyme Herbal Apothecary**
- **iLAH Cibis Jewelry**

The segment reached thousands of viewers across Greater Boston, and participating businesses expressed deep appreciation for the opportunity, citing increased visibility and new customer engagement as direct outcomes.

Impact: These initiatives reflect DCM's ongoing strategy to not only market the region, but to do so **equitably**—ensuring that local businesses of all backgrounds benefit from tourism growth and media exposure.

Threshold 360 Virtual Tour Platform

Since its launch on **July 1, 2024**, the **DCU Center's virtual tour**, powered by Threshold 360, has significantly enhanced how event planners and partners experience the venue remotely.

Platform Performance:

- **Views:** 1,788
- **Engagements:** 39,837

This immersive, interactive tool has proven to be a game-changer—eliminating the need for many in-person site visits and streamlining the booking process for planners evaluating Worcester for future events.

Notable Outcome:

The platform's value was made especially clear when the **DCU Center secured a contract with a Hollywood production scheduled to film on-site in September 2025**. The location scout never visited in person—instead, they used the virtual tour to explore the space and finalize logistics remotely.

The DCU Center team has reported overwhelmingly positive feedback on the platform, emphasizing how it has improved efficiency and expanded their reach to new markets without increasing labor or travel costs.

Threshold 360 is now an integral part of how Worcester showcases its venues to the world.

Website Analytics & User Engagement (FY25 to Date)

From July 1, 2024 to May 29, 2025, DiscoverCentralMA.org recorded **226,497 active users**, including **225,490 new users**, demonstrating continued regional and national interest in Central Massachusetts as a visitor destination. The website saw over **197,000 engaged sessions** with an average engagement time of **1 minute 14 seconds**, reflecting strong content performance and user interest.

Organic search remains the primary acquisition channel, accounting for **125,000+ new users**, followed by direct traffic and paid search. Key visitor age groups include **25–44**, and the most engaged audiences came from **Massachusetts, New York, Virginia, Florida, and Connecticut**.

Top-performing content included the **events calendar**, **free things to do**, and seasonal landing pages like **holiday itineraries** and **winter activities**—each generating thousands of clicks and high engagement rates (above 85%).

Year over year, traffic from New York City surged again—supported by campaigns like **FindChillVibes.com** and targeted media placements. With **218,724 total users** YTD (as of May 14), the site is pacing well against FY24 and continues to serve as a high-performing conversion tool for both leisure travelers and event planners.

Paid Advertising Performance – Google & Meta Ads (FY25)

Discover Central MA's paid advertising strategy in FY25 included robust campaigns across both **Google Search Ads** and **Meta (Facebook/Instagram)** platforms—driving high engagement and cost-efficient conversions.

On **Meta**, DCM reached **353,000 users**, generated **7,585 link clicks**, and delivered **2,059 website leads** for the visitor guide. With an average **cost per lead of $4.06** and **click-through rate (CTR) of 0.72%**, the campaign successfully drove qualified traffic at a

competitive **cost per click (CPC) of $1.10**. Engagement was strong, with **3,087 reactions**, **202 post saves**, and **173 shares**.

Meanwhile, **Google Ads** delivered exceptional performance with **519,000 impressions**, **22,591 clicks**, and **3,448 conversions**, all at a low **average CPC of $0.61**. The campaign achieved a **15.26% conversion rate** and **$3.98 cost per conversion**, making it one of DCM's most cost-effective digital initiatives of the year.

Together, these efforts expanded DCM's digital reach, increased website leads, and effectively promoted Central Massachusetts as a top-of-mind destination for leisure travelers and planners alike.

"THE WOO" Installation – Worcester Regional Airport

Discover Central MA is leading a bold public art initiative at **Worcester Regional Airport** in partnership with **Blue Hive**. The installation, titled **"THE WOO,"** will be a large-scale, photo-friendly sculpture that greets travelers with a strong sense of place and pride in Worcester.

Purpose & Impact

- **Welcomes visitors** with a landmark that reinforces Worcester's identity
- **Drives organic promotion** through photo-sharing and social engagement
- **Showcases local culture** through custom imagery and artwork by local artists

Project Status

- **Design** being finalized; permitting underway with **Massport**
- **Artist collaboration** in progress with the **Worcester Cultural Council**
- **Fabrication and installation** scheduled for end of summer 2025
- **Public launch campaign** and ribbon cutting to follow unveiling

This project will transform the airport's arrival experience and serve as a lasting symbol of Worcester's creativity and community pride.

Looking Ahead: FY26 Goals and Strategic Vision

As we look forward to FY26, Discover Central MA is poised to leverage two major opportunities to drive tourism and economic impact: the **MA250** commemorations and the **FIFA World Cup** at Gillette Stadium. With global attention on Massachusetts, DCM will work to position **Worcester as a strategic stay-over destination**—targeting visitors traveling through Boston and Providence and encouraging them to book hotel rooms, dine in our restaurants, shop in our stores, and explore our attractions. By promoting Worcester as a convenient and welcoming hub, we aim to capture a share of the projected **$1 billion in economic impact** surrounding the World Cup while honoring the region's historic significance during the state's semi quincentennial. These opportunities underscore our continued focus on tourism as a growth engine—and our commitment to ensuring Worcester has a seat at the table during marquee statewide moments.

Breakdown of City Funding Allocation:

The City of Worcester's $500,000 investment in Discover Central MA is directly applied to marketing, hospitality, and operational efforts that drive visitation and economic return for Worcester. Every initiative funded by this investment is designed to generate hotel bookings, attract events and conventions, and increase spending at local businesses.

Here's how the funding is explicitly used:

- **Staffing & Operations**
    - Supports salaries for DCM's marketing and sales team, whose efforts focus exclusively on promoting Worcester, responding to meeting and event RFPs, developing group itineraries, and executing campaigns that drive visitors to the city.
    - $20,000 of the City's investment covers expenses related to rent, accounting services, office supplies, and maintaining DCM's Worcester-based headquarters—ensuring we remain operationally efficient and fully dedicated to the city's tourism goals.
- **Professional Services**
    - Graphic design, content creation, and accounting—ensuring Worcester's message is well-packaged and fiscally managed.
- **Digital Infrastructure**
    - **Website Maintenance**: The DiscoverCentralMA.org site is a tourism portal driving thousands of visitors to **Worcester listings, events, and hotel links**.
    - **Skynav Virtual Tour**: A visually immersive experience showcasing **Downtown Worcester.**
    - **Threshold 360**: An interactive virtual walkthrough of the **DCU Center**, giving planners a tool to evaluate the venue remotely—crucial for event bookings.

"Threshold 360 helped us secure a major Hollywood production at the DCU Center without a site visit. It's changing how we book events and showcase Worcester."
— Sandy Dunn, *General Manager, DCU Center*

- **Marketing Campaigns & Advertising**
    - **Expedia Campaign**: Booked **2,022 room nights** and delivered **$368,000 in revenue for Worcester hotels** and airport travel.

    - **Times Square Billboard Campaign**: Drove 202% more NYC-based website traffic to Worcester itineraries and direct flights via ORH.
    - **"Home for the Holidays" with Worcester Railers**: **Boosted downtown foot traffic**, hotel stays, and local pride during the winter season.
- **Sales Travel & Trade Shows**
    - Attendance at national trade shows to meet event planners, group tour operators, and sports tournament organizers—generating leads that convert to room nights and bookings in Worcester.
- **Collateral Production**
    - Created and distributed over 100,000 printed guides, maps, and planner resources—with **Worcester prominently featured across all materials**.
- **Hospitality Services**
    - Curated welcome boxes, QR-coded signage, and walking maps used during major **Worcester events like graduations, conventions, and sports tournaments**.
- **Earned Media & Press Tours**
    - Featured Worcester in **Yankee Magazine**, highlighting Hanover Theatre, Shrewsbury Street, Beechwood Hotel, and Mechanics Hall to regional audiences.

Testimonials from Worcester-Based Stakeholders

"Discover Central MA's promotional support has brought us new customers every time we're featured. They care deeply and personally check in to help us grow."
— Heather Scirpoli, **Thyme Herbal Apothecary**

"We've directly welcomed guests to our hotel because of DCM's marketing reach. Their work drives room nights and fuels the local economy."
— Emily Mulhane, **Hilton Garden Inn Worcester**

"The visibility DCM provides has helped Electric Haze attract out-of-town visitors—without them, our unique venue would struggle to fill capacity."
— Victoria Mariano, Owner, **Electric Haze**

“DCM gives small businesses like ours a real voice in the community. Their marketing helps us stay relevant and connected to citywide happenings.”
— Alice Lombardi, **Bean Counter Café**

“Their visitor resources are invaluable for incoming students and families. DCM paints a vibrant picture of what Worcester has to offer.”
— Marci Mayo, **Assumption University**

“From social media spotlights to regional exposure, DCM helps us reach new audiences. They’re a vital part of our community.”
— Neelu Mohaghegh, **Fuel America**

Contributions from Other Municipalities and Private Support:

Discover Central MA represents 35 cities and towns across Central Massachusetts. While the City of Worcester is our anchor and largest municipal funder, our region-wide impact is bolstered by additional private-sector contributions.

In addition to City and State funding, we proactively raise **private revenue** from the communities and businesses we serve through:

- **Membership fees**
- **Marketing services**
- **Event sponsorships**

In FY25, these efforts generated **$286,000 in private funding**—a critical supplement to public funds that allows us to:

- Promote unique attractions outside Worcester
- Support tourism growth in surrounding towns
- And most importantly, ensure that all promotional efforts—including those regionally focused—still **ultimately drive economic benefit back to Worcester**.

For example, the **Town of Sturbridge contributed $10,000 in FY25**, helping us promote tourism in their area while still connecting regional travel back to Worcester. These types of contributions fluctuate year over year based on municipal funding availability.

Whether visitors are traveling for a weekend in Sturbridge or a tour in the Blackstone Valley, Worcester remains the **central hub for overnight stays, dining, shopping, and cultural activities.** This synergy strengthens Worcester’s hotels, convention venues, and small businesses—amplifying the city’s role as the economic engine of the region.

The City of WORCESTER

Agency Name: Discover Central Massachusetts
Address: 311 Main St, Ste 200, Worcester, MA 01608

Total Salary & Wages	**$ 125,755.71**

Fringe Benefits					
	Type of Fringe Benefits				
	Payroll Taxes				$ 9,000.00
	Health Insurance				$ -
	Business Owners Insurance				$ 1,962.00
	Worker's Compensation				$ 525.00
	Life and disability				$ 2,600.00
	D&O Insurance				$ 1,931.00
Total Fringe Benefits					**$ 16,018.00**

Consultants	Nature of Services	Rate	# of Hours	# of Units	Total Amount
Marketing Consultant	Graphics designer, Digital Marketing Agency, Retainer for writers/videographers/photographers, Social Media Manager and misc. services				$ 35,000.00
Financial Consultant	Creates monthly financial reports, budgets, etc.	$ 500.00		7	$ 3,500.00
Total Consultants					**$ 38,500.00**

Software	Vendor Name	Justification for Software			Total Amount
Maintenance	Simpleview; Destinations International, SkyNav, Threshold360, GoDaddy, Zoom, ect.	Website, upgrades, handsfree website work, etc. Inclusing of Destinations International Economic impact Calculator			$ 50,000.00
Total Software					**$ 50,000.00**

Industry trade shows

Industry trade shows	Industry Leading, New England Focused, East Coast Focused Tradeshows targeting Meeting, Sports and Event Planners + International Tour Operators	Travel Expenses and Registration Fee's to attend Industry Tradeshows to promote Worcester to events market that was severely disabled due to COVID-19 (cost of show participation & employee travel).			$ 15,000.00
Total Industry Tradeshows					**$ 15,000.00**

Marketing					
Marketing	**Vendor Name**	**Justification for Other**	**Cost Per Unit**	**# of Units**	**Amount**
Marketing		Planner Targeted Marketing and Advertising - Sports Planner, Meeting Planner, Events Planner			$ 20,000.00
Marketing		Print Marketing/Advertising			$ 20,000.00
Marketing	Worcester Railers	Welcome Home Campaign with Worcester Railers			$ 15,000.00
Marketing		Promotion of Worcester Airport			$ 20,000.00
Marketing		Promotion of city events			$ 3,000.00
Marketing	Taste of Shrewsbury, Restaurant week; Oval, and other sponsorships	Sponsorship in support of events			$ 10,000.00
Marketing		Promotion of city fireworks that were canceled due to COVID-19			$ 20,000.00
Marketing		Promotion of Pride			$ 6,000.00
Marketing		TV / Radio ads promoting worcester tourism assets			$ 21,726.29
Marketing	Travel Scape - Expedia	Promotion of Worcester Hotels that were hurt or shut down due to COVID-19.			$ 30,000.00
Marketing		Promotion of SkyNav through Video Ad			$ 5,000.00
Marketing - meetings and conventions	Threshold 360	Interactive floorplans of DCU Center - Maintenance			$ 5,000.00
Marketing	Pagio Inc, CTM	Promotion of local businesses all affected by COVID-19 to outside visitors (2 guides; spring/summer and fall/winter distributed & Dining Guide			$ 45,000.00
Marketing		Promotional items in support of various sporting events, tradeshows targeting meeting and event planners			$ 7,000.00

Marketing	All Points Limo, TBD	Familiarization Tours including - Worcester Hotels and DCU Center to potential meeting and conference planners, travel writers and media			$ 2,000.00
Total Marketing					**$ 229,726.29**

Other					
Postage	USPS-billed through Chamber of Commerce	mail, office phones and IT contract			$ 10,000.00
Total Other					**$ 10,000.00**
Total Direct Costs					**$ 485,000.00**
Indirect Cost Rate		3% Indirect Rate		0.03	$ 15,000.00
				Total Program Expenses	**$ 500,000.00**

cc2025may15100114

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Public Works and Parks consider changing the current end date relative to the "Perfect Attendance Bonus" requirements for the city's snowplow contractors from April 1st to April 15th.

cc2025may15100433

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the agreement between the city and the American Heritage Foundation for the Worcester Auditorium, including information concerning ownership of the building and the amount of funds allocated for the work being done by the foundation.

cc2025may15100524

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the maintenance schedule and requirements associated with the Worcester Auditorium.

cc2025may15100755

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report concerning outreach done by the Green Hill Golf Course staff to invite and encourage Worcester Public Schools students to learn and play golf at the course.

cc2025may15100822

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with an analysis concerning the feasibility of installing water bubblers in the city's parks that prioritizes Recreation Worcester locations.

cc2025may15100837

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to consider expanding dog parks to "pocket parks," or parks embedded within the city's interior neighborhoods.

cc2025may15100853

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Assistant Commissioner of Parks and Recreation provide City Council with a report detailing park safety complaints over the last five (5) years and if reported complaints have increased or not.

cc2025may22023616

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Inspectional Services provide City Council with a report concerning the number of rental properties and/or units in the city that should be registered as part of the Rental Registry Program. Further, request said report include information relative to the mechanism that will be used to ensure all potential properties and/or units are registered.

cc2025may22023640

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Inspectional Services provide City Council with a report concerning the procedure followed when the department is made aware of more than three (3) unrelated people living in one (1) dwelling unit. Further, request City Manager request City Solicitor provide City Council with a legal opinion concerning how the tenants' leases may impact such a circumstance.

cc2025may22025520

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the City Solicitor provide City Council with a report relative to any limitations the city may have relative to referring landlords and tenants to an external authority for mediation/resolution for complaints received by the Department of Diversity, Equity and Inclusion.

cc2025may22025601

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Chief Equity Officer provide City Council with a report six (6) months after the launching of the external Civil Rights form that details the types of complaints received, the outreach being done by the city to ensure vulnerable populations are using the form, and how other communities have increased the usage of the services provided by the city.

cc2025may22025618

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report outlining the number of times the Human Rights Commission has exercised its subpoena powers. Said report should include what each subpoena was about and the result of the subpoena.

cc2025may22030107

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the areas in the city that are most affected by evictions. Said report should include zip codes, as well as the racial and ethnic makeup those being impacted by said evictions.

cc2025may22030126

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to consider advocating to the Medical Examiner's Office to determine a way to track data as to how a person's unhoused status affected their death. Further, request advocacy also be considered to pass legislation at the State level to add a person's unhoused status as a cause of death on a person's death certificates.

cc2025may22031105

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with any previous reports detailing the redesign of Chandler St.

cc2025may22031118

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to review the road conditions on Lake Ave. and Sunderland Rd. for the purposes of repairing said road conditions.

cc2025jun02014644

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the cost associated with hiring fulltime legal counsel for the City Council.

cc2025jun02015536

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the feasibility of expanding the City Auditor's Office.

cc2025jun02015549

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the City Auditor provide City Council with a report detailing the feasibility of providing City Council with an annual or bi-annual report related to grants processed by the city.

cc2025jun02015600

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing the amount of funds the Worcester Retirement Board invests in Global Infrastructure Partners IV (GIP IV) and its subsidiary, Signature Aviation. Said report should include the types of function and agencies they serve.

cc2025jun02020532

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Emergency Communications and Management provide City Council with a report detailing the emergency warming and cooling centers usage for the last two (2) years.

cc2025jun02021930

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Chief Development Officer provide City Council with a report detailing the timeline associated with initiating the Webster Square redevelopment project.

cc2025jun02021950

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report, before the city's Fiscal Year 2026 budget is approved, detailing any surrounding communities who have contributed funds towards Discover Central MA marketing that have benefitted from the expenditure.

cc2025jun02022014

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing Discover Central MA's plans to encourage the NCAA to bring its March Madness Basketball Tournament to the city. Further, request said report include the handling fee amount associated with such a task.

cc2025jun02023042

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby to provide City Council with a report concerning the new PFAS-free gears acquired by the Fire Department.

cc2025jun02023101

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Fire Chief provide City Council with a report concerning the Worcester Fire Department (WFD) strategic plan, as relates to the Emergency Services Consulting International (ESCI) report.

cc2025jun02023116

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request Fire Chief explore the benefits relative to implementing a Diversity Committee and Diversity Officer position within the Worcester Fire Department (WFD).

cc2025jun02023132

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Fire Chief provide City Council with a report detailing the demographics pertaining to the recruits entering the upcoming WFD Fire Academy.

cc2025jun02030402

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Police Chief work with the Chief Diversity Officer to review the Worcester Police Department's social media policy.

cc2025jun02030418

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to request the Police Chief provide City Council with a report detailing the receptivity related to the Senior Stress Coordinator position. Further, request City Manager request Police Chief explore wellness software to implement.

cc2025jun02030439

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report itemizing the Department of Diversity, Equity, and Inclusion's language services budget by each department's requests and usages.

cc2025jun02030455

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report concerning the budget allocation for the Bureau of Professional Standards (BOPS), including information relative to the workload, nature and number of concerns brought forward by said department.

cc2025jun02030513

CITY OF WORCESTER

Pursuant to a vote of the Committee on Finance, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with report concerning performance evaluation of ShotSpotter Connect program.

cc2025may02015701

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Council of the City of Worcester does hereby approve the following framework to be used to conduct the Annual Performance Evaluation of the City Manager, beginning in June of 2025.

CITY MANAGER EVALUATIONS

City Manager: Eric. D Batista

City Councilor Completing Evaluation:

Signature of City Councilor:

Date:

PART 1: INDIVIDUAL PERFORMANCE FACTORS

Section 1: Skills

Rate City Manager in each performance factor. Provide supporting narrative for each factor.

Factor	Rating (R) (1-5)	Supporting Narrative
Hard Skills: City Manager has a clear understanding of City policies, procedures and processes for all City Departments.		
Management Skills: City Manager exhibits excellent decision-making abilities, balancing long-term goals with short-term needs while ensuring alignment with City priorities. Effectively delegates tasks and providing the necessary guidance and support for success.		
Team Building: City Manager creates a positive, inclusive, and collaborative workplace environment where employees feel valued, supported, and engaged.		
Communication Skills: When the City Manager communicates with all levels across the city and with the public, they do so with clarity, confidence, and professionalism. Actively listens and responds thoughtfully, promoting mutual understanding and productive dialogue.		
Innovation and Adaptability: City Manager Demonstrates initiative in adopting new technologies and best practices. Effectively manages change and leads the organization through evolving challenges.		
Total Score:	**0**	**(out of 25)**

Section 2: Accountability

Rate City Manager in each performance factor. Provide supporting narrative for each factor.

Factor	Rating (R) (1-5)	Supporting Narrative
Problem Solving: City Manager takes initiative to resolve problems. Demonstrates resourcefulness in addressing challenges and bringing forward practical solutions.		
Ownership of Outcomes: City Manager takes full responsibility for decisions, actions, and the outcomes of City initiatives. Accepts accountability for both successes and setbacks, and proactively addresses issues.		
Community Engagement: City Manager represents the City positively and professionally in public forums and responds effectively to resident concerns and promotes civic engagement.		
Ethical Conduct: City Manager maintains the highest standards of integrity, transparency, and fairness. Makes decisions based on principles, not personal convenience or pressure.		
Leadership: City Manager leads by example, embodying integrity, transparency, and a strong sense of ethical responsibility. Makes decisive, informed decisions that positively impact City performance, while keeping team morale high. Cultivates a sense of trust and respect within the team, empowering individuals to take ownership and drive results.		

Total Score:	**0**	**(out of 25)**

Section 3: Financial Management

Rate City Manager in each performance factor. Provide supporting narrative for each factor.

Factor	Rating (R) (1-5)	Supporting Narrative
Financial Forecasting: City Manager uses data-driven insights to project future financial needs and outcomes. Demonstrates strong analytical skills in reviewing budget variances, identifying trends, and making recommendations to improve fiscal performance.		
Budget Planning & Development: Effectively prioritizes and allocates resources (financial and human) based on strategic plan goals and operational needs. Demonstrates a strong understanding of the cost-benefit analysis and ensures resources are utilized where they will have the greatest impact. Proactively identifies areas for cost savings or reallocation when necessary.		
Cost Control and Efficiency: Ensures that departmental expenses are closely monitored and controlled. Actively seeks opportunities to improve efficiency, reduce waste, and streamline processes without sacrificing quality or service delivery. Demonstrates a focus on achieving maximum value for every dollar spent.		
Debt Management: Identifies and implements opportunities for debt reduction or restructuring. Consistently meets or beats targets. Offers strategic insights that improve the organization's financial position.		
Bond Rating: City Manager ensures the City maintains or improves its creditworthiness, as reflected in its bond rating, by demonstrating sound financial leadership, transparency, and adherence to best practices in municipal finance.		
Total Score:	**0**	**(out of 25)**

CITY WIDE PERFORMANCE FACTORS - STRATEGIC PLAN GOALS

SECTION 4: PUBLIC HEALTH & SAFETY

Rate City Manager in each Strategic Plan Objective. Provide supporting narrative for each objective.

Objective	Rating (R) (1-5)	Accomplishment Narrative
Mental Health & Substance Use Disorder: The City Manager demonstrates a proactive and compassionate vision to address mental health and substance use disorders as public health priorities. This includes championing integrated policy approaches that prioritize prevention, intervention, treatment, and recovery supports. The City Manager actively cultivates partnerships with Public Health departments, healthcare providers, school systems, public safety, nonprofits, and community advocacy groups to create a coordinated and responsive system of care.		
Reduction of Overdoses: The City Manager demonstrates a clear and sustained commitment to addressing substance use through a public health lens. This includes advancing policies that emphasize prevention, treatment access, and long-term recovery, while reducing stigma associated with SUD.		

Reduction of Youth Violence: The City Manager demonstrates a clear and consistent commitment to reducing youth violence as a top public safety and public health priority. Leads with a preventative and developmentally appropriate approach that centers youth well-being and opportunity.		
Reduction of Gun Violence: The City Manager demonstrates the ability to lead an effective and coordinated response to incidents of gun violence, including multi-agency mobilization, trauma response supports for affected families, and clear communication with the public.		
Healthy Homes: The City Manager prioritizes the modernization of older housing as essential to resident health, neighborhood stability, and code compliance. Demonstrates a clear vision for addressing nuisance violations, substandard living conditions, and chronic neglect in aging properties.		
Total Score:	**0**	**(out of 25)**

SECTION 5: AFFORDABLE NEIGHBORHOODS & REDUCING HOMELESSNESS

Rate City Manager in each Strategic Plan Objective. Provide supporting narrative for each objective.

Objective	**Rating (R) (1-5)**	Accomplishment Narrative
Affordable Housing: The City Manager demonstrates a proactive, equity-centered approach to addressing the affordable housing crisis. Leads cross-sector efforts to develop and implement a comprehensive housing strategy that balances new development, preservation, and tenant protections.		
Outreach to Unhoused Individuals: The City Manager demonstrates a clear and compassionate strategy for addressing homelessness that prioritizes proactive engagement, dignity, and the long-term goal of housing stability. Leads efforts to ensure outreach is embedded in the city's broader homelessness response plan.		
Day Resource Center: The City Manager demonstrates initiative and vision in leading the development of a Day Resource Center as a central hub for supportive services. Oversees a clear, phased implementation plan that includes site selection, service design, stakeholder input, and sustainability planning.		
Access to Quality Parks: The City Manager demonstrates a clear and proactive vision for enhancing parks and open spaces as essential components of urban life. Leads the development and implementation of long-term improvement plans that address both infrastructure and programming needs.		
Increase access to Fiber and affordable broadband options: The City Manager provides forward-thinking leadership in positioning Worcester as a digitally inclusive city. Champions broadband as a critical public utility that supports education, economic development, healthcare access, and civic participation.		
Total Score:	**0**	**(out of 25)**

SECTION 6: CLEAN CITY INITIATIVES

Rate City Manager in each Strategic Plan Objective. Provide supporting narrative for each objective.

Objective	Rating (R) (1-5)	Accomplishment Narrative
Clean Neighborhoods: The City Manager demonstrates a clear commitment to environmental stewardship and neighborhood quality of life. Leads the development of a comprehensive, citywide cleanliness strategy that includes short-term action and long-term sustainability.		
Well maintained public spaces: The City Manager articulates and champions a clear vision for public spaces as essential elements of community identity and well-being. Ensures consistent, high-quality maintenance programs that address landscaping, litter removal, repairs, lighting, and signage. Prioritizes rapid response to maintenance issues to uphold a welcoming atmosphere.		
Environmental Resilience: The City Manager provides visionary leadership in integrating climate resilience into the city's overall planning and operations. Advances clean and equitable transportation initiatives, including expansion of public transit, electrification of city vehicle fleets, creation of bike and pedestrian infrastructure.		
Blue Spaces: The City Manager prioritizes initiatives that protect and improve water quality in all public blue spaces. Supports effective stormwater management, pollution prevention, habitat restoration, and regular monitoring to maintain ecological health.		
Total Score:	**0**	**(out of 20)**

SECTION 7: ECONOMIC GROWTH

Rate City Manager in each Strategic Plan Objective. Provide supporting narrative for each objective.

Objective	Rating (R) (1-5)	Accomplishment Narrative
Tax Base Expansion: The City Manager demonstrates strategic leadership in positioning the city as an attractive destination for private investment. Advances policies and incentives that support smart growth, economic diversification, and sustainable development. Effectively steers high-impact housing, commercial, and industrial projects from planning through permitting and construction.		
Business Development & Job Growth: The City Manager demonstrates bold, forward-looking leadership in job creation through policies that promote business growth, attract new industries, and expand employment opportunities across all neighborhoods. Partners with local education institutions, workforce boards, training providers, and employers to ensure residents are prepared for the evolving labor market.		
Modernize & Improve Municipal Parking: The City Manager provides a clear vision for updating Worcester's parking and curbside practices to meet 21st-century needs. Leads or supports the development of a comprehensive curb management strategy that balances the needs of residents, businesses, and visitors.		
Arts & Culture: The City Manager champions arts and culture as integral components of the city's economic development strategy. Promotes creative placemaking through murals, festivals, performances, public art, and cultural installations that enhance the visibility and vibrancy of neighborhoods and business districts.		
Total Score:	**0**	**(out of 20)**

SECTION 8: HIGH PERFORMING GOVERNMENT & STRONG FINANCIAL HEALTH

Rate City Manager in each Strategic Plan Objective. Provide supporting narrative for each objective.

Objective	Rating (R) (1-5)	Accomplishment Narrative
Increased Efficiencies in Operations: The City Manager demonstrates proactive leadership in designing and implementing a centralized administrative structure that reduces redundancy, improves coordination, and streamlines processes across departments.		
Technology & Integration: The City Manager champions the adoption of innovative technology solutions—such as enterprise resource planning (ERP) systems, automated HR platforms, and data analytics tools—that enhance efficiency and enable real-time decision-making.		
Diversity, Equity, & Inclusion: The City Manager visibly champions DEI as a core value across all municipal operations. Sets clear priorities and integrates DEI principles into the city's strategic plans and organizational culture. Ensures City workforce reflects the community.		
Recruitment & Retention: City Manager provides leadership in proactive and inclusive recruitment strategies to attract candidates from diverse backgrounds, including outreach to underrepresented communities, partnerships with educational institutions, and use of diverse hiring panels. Promotes employee retention through professional development programs, mentorship opportunities, clear career pathways, and recognition initiatives that foster engagement and growth.		
Strong Financial Health: Demonstrates strong oversight of budgeting processes, ensuring balanced budgets, controlled expenditures, and sustainable use of reserves. Implements responsible debt issuance policies, monitors debt service obligations, and maintains clear communication with bond rating agencies and investors about the city's financial condition and plans.		
Total Score:	**0**	**(out of 25)**

SECTION 9: INVESTMENT IN QUALITY EDUCATION

Rate City Manager in each Strategic Plan Objective. Provide supporting narrative for each objective.

Objective	Rating (R) (1-5)	Accomplishment Narrative
Investment in School Facilities: City Manager supports capital investment in school infrastructure, including classroom upgrades, technology, HVAC systems, and accessibility improvements to create a modern, functional learning environment.		
Early Literacy: In partnership with Worcester Public Libraries, City Manager promotes initiatives that improve early childhood education, such as literacy campaigns, family engagement programs, and partnerships with local early learning centers to ensure children enter school prepared to learn.		
Total Score:	**0**	**(out of 10)**

0 **TOTAL SCORE**

180–200 Outstanding
160–179 Exceeds Expectations

140–159	Meets Expectations
120–139	Needs Improvements
< 120	Unsatisfactory

cc2025mar07040950

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Manager be and is hereby requested to request City Solicitor provide City Council with a report clarifying whether a majority two-thirds vote entails present members or the council body as a whole.

cc2025mar07040950

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Manager be and is hereby requested to request City Solicitor provide City Council with a report detailing if the City Charter requires public participation to be open to non-Worcester residents.

cm2025mar28101857

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to provide City Council with a report detailing how other municipalities handle signage being displayed within their council chambers.

cm2025mar14011430

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Manager be and is hereby requested to request Chief Financial Officer provide City Council with a report detailing the percentage or number of City of Worcester and Worcester Public Schools employees who are Worcester residents.

cm2025jan29044641

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to work with the City Solicitor to ensure the Rules of the City Council are strictly reviewed when making determinations relative to the placement of items on the City Council agenda.

cm2025jan29044641

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to work with the City Solicitor to provide City Council with a report concerning the roles of residents and the City Council when placing items on the City Council agenda.

cm2025jan29044641

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to provide City Council with a report concerning best practices used in other communities regarding the process used for residents to petition their elected officials.

cm2025jan29044641

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to work with the City Solicitor to review the history of Rule 30 regarding the reconsideration of items previously considered and relevance pertaining to items placed on file.

cm2024jun14101929

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to provide City Council with a report concerning emails sent to the City Council and City Council Staff relative to administrative rules and policy changes associated with said City Council Staff.

cm2024jun14101929

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to provide City Council with a report detailing Administration of City Council Office successes and possible improvements.

cm2024jun14101929

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Clerk be and is hereby requested to provide City Council with an annual survey relative to Administration of City Council Office staffing.

cc2024jun28040344

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing how safety concerns are brought forth to all city employees, including City Council and School Committee members, if a threat is made against them.

cc2025jan09032622

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Auditor be and is hereby requested to provide City Council with a report detailing an itemized list of special revenue funds. Said report should include account titles and balances.

cc2025jan09032622

CITY OF WORCESTER

Pursuant to a vote of the Committee on Municipal and Legislative Operations, be it

ORDERED: That

The City Manager be and is hereby requested to request the Chief Financial Officer provide City Council with a report detailing the city's debt liability compared to similarly situated cities, per the Department of Revenue (DOR), after June 30th.

cm2025feb21102750

CITY OF WORCESTER

Pursuant to a vote of the Committee on Public Health and Human Services, be it

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report concerning whether any rental registry programs implemented in other communities have an option for landlords to report rental costs of the tenants, as well as whether that information is mandatory or voluntary.

cm2025feb21102750

CITY OF WORCESTER

Pursuant to a vote of the Committee on Public Health and Human Services, be it

ORDERED: That

The City Manager be and is hereby requested to work with local partners to determine the feasibility of providing City Council with biannual report relative to evictions occurring in the city.

cm2025feb21102750

CITY OF WORCESTER

Pursuant to a vote of the Committee on Public Health and Human Services, be it

ORDERED: That

The City Manager be and is hereby requested to reach out to the Executive Office of Housing and Livable Communities (EOHLC) to provide City Council with eviction data.

cm2025apr10044020

CITY OF WORCESTER

Pursuant to a vote of the Committee on Public Safety, be it

ORDERED: That

The City Manager be and is hereby requested to request Police Chief provide City Council with a report detailing the number of hate crimes reported in 2024 in similarly sized cities.

cm2025may09023000

CITY OF WORCESTER

Pursuant to a vote of the Committee on Public Works, be it

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Public Works and Parks provide City Council with a report detailing any plans to utilize the water and sewer reserve funds to pay for future projects.

cc2024sep20022113

CITY OF WORCESTER

Pursuant to a vote of the Committee on Public Works, be it

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Public Works and Parks work with Assistant Commissioner of Parks and Recreation to provide City Council with a report listing the various responsibilities maintained by the Department of Public Works and Department of Parks and Recreation.

cc2025jun02095707

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to establish a tracking mechanism that allows for an annual report concerning the CSX Neighborhood Improvement Fund.

cc2025jun02095949

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to request the Fire Chief provide City Council with a report concerning whether firehouses have equipment to repair CSX trains.

cc2025jun02100204

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report concerning the city's approach regarding appropriations for CSX Neighborhood Improvement Funds.

cc2025jun02100718

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a copy of the minutes of the CSX Neighborhood Improvement Fund Advisory Committee.

cc2025jun02102135

CITY OF WORCESTER

ORDERED: That

The Standing Committee on Public Health and Human Services be and is hereby requested to hold a meeting to consider devising a comprehensive plan to address the substance use crisis in the city.

cc2025jun02110306

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to ensure the city provides the maximum allowable elderly exemption and abatement relative to property taxes, as defined by the Elderly Abatement sections of Mass. General Law.

cc2025jun02110701

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Public Works and Parks provide City Council with an in-depth report concerning the city's short-term and long-term plans to address flooding on Heywood St.

cc2025jun05091044

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Public Works and Parks and Commissioner of Inspectional Services organize a meeting with the Mill St. Neighborhood Association for the purpose of discussing and addressing issues and concerns related to Polar Park Views development.

cc2025jun05091557

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to work to identify funding that ensures the city's women's shelter at the Seven Hills property continues to operate without interruption in servicing a critical resource to women aged 19 through 69.

cc2025jun05091735

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to work with MassDOT to explore the feasibility of expediting a safety audit of the Chester St. and Grove St. intersection, due to high rates of crashes.

cc2025jun05091922

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to create a timeline relative to implementing a remediation plan for repairing the potholes and resurfacing Moreland St.

cc2025jun06090810

CITY OF WORCESTER

ORDERED: That

The Standing Committee on Public Service and Transportation be and is hereby requested to hold a meeting to discuss the status of the cable franchise negotiations with Charter/Spectrum and its impact on WCCA TV.

cc2025jun06092759

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to consider organizing an appropriate recognition of Douglas J. Hannam, Jr.'s lifetime commitment to Little League in Worcester to honor his passing. Such a recognition could include the naming of an athletic field, a street naming, etc.

cc2025jun06105006

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to request Commissioner of Transportation and Mobility review the intersection of Herman St. and Southbridge St. to improve the “One Way Only” signage at the entrance to Herman St.

cc2025jun06032807

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to consider providing City Council with a report concerning the expansion of the Shannon CSI funding parameters. Said report should include information that identifies how the changes in funding parameters may impact Youth Crisis Responsiveness, as well as an update concerning the related selection committee member planning and selection process.

cc2025jun06033040

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report detailing city contributions/projected contributions to the Worcester Public Schools (WPS) relative to facility acquisition, maintenance, and any related maintenance/deferred maintenance schedules. Said report should include strategic planning for said contributions over the past (10) ten years, as well as projections for upcoming fiscal years.

The City of WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Deputy City Clerk

June 10, 2025

Mayor Joseph M. Petty and the
Members of the City Council
City Hall, 455 Main Street
Worcester, MA 01608

Dear Mr. Mayor and Councilors,

Kindly consider this communication as an update to the hiring of a new Chief of Staff to the City Council, due to a recent vacancy in the position. During the last several weeks, the City Council has expressed interest in being kept informed of the status of hiring for this position. It is my recommendation to the City Council to appoint Joshua Duhamel, who is currently an aide to the City Council, to the role of Chief of Staff.

Mr. Duhamel has a clear understanding of the operations of the City Council and will provide a smooth transition into this new role. During his time as aide to the City Council, Mr. Duhamel has honed his skills in managing schedules, planning community meetings, handling correspondence, assisting residents in accessing city services, and supporting councilors as needed. Joshua's previous experience in both the State Legislature and the City Council Office has provided him with the foundational skills needed to fulfill this role.

Cordially,

Nikolin Vangjeli
City Clerk

Room 206, City Hall ■ 455 Main Street ■ Worcester, Massachusetts 01608-1889
Telephone (508) 799-1121 ■ Fax (508) 799-1194
E-Mail: clerk@worcesterma.gov

The City of WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

June 10, 2025

Mayor Joseph M. Petty and the
Members of the City Council
City Hall, 455 Main Street
Worcester, MA 01608

Dear Mr. Mayor and Councilors,

To foster inclusivity and facilitate communication, the City Clerk office Zoom accounts will now offer translated captions. This feature eliminates the need for interpreters and third-party integrations, allowing for a more seamless experience for all residents calling in to the city council meeting. Translated captions will help break down language barriers and create a more welcoming environment for residents accessing city council and committee meetings.

Enclosed is a memo outlining the steps for residents to use the Zoom translated captions.

Cordially,

Nikolin Vangjeli
City Clerk

Room 206, City Hall ■ 455 Main Street ■ Worcester, Massachusetts 01608-1889
Telephone (508) 799-1121 ■ Fax (508) 799-1194
E-Mail: clerk@worcesterma.gov

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Assistant City Clerk

M E M O R A N D U M

TO: Mayor Joseph M. Petty and the Members of the City Council

FROM: Niko Vangjeli, City Clerk

DATE: 05/13/2025

RE: TRANSLATED CAPTIONS ON THE CITY CLERK - ZOOM ACCOUNTS

ENABLE/DISABLE TRANSLATED CAPTIONS AT THE USER LEVEL:

To enable or disable translated captions for your own use:

1. Sign in to the Zoom web portal.
2. In the navigation panel, click **Settings**.
3. Click the **Meeting** tab.
4. Under **In Meeting (Advanced)**, click the **Translated captions** toggle to enable or disable it.
   Note: **Automated captions** must be enabled for you to be able to enable this feature.
5. If a verification dialog displays, click **Enable** or **Disable** to verify the change.
   Note: If the option is grayed out, it has been locked at either the group or account level. You need to contact your Zoom admin.
6. (Optional) Click **Edit translation languages** to select language pairs you want available in the meeting.

HOW TO CONFIGURE LANGUAGE PAIRS:

Captions are translated according to the language pairs that have been enabled. A language pair consists of an input speaking language and the output caption language.

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Assistant City Clerk

For example, if you were hosting a presentation and planned to speak in English, but were expecting clients from Spain, China, and Ukraine to attend, you would want to enable English as the Speaking Language and Spanish, Chinese, and Ukrainian as the Translate to languages, so that those languages are available for your participants in the meeting. Customers are able to choose their preferred language during the meeting, which in turn provides the captions in that language.
By default, all supported language pairs are enabled, but these can be adjusted to suit your needs.

1. After enabling translated captions, click **Edit translation languages**.
   The Translation Languages window will appear.
2. (Optional) Click the **Select all language pairs** check box to enable all available language pairs. This option is enabled by default.
3. Under the **Speaking Language** column, click the check box next to each language to include or exclude that language as a possible input language.
4. For languages that you have enabled, click the drop-down menu under the **Translate to** column to select which languages you want captions to be translated into.
5. Click **Save** to confirm your selections.

The City of WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

June 10, 2025

Mayor Joseph M. Petty and the
Members of the City Council
City Hall, 455 Main Street
Worcester, MA 01608

Dear Mr. Mayor and Councilors,

On May 13th, 2025, the City Council voted to request the "*City Manager and City Clerk provide City Council with a report concerning the legal basis behind the decision to ban the public from City Hall, including references and citations as to why said decision does not violate the Open Meeting Law*".

In accordance with the above request, the City Clerk's Office worked with the Law department to review several posting requirements associated with the Open Meeting Law and past OML advisories provided by the Attorney General's office.

Through the actions listed in this communication to the actual start time of the council meeting on May 13th, the city demonstrated its commitment to ensuring all residents would be able to attend the City Council meeting virtually. Throughout the duration of the meeting on May 13th the clerk Zoom account had over 200 participants that joined the virtual call to either listen to the council meeting or provide public testimony (*the city council suspended its 30-minute public participation rule to allow 57 residents to provide public testimony*). The city clerk's office continues to remain committed to providing residents and the council with the opportunity to attend all meetings, regardless of outside circumstances associated with safety in City Hall.

Furthermore, we also reviewed MGL c. 30A, section 20(b) related to "emergencies" and the MGL section states that in an emergency, a public body ***shall post notice as soon as reasonably possible prior to such meeting.*** In this case the clerk's office posted the agenda for the council meeting with the Zoom call in info on Friday, May 9, 2025, at 3:46 p.m and also provided 24 hours advance notice that there would be no in-person component for the May 13, 2025, City Council meeting.

The Attorney General's office in the past has also provides the following guidance:

On March 28, 2025, Governor Healey signed into law **Chapter 2 of the Acts of 2025, An Act Extending Certain COVID-19 Measures Adopted During the State of Emergency** which, among other things, further extends temporary provisions pertaining to the Open Meeting Law to June 30, 2027.

May public body members meet in person, while requiring the general public to follow the proceedings remotely?
Yes. Subsection (b) of Section 20 allowing public access through adequate, alternative means is independent from subsection (c), which allows members of the public body to participate remotely. The public body may conduct its proceedings under the relief provided in subsection (b) or subsection (c) or both.

What means of access will be considered "adequate, alternative means?"
"Adequate, alternative means" *may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing or any other technology that enables the public to clearly follow the proceedings of the public body as they are occurring (i.e., "live" or "in real time")*.

The methods listed are non-exhaustive, and we recognize that there are myriad methods that will be acceptable. *"Adequate, alternative means" could include Zoom, a high-capacity telephone conference line, Facebook Live, YouTube Live, and broadcasting on live TV, including local cable access television.*

What about public comment, public participation, and public hearings?
The Open Meeting Law does not require that public bodies allow public comment or public participation during meetings -- to the contrary, the Open Meeting Law specifies that no person shall address the public body without permission of the chair. However, the Attorney General encourages public bodies to allow public comment and/or public participation when feasible. *Because the Open Meeting Law does not require that public bodies allow for public comment or public participation during meetings at all, the manner that public bodies may choose to accept comment or questions is outside the scope of the Open Meeting Law.* Public hearings, on the other hand, are governed by separate laws that impose additional requirements, and may require opportunity for public comment or testimony. Those requirements are outside the scope of the Open Meeting Law and therefore do not fall within the Division of Open Government's jurisdiction.

The City of WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

The following resources were all made available for the May 13th council meeting to ensure residents had ample information and opportunities to join the meeting through virtual options.

City Council Agenda

The City Council agenda for Tuesday, May 13, 2025, was scheduled as a City Manager based agenda, with the City Clerk's side of the agenda being published on Friday, May 9, 2025, at 3:46 p.m. and the City Manager's side of the agenda published on Friday, May 9, 2025, at 5:37 p.m. With the City Council meeting set for a start at 6:30 p.m., this posting time firmly fell within the required timeframe of posting an agenda.

Virtual Call-In Information for the meeting was included on the agenda header, which read as follows:

Virtual Attendee Call-In Information: City Council Zoom Link:
https://worcesterma.zoomgov.com/j/1613631913
City Council Zoom Phone Number: +1 646 828 7666
City Council Zoom Access Code: 161 363 1913

An even more detailed breakdown of the virtual meeting options was listed under section six (6) of the agenda. Item #6a CC read as follows:

*Pursuant to Chapter 20 of the Acts of 2021 and in order to ensure active, public engagement, the City of Worcester currently allows for both in-person and remote participation at all City Council and Standing Committee meetings. To partake in the "Public Participation" section of the meeting, you may attend the meeting in-person within the meeting location, follow the below link to join via Zoom or dial the direct line as indicated. If you join a Zoom meeting by dialing in with a phone number, you can raise your hand by dialing *9.*

City Council Zoom Link: https://worcesterma.zoomgov.com/j/1613631913
City Council Zoom Phone Number: +1 646 828 7666
City Council Zoom Access Code: 161 363 1913

The City of WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
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Clare M. Robbins, Deputy City Clerk II

As such, virtual attendee information was listed clearly and available to the public at the time of posting. Please note, although the agenda posting listed *both* in-person and remote options for individuals, the virtual information being listed at the time of posting allowed that option for all those desiring to attend the meeting, despite the meeting becoming remote due to public safety concerns that arose prior to the meeting taking place.

Municipal Calendar Posting

The City's Municipal Calendar is the official posting location of all city agendas, whether it be for City Council, Standing Committees, School Committee, Boards and Commissions or other committees and groups associated with local government. For reference, this page can be found: https://www.worcesterma.gov/city-clerk/public-meetings/agendas-minutes

At any given time forty-eight hours prior to a meeting (excluding weekends and holidays), a meeting must be present at that location to be within compliance with the Open Meeting Law. As such, the City Council meeting agenda was posted at that location at the times previously outlined in this communication (City Council Side at 3:46 p.m. on May 9, City Manager Side at 5:37 p.m. on May 9). To ensure virtual participation, the following statement was included on the meeting's event details page:

For virtual participation, please join via our Zoom for Government virtual platform:
City Council Zoom Link: https://worcesterma.zoomgov.com/j/1613631913
City Council Zoom Phone Number: +1 646 828 7666
City Council Zoom Access Code: 161 363 1913

Special Meeting Notice/Press Release

Following rising public safety concerns stemming from the incident on Eureka Street, and out of an abundance of caution, the decision to close City Hall to the public at 5 p.m. on Tuesday, May 13, 2025, was made. As such, the City Council meeting could no longer take place in person because the building was closed. To inform the public of such a decision, a press release was sent out titled, "*City Hall to close to public at 5 p.m. Tuesday, May 13.*" The release read as follows and was posted on the City's website at the following location: https://www.worcesterma.gov/announcements/city-hall-close-public-5-pm-tuesday-may-13

The City of WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

"FOR IMMEDIATE RELEASE: 5/12/2025 5:42 pm

WORCESTER, Mass. – Due public safety concerns, out of an abundance of caution, the City of Worcester announced Monday that Worcester City Hall will close to the public at 5 p.m. on Tuesday, May 13, 2025.

The Budget Hearing at the Standing Committee on Finance and the City Council Meeting scheduled for May 13 will both be held virtually via Zoom. The Budget Hearing will begin at 5 p.m., and the City Council meeting will begin at 6:30 p.m.

In order to ensure active public engagement, remote participation for both meetings is available through at the City Council's Zoom link: https://worcesterma.zoomgov.com/j/1613631913

City council zoom phone number: 1 (646) 828 7666

City council zoom access code: 161 363 1913"

Homepage Banner

To call attention to the meeting being fully remote, a banner was placed on the homepage of the city's website. The banner read as follows:

"Due public safety concerns, out of an abundance of caution, City Hall will close to the public at 5 p.m. on Tuesday, May 13, 2025."

Cable Services Posting of Virtual Council Meeting Information

During the meeting, efforts were also made to continue to provide individuals with information concerning virtual call-in information. The call-in information has been consistently posted by Cable Services at all City Council meetings, and was once again listed during the May 13, 2025, meeting. It read as follows:

REMOTE PARTICIPATION
Phone Number: (646) 828-7666 Access Code: 161 363 1913

Directions for Joining Virtual Meetings on City Website

The City *of*
WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

Under the Agendas and Minutes page of the city's website, there is a section dedicated to virtual meetings, with the subsection being titled, "Public Notice – Virtual Meetings." The section reads as follows:

Pursuant to Chapter 20 of the Acts of 2021 and in order to ensure active, public engagement, the City of Worcester currently allows for both in-person and remote participation at all City Council and Standing Committee meetings. To partake in the "Public Participation" section of this meeting, you may attend the meeting in-person within the meeting location, or to join via the Virtual Application follow the link or dial the direct phone line and access code as indicated on the meeting agenda.

Several resources are listed in this section, including but not limited to PDFs titled,

1. "Joining a City Council Zoom Event"
2. "Translated Captions for the City Clerk - Zoom Accounts"
3. "Enabling and Configuring Translated Captions"

Cordially,

Nikolin Vangjeli
City Clerk

The City of WORCESTER

City Clerk Department
Niko Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

COMMONWEALTH OF MASSACHUSETTS THE OPEN MEETING LAW
Updated guidance on holding meetings pursuant to the Act Extending Certain COVID-19 Measures Guidance Update – April 8, 2025

On March 28, 2025, Governor Healey signed into law **Chapter 2 of the Acts of 2025, An Act Extending Certain COVID-19 Measures Adopted During the State of Emergency** which, among other things, further extends temporary provisions pertaining to the Open Meeting Law to June 30, 2027. The temporary provisions were first implemented by Executive Order in March 2020 and subsequently enacted by **Section 20 of Chapter 20 of the Acts of 2021, An Act Relative to Amending Certain COVID-19 Measures Adopted During the State of Emergency** ("Section 20") (as further amended to extend the expiration of the temporary provisions).

The temporary provisions in Section 20 pertaining to the Open Meeting Law contain two primary provisions.

First, public bodies may continue providing live "adequate, alternative means" of public access to the deliberations of the public body, instead of holding meetings in a public place that is open and physically accessible to the public**.** *"Adequate, alternative means" may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing or any other technology that enables the public to clearly follow the proceedings of the public body in real time.*

Second, any or all members of a public body may continue participating in meetings remotely; the Open Meeting Law's requirement that a quorum of the body and the chair be physically present at the meeting location remains suspended. A public body is not required to provide remote access to a meeting if the meeting is held in a physical location that is open and accessible to the public. Nonetheless, we encourage public bodies to provide multiple methods of access to a meeting when feasible.

What means of access will be considered "adequate, alternative means?"

"Adequate, alternative means" *may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing*

or any other technology that enables the public to clearly follow the proceedings of the public body as they are occurring (i.e., "live" or "in real time").

The methods listed are non-exhaustive, and we recognize that there are myriad methods that will be acceptable. *"Adequate, alternative means" could include Zoom, a high-capacity telephone conference line, Facebook Live, YouTube Live, and broadcasting on live TV, including local cable access television. The brief delay of approximately 20 seconds when Zoom meetings are streamed to Facebook or YouTube Live is acceptable.*

May public body members meet in person, while requiring the general public to follow the proceedings remotely?

Yes. Subsection (b) of Section 20 allowing public access through adequate, alternative means is independent from subsection (c), which allows members of the public body to participate remotely. The public body may conduct its proceedings under the relief provided in subsection (b) or subsection (c) or both.

If a public body will provide access to its meeting through "adequate, alternative means," what information must be included on the meeting notice?

Public bodies must continue to post notice of every meeting at least 48 hours in advance of the meeting, not including weekends or state holidays, using the official notice posting method (physical notice or website), even if the clerk's office is closed. The notice must include the "location" of the meeting. If access to the meeting will be provided through "adequate, alternative means," the meeting notice must include clear instructions for accessing the meeting remotely.

A public body may require members of the public to call, email, or "register" (such as in the Zoom Webinar platform) to obtain access information for the meeting, provided that the meeting notice includes clear instructions, and that members of the public can gain meeting access up until and throughout the duration of the meeting (members of the public cannot be required to register in advance).

What about public comment, public participation, and public hearings?

The Open Meeting Law does not require that public bodies allow public comment or public participation during meetings -- to the contrary, the Open Meeting Law

specifies that no person shall address the public body without permission of the chair. However, the Attorney General encourages public bodies to allow public comment and/or public participation when feasible. *Because the Open Meeting Law does not require that public bodies allow for public comment or public participation during meetings at all, the manner that public bodies may choose to accept comment or questions is outside the scope of the Open Meeting Law.* Public hearings, on the other hand, are governed by separate laws that impose additional requirements, and may require opportunity for public comment or testimony. Those requirements are outside the scope of the Open Meeting Law and therefore do not fall within the Division of Open Government's jurisdiction. Public bodies and members of the public should consult with legal counsel for guidance on the requirements for public hearings.

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk I
Clare M. Robbins, Deputy City Clerk II

June 10, 2025

Mayor Joseph M. Petty and the
Members of the City Council
City Hall, 455 Main Street
Worcester, MA 01608

Dear Mr. Mayor and Councilors,

The Department of Innovation and Technology has communicated to the City Clerk's office that the home-built City Council agenda management system will no longer be available for use after June 30, 2025. Therefore, starting with the City Council meeting on July 15, 2025, the City Clerk's office will be utilizing the new council agenda management system which is in the final stages of testing.

This new agenda solution offers council and committee management components, a standardized combined agenda for both City Council and City Manager meetings and increased accessibility for the public with full council item searching capabilities. With the new agenda system residents will be able to access and engage with council items, actions and minutes like never before. This new product offers a solution that fits the growing needs of the city and provides the public with full access to council items, votes and minutes all in one platform. Additionally, this platform will improve language access equity, as residents will be able to translate agendas to Spanish and many other languages powered by Google Translate.

Phase I of the new agenda software roll out will consist of the launch of a new public online portal to access meeting agendas, minutes, and recordings on July 1st, 2025. Once the transition to One Meeting is complete, the city's current meeting management system, will no longer be utilized for future meetings. In preparation for the transition, the Department of Innovation and Technology and the City Clerk's office will update the Agenda & Minutes web page to provide updates, instructional videos and tutorials to assist the public to navigate the new online portal leading up to the go live date.

Room 206, City Hall ■ 455 Main Street ■ Worcester, Massachusetts 01608-1889
Telephone (508) 799-1121 ■ Fax (508) 799-1194
E-Mail: clerk@worcesterma.gov

Furthermore, as previously communicated, Worcester will now join the list of cities that have already partnered with this agenda management vendor, including Los Angeles, Las Vegas, Oklahoma City, and San Antonio.

To view portals please see below:

Los Angeles, CA - https://lacity.primegov.com/public/portal
Las Vegas, NV - https://lasvegas.primegov.com/public/portal
Oklahoma City, OK - https://okc.primegov.com/public/portal
San Antonio, TX - https://sanantonio.primegov.com/public/portal

Although this new agenda management product will provide extensive searching capabilities, based on our testing it is limited in some of the user automation that the home-built council management system provided. As such I recommend the City Council consider adjusting *Rule 10 of City Council. Deadline for Filing Items to be Included on the Council Agenda*. This rule change will require the City Manager's office to provide all communications, recommendations and reports of the city manager transmitted electronically to the city clerk not later than 2:00 p.m. on the Friday the day of publishing of the city council agenda. The home-built system was designed to include the city manager items on the council agenda via automation, however this is no longer the case in the new agenda management product.

Rule 10. Deadline for Filing Items to be Included on the Council Agenda:

(a) Except for communications, recommendations and reports prepared by the city manager, all city council or joint calendars shall include all petitions, orders, communications, reports and papers, of any description, which may appropriately be brought before the city council and which are received by the city clerk not later than 4:15 p.m. on the Thursday preceding the day of each regular meeting. Papers presented after that hour on such day shall not be placed on the agenda but shall be held until the next appropriate meeting.

(b) Notwithstanding the above, the city clerk shall include in all city manager calendars all communications, recommendations and reports of the city manager which may be transmitted electronically to the city clerk not later than 5:00 p.m. on the Friday preceding the day of each regular meeting; provided that, whenever any such Friday is a recognized holiday, or if a recognized holiday falls on the intervening Monday, this deadline shall be Thursday at 5:00 p.m. Papers, excluding emergency items, presented

after the deadline established herein will not be considered until the next appropriate meeting.

(c) Every such calendar of agenda items shall be posted by the city clerk in accordance with the Open Meeting Law, G.L. c. 30A §§ 18-25. The city clerk shall comply with all requirements of the attorney general, whether issued by regulation, advisory or otherwise, including the filing with the attorney general of written notice of the city's Open Meeting Law notice posting method. The city clerk shall deliver electronic copies of the calendar of agenda items to the mayor and city councilors no later than 5:00 p.m. the Friday preceding a Tuesday meeting (or the Thursday in the event of an intervening holiday). The city clerk shall likewise cause the city council calendar of agenda items to be posted on the city's website at the same time. Paper copies of this calendar shall be available to the public immediately upon its posting and at each meeting. For all member of the public petitions, committee reports, orders filed by the chairs of committees in committee and other communications other than council orders and communications of the city manager, the city clerk shall indicate the appropriate action recommended for the council's consideration

Recommendation to amend Rule 10 as follows:

Rule 10. Deadline for Filing Items to be Included on the Council Agenda:

(a) Except for communications, recommendations and reports prepared by the city manager, all city council or joint calendars shall include all petitions, orders, communications, reports and papers, of any description, which may appropriately be brought before the city council and which are received by the city clerk not later than 4:15 p.m. on the Thursday preceding the day of each regular meeting. Papers presented after that hour on such day shall not be placed on the agenda but shall be held until the next appropriate meeting.

(b) Notwithstanding the above, the City Clerk shall include in all city manager calendars all communications, recommendations and reports of the city manager which may be transmitted electronically to the city clerk not later than 2:00 p.m. on the Friday preceding the day of each regular meeting; provided that, whenever any such Friday is a recognized holiday, or if a recognized holiday falls on the intervening Monday, this deadline shall be Thursday at 2:00 p.m. Papers, excluding emergency items, presented after the deadline established herein will not be considered until the next appropriate meeting. Furthermore, the city manager shall print and deliver to the mayor and city councilors no later than 5:00 p.m. the Friday preceding a Tuesday meeting (or the Thursday in the event of an intervening holiday) all city manager calendar communications, recommendations and reports of the city manager.

(c) Every such calendar of agenda items shall be posted by the city clerk in accordance with the Open Meeting Law, G.L. c. 30A §§ 18-25. The city clerk shall comply with all requirements of the attorney general, whether issued by regulation, advisory or otherwise, including the filing with the attorney general of written notice of the city's Open Meeting Law notice posting method. The City Clerk shall deliver electronic and printed copies of the calendar of agenda items to the mayor and city councilors no later than 5:00 p.m. the Friday preceding a Tuesday meeting (or the Thursday in the event of an intervening holiday). The city clerk shall likewise cause the city council calendar of agenda items to be posted on the city's website at the same time. Paper copies of this calendar shall be available to the public immediately upon its posting and at each meeting. For all member of the public petitions, committee reports, orders filed by the chairs of committees in committee and other communications other than council orders and communications of the city manager, the city clerk shall indicate the appropriate action recommended for the council's consideration.

I kindly recommend this item be referred to the Standing Committee on Municipal and Legislative Operations for presentation of this new agenda management platform and a discussion of Rule 10 of City Council.

Cordially,

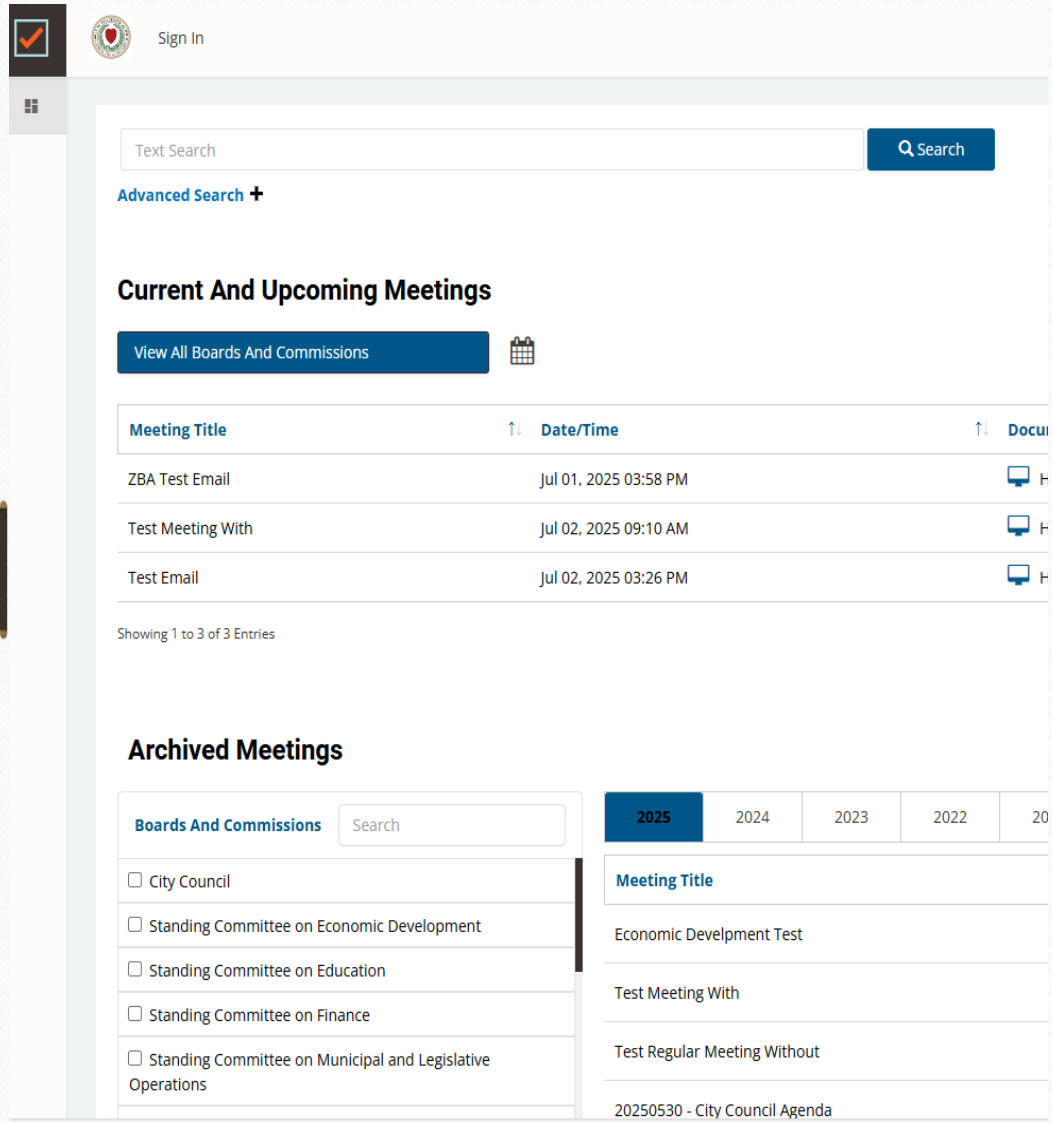
Nikolin Vangjeli
City Clerk

OneMeeting / PrimeGov

Worcester's New Legislative Management System (LMS)

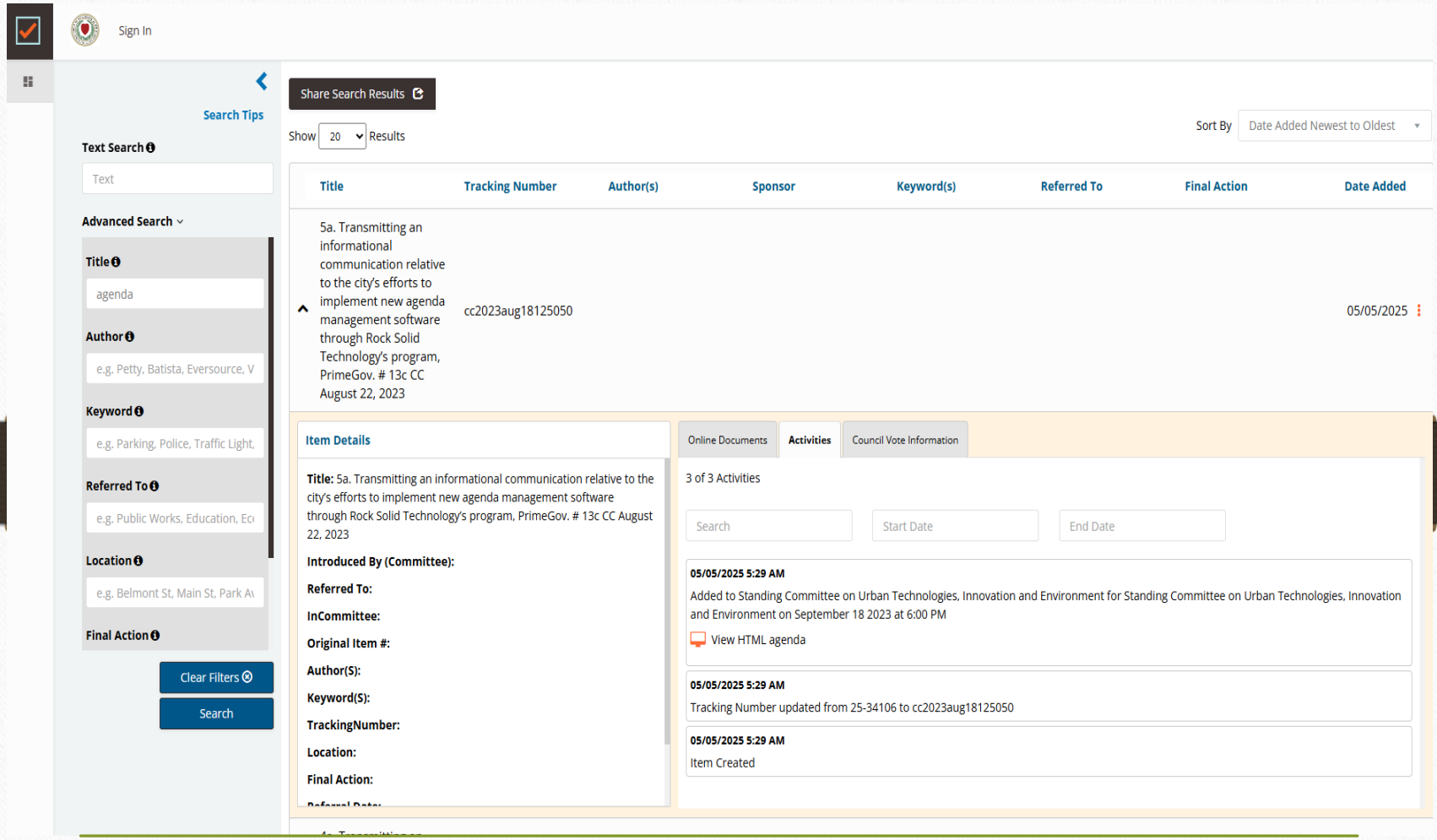
What is OneMeeting?

- PrimeGov is now OneMeeting
- City's New Legislative Management System (LMS)
- Main Components
  - Agenda and Meeting Management
  - Pending Committee Item Management
  - Boards and Commission Manager

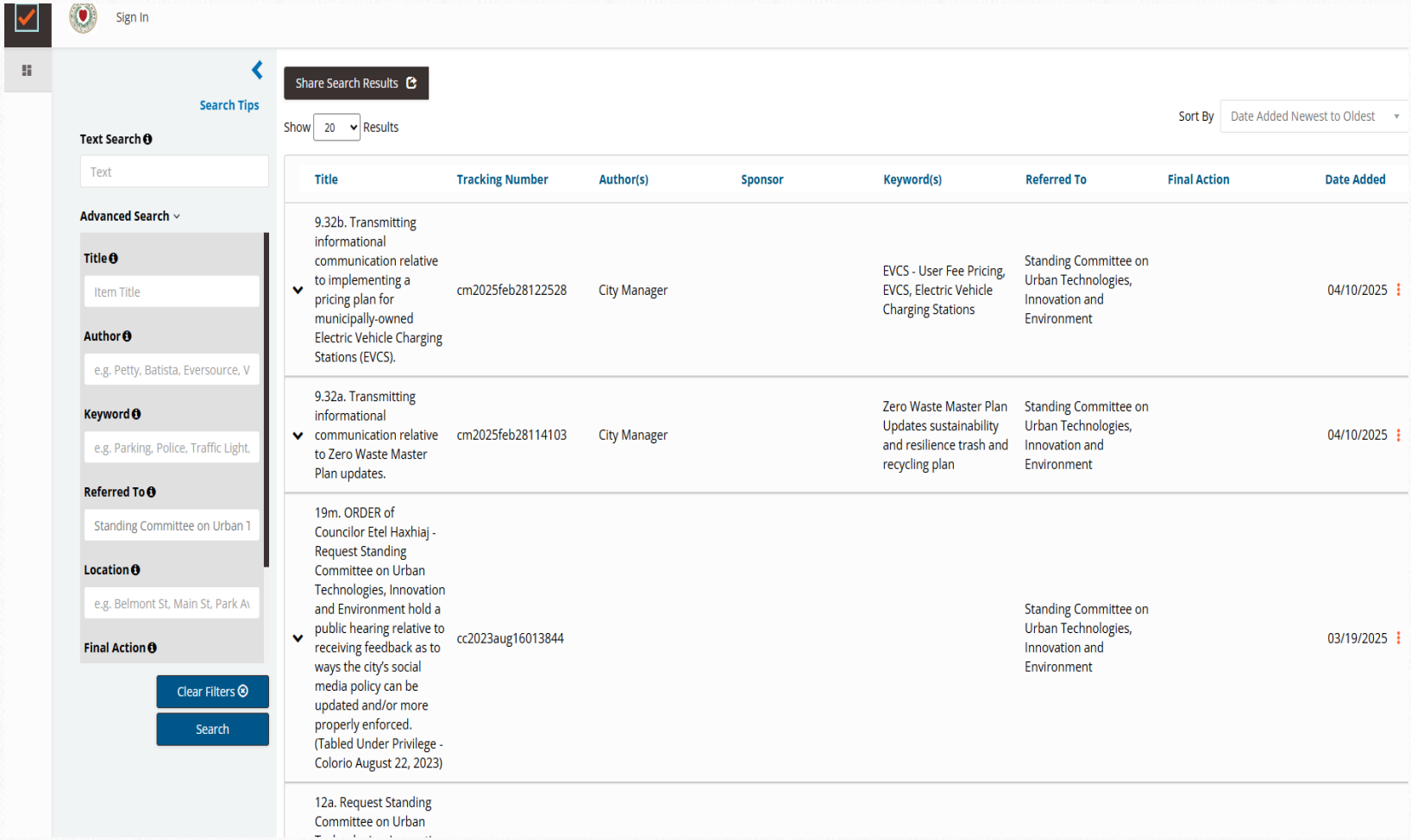


Agenda and Meeting Management

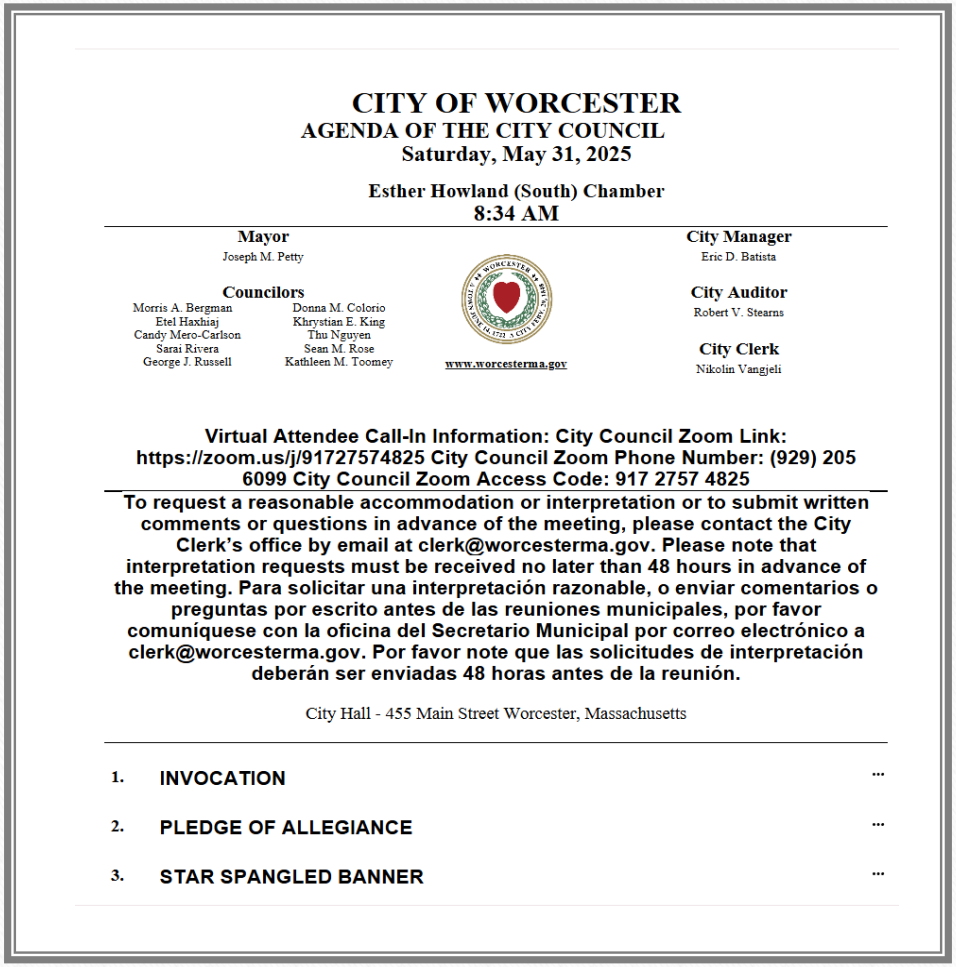
- New Online Public Portal
- Agendas
- Minutes
- Item Search capabilities
- Livestreaming and Video Archiving



Agenda and Meeting Management Search Function



Pending Committee Items Search Function



CITY OF WORCESTER
AGENDA OF THE CITY COUNCIL
Saturday, May 31, 2025

Esther Howland (South) Chamber
8:34 AM

Mayor
Joseph M. Petty

Councilors
Morris A. Bergman
Etel Haxhiaj
Candy Mero-Carlson
Sarai Rivera
George J. Russell
Donna M. Colorio
Khrystian E. King
Thu Nguyen
Sean M. Rose
Kathleen M. Toomey

www.worcesterma.gov

City Manager
Eric D. Batista

City Auditor
Robert V. Stearns

City Clerk
Nikolin Vangjeli

Virtual Attendee Call-In Information: City Council Zoom Link: https://zoom.us/j/91727574825 City Council Zoom Phone Number: (929) 205 6099 City Council Zoom Access Code: 917 2757 4825

To request a reasonable accommodation or interpretation or to submit written comments or questions in advance of the meeting, please contact the City Clerk's office by email at clerk@worcesterma.gov. Please note that interpretation requests must be received no later than 48 hours in advance of the meeting. Para solicitar una interpretación razonable, o enviar comentarios o preguntas por escrito antes de las reuniones municipales, por favor comuníquese con la oficina del Secretario Municipal por correo electrónico a clerk@worcesterma.gov. Por favor note que las solicitudes de interpretación deberán ser enviadas 48 horas antes de la reunión.

City Hall - 455 Main Street Worcester, Massachusetts

1. **INVOCATION** ...
2. **PLEDGE OF ALLEGIANCE** ...
3. **STAR SPANGLED BANNER** ...

Agenda and Meeting Management

- New interactive HTML agendas and minutes
- Improved user experience including Google translated online agendas and minutes
- Same look and feel for PDF agendas and minutes
- Historical migration

The City of
WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Assistant City Clerk

August 22, 2023

Mayor Joseph M. Petty and the
Members of the City Council
City Hall, 455 Main Street
Worcester, MA 01608

Dear Mr. Mayor and Councilors,

Kindly consider this communication as an update concerning the city's efforts to implement new agenda management software through Rock Solid Technology's program, PrimeGov.

Last Fiscal Year, our office worked in consultation with other city departments, including the City Manager's Office, the Department of Innovation and Technology and even the City Council's Standing Committee on Urban Technologies, Innovation and Environment to guide our office in the selection of new agenda management software, which is slated to replace our homegrown program that has reached end-of-life. It is our hope and expectation this program will allow residents to better access all items brought forth in City Council, creating a more open and transparent process for residents to keep up to date with all City Council related agendas and minutes.

In the following memorandum, our aim is to outline the final contract between the city and Rock Solid Technology, the Scope of Work currently being implemented by Rock Solid Technology to create our program, as well as all other actions associated with implementation, including but not limited to data migration dating back since 2007, which was when the former program was implemented. I kindly recommend this item be referred to the Standing Committee on Urban Technologies, Innovation and Environment for further discussion.

Cordially,

Nikolin Vangjeli
City Clerk

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Assistant City Clerk

M E M O R A N D U M

TO: Mayor Joseph M. Petty and the Members of the City Council

FROM: Niko Vangjeli, City Clerk

DATE: August 22, 2023

RE: Implementation of new agenda management software through Rock Solid Technology's program, PrimeGov.

Contract

The City of Worcester finalized its contract with Prime Government Solutions, Inc. aka PrimeGov on December 30, 2022 to replace its current agenda management software, a homegrown program called *Councilor Calendar*, that has reached end-of-life. *Councilor Calendar* has supported the City Clerk's Office and City Manager's Office in preparing the agendas and minutes for all City Council and Standing Committee meeting meetings since 2007 and integrates with *Laserfische*, a content management platform that allows for public viewing of the City Council's items on the city's website, as well as internal indexing of all items brought forth by City Council for archival purposes.

The terms and schedule negotiated by the city within the contract are one of the highlights of the work outlined in this communication as the terms allows for the city to remain a partner with PrimeGov for four (4) years, with the unilateral option to extend the contract for two (2) additional two (2) years terms for a pre-negotiated price, meaning, the city has the ability to work with the vendor for a possible eight (8) years at a fixed rate. At the conclusion of the agreement, the city also is entitled to and will receive all "City Data" associated with and created within the PrimeGov program. The city also negotiated its right to terminate the contract if the vendor fails to fulfill in a timely and proper manner its material obligations by providing written notice no less than thirty (30) days of the termination.

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Assistant City Clerk

Statement of Work

Included in Exhibit A of the contract between the City of Worcester and Prime Government Solutions, Inc. is the Statement of Work that the Licensor, PrimeGov, will provide the City of Worcester. The Statement of Work includes crucial information for the project, most notably going over the *PrimeGov Implementation Stages* and the *Projected Timeline*. The *PrimeGov Implementation Stages* are as follows:

1. **Planning and Discovery**
    a. Kick Off
    b. Process Review
2. **Implementation**
    a. Configuration and Test
    b. Training
3. **Project Closure**
    a. Go Live
    b. Transition to Support

The City of Worcester is currently in the **Implementation** phase of the various stages, which in our opinion gets at the core of the work being done to A) make sure the program provides each city department all that is required to effectively manage all items brought forth and passed by City Council and B) ensures public transparency through easily accessible City Council agendas and minutes with searchable content right within the platform.

Thus far, the city has completed several tasks associated with implementation, including but not limited to:

1. Determined city users to be granted access within the PrimeGov system.
2. Reviewed the program's ability to integrate with the City Manager's existing Board and Commissions page and application process.
3. Provided a consistent branding plan to be used within the agendas and minutes.
4. Included several samples of existing materials for a seamless transition from one program to the next, including samples of the agendas, minutes, memos, item faces and item attachments.

5. Worked with PrimeGov representatives to discuss the motions, voting types and other common practices used within our city's government.

PrimeGov has taken the above, mentioned information, and meets with the City Clerk's Office, City Manager's Office and the Department of Innovation and Technology regularly to continue to build the city's program.

Data Migration

As is outlined in the Scope of Work, **Data Migration** is one of the largest undertakings associated with moving City Council over from *Councilor Calendar* into the PrimeGov platform. For agendas and minutes, the City Council alone lists over 900 meetings to be uploaded – including all items within said agendas – as well as almost 1,500 Standing Committee meetings. For video purposes, City Council holds over 500 meetings on the city's website that need to be integrated into the system as well. Boards and Commissions also list a large quantity of videos and agendas that need to be brought over as well. In total, we estimate over 10,000 meetings to be transferred into PrimeGov for historical purposes, with additional items being created daily.

The result of this volume, thanks to many years of great record keeping practices across multiple city departments, has created a great deal of work to be completed by the Department of Innovation and Technology to prepare the city's data in a way that will be transferable to PrimeGov. Our next steps will be to provide a small amount of data and test within the system before finally bringing over the larger data set, once all the information can be properly collected and organized.

Scope Confirmation (Draft)

The last attachment, the *Scope Confirmation*, is found in draft form and serves as a working document that both the City of Worcester and PrimeGov update during our weekly meetings to ensure both parties are consistently aware of the build-out being undertaken by PrimeGov for the city's program. The details outlined in the draft are primarily used by for city users to shape the user experience when working within the program.

The City of WORCESTER

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Assistant City Clerk

One of the most important details of the *Scope Confirmation* includes a sample of potential workflows the City Clerk's Office and City Manager's Office will use when building items, including the ability to create cover letters, set up peer review systems and even final approval requirements. This same system will allow the City Clerk's Office to assign items referred to the City Manager and his departments. Beyond this, the *Scope Confirmation* also addresses items including but not limited to in-meeting management options, creating templates for agendas and minutes, and the organizational naming conventions of items for historical record keeping purposes.

Received
Worcester City Clerk

SERVICE AND LICENSE AGREEMENT

2022 DEC 23 AM 9:30

This Agreement made this 30th day of December, 2022, by and between the City of Worcester, a Massachusetts municipal corporation with an address of 455 Main Street. Worcester, Massachusetts, 01608 ("City"), and Prime Government Solutions, Inc., a Utah corporation with a principal place of business at 912 S Capital of Texas Hwy, Austin. TX 78746 ("Licensor"). City and Licensor may be referred to as the "Parties" and separately as "Party".

W I T N E S S E T H:

WHEREAS, the City seeks to license "PrimeGov" and "Rock Solid Streamline" software and related services (collectively "Project Software") and the purchase of certain equipment for an agenda management system for the City Clerk Department ("Project"); and

WHEREAS, Licensor is the successful proposer, and represents that it has the expertise, experience and capacity to perform the services sought; and

NOW THEREFORE, the Parties hereto mutually agree as follows:

1. **Licensor's License of Project Software and Services**

1.1 Grant of License. Subject to the terms and conditions herein, including the Recitals above, Licensor hereby grants City a non-exclusive, non-transferable, license and right to use the Project Software, as it may be updated and/or upgraded. The City shall be entitled to use the Project Software for municipal purposes, including but not limited to copying, displaying, performing, modifying, and otherwise using (and permitting others to use) any City Data (defined below), for all purposes described in the RFP (defined below) and the Proposal (defined below), those purposes required by law, and the purposes for which such Project Software was designed and the equipment was intended.

1.2 Scope of Services. Licensor shall furnish and perform implementation, testing, training, support, management and maintenance of said Project Software and related equipment, as set forth herein and in Exhibit A, "Scope of Services," as attached hereto and incorporated herein. and as further set forth in the RFP and the Proposal (defined below).

1.3 RFP. The Project requirements set forth in the City's Request for Proposals issued March 10, 2022, No. 7676-1-W2 ("RFP"), and Licensor's Proposal, dated March 17, 2022, and submitted April 6, 2022, ("Proposal"), are incorporated herein by this reference. Notwithstanding any provision to the contrary, no legal terms or conditions contained in the Proposal (including any proposed license or contract) shall be incorporated by this reference. Any such legal terms and conditions shall be, by the execution of this Agreement, deemed fully withdrawn and of no effect. In the event of a conflict that cannot be harmonized, this Agreement, including its exhibits, shall control over the RFP and the Proposal. The RFP shall control over the Proposal.

1.4 Equipment. To the extent Licensor is furnishing equipment or materials for this Project, Licensor shall bear all risk of loss to and/or damage for such equipment and materials that occurs

in transit to the City's site(s) and during its installation. The risk of loss and/or damage to purchased equipment and materials further remains with Licensor until the purchase price for such equipment and material is paid and title has passed to the City. Licensor shall also bear the risk of loss and/or damage to any licensed or rented equipment/materials during the City's possession and use thereof except to the extent the City is negligent or its wrongful misconduct.

1.5 Licensor Contractors. If any Licensor Contractor (which term shall include contractor, service provider, licensor, licensee, affiliate, consultant, vendor or other agent of the Licensor) provides any portion or component of the services (including but not limited to any portion or component of the Project Software), equipment or materials hereunder, Licensor shall be responsible to the same extent as if such portion or component were provided by Licensor directly. Without limiting the generality of the foregoing, Licensor shall require such Licensor Contractors who have access to City Data to enter into a written agreement with Licensor requiring they abide by terms that are at least as protective of City Data as set forth in this Agreement.

1.6 Hosting. Licensor shall provide hosting to the City with US domestic hosting services and all City Data will remain in the continental United States. Licensor represents that (a) it is using the Microsoft (MS) Azure or equivalent cloud public services, (b) MS Azure or equivalent backup and recovery services are used to provide transaction level backups, (c) the service includes application software updates and bug fixes, operation system updates and patching, automated backups, point-in-time restores, active geo-replication, fail-over groups, automatic performance monitoring and tuning, adaptive query processing, intelligent threat detection, auditing for compliance and security, data encryption at rest, data encryption in motion, dynamic data masking, row-level security, multi-factor authentication, and compliance certification, (d) the database(s) containing City Data shall be dedicated to City use and inaccessible to Licensor's other customers.

Licensor shall provide connectivity for City users using SingleSignOn(SSO) with an Azure Account (or equivalent) and SAML/Multi-Factor authentication.

1.7 Security. Licensor shall employ security measures which shall in no event be less than that required by all applicable federal and state laws and regulations, including but not limited to the commonwealth of Massachusetts, regarding data security and privacy for provision of the Hosted Service.

1.7.1 Without limiting the generality of the foregoing, Licensor shall take technical and organizational measures, consistent with the industry standard of care provided by highly competent providers and licensors, against unauthorized and/or unlawful processing of, as well as accidental loss, destruction, and/or damage to, all City Data. Licensor shall further create and enforce controls to that ensure information is shared exclusively between parties who have a direct purpose in receiving data. All data collected by Licensor shall be used exclusively for providing service to the City pursuant to this Agreement.

1.7.2 Licensor further shall maintain industry standard intrusion detection and preventions systems to monitor malicious activity in the network and to log and block any such activity. In

the event of any unauthorized access to the City's database(s), Licensor shall comply with requirements set forth elsewhere in this Agreement, including but not limited to Section 9.3, below. Licensor shall undertake additional security audit(s), on terms and timing to be mutually agreed to by the Parties, at the City's written request.

1.7.3 Licensor shall obtain and maintain SOC 1 and SOC 2 compliance (or its equivalent). Upon request, Licensor will provide City (or City consultant, as applicable) with a summary of the compliance report(s) or its equivalent.

1.8 Service Levels. In addition to the provisions set forth in Exhibit D and the RFP and the Proposal, Licensor shall provide PrimeGov and Rock Solid Streamline 24 hours per day, 7 days per week. Licensor shall provide the following service levels for PrimeGov and Rock Solid Streamline: 99.95% up-time (excluding regularly scheduled maintenance windows) (24 x 7 x 365), ("Up-time").

1.9 Lost/Damaged City Data. In the event of any loss or damage to City Data, Licensor shall use its best efforts to restore the lost or damaged City Data from the latest back-up of such City Data maintained by Licensor.

1.10 Licensor Provided Disaster Recovery. All City Data shall be backed up and stored real time in multiple (no fewer than 3) locations. Databases have Point Time Restore up to thirty-five (35) days, as such, City Data can be restored to any minute within a thirty-five (35) day period. After such thirty-five (35) day period, restorations shall be saved weekly up to six (6) months. Individual files have Point in Time Restore up to two (2) days and daily backups for thirty (30) days thereafter. Licensor shall host all data in Microsoft Azure, which is a tier 4 data center, and all connectivity is automatically managed by the Microsoft Azure infrastructure. Microsoft Azure guarantees a permanent data failover. Extra backups are available upon request. City may also export data to external devices for additional storage. All City Data is kept within US national borders. Licensor shall follow the standard protocols for recovery stated by Microsoft Azure. Licensor uses HTTP2 protocol, resulting in all communication between the City and server being secure and encrypted. For Licensor's database, backups and other data at rest, everything shall be on Microsoft Azure resources that have automatic encryption on all the elements. City shall receive access to Licensor's customer portal where the health status of the application is present, and all alerting is provided to the City upon subscription to notification. Such notifications are sent automatically, and available via email and SMS text messages.

2. Term and Schedule

2.1 Term. This Agreement shall be effective upon the date set forth in the first paragraph above and terminate four (4) years thereafter, unless earlier terminated as set forth herein and/or unless otherwise extended in writing by the Parties. Notwithstanding the foregoing, the City shall have the unilateral option to extend this Agreement for two (2) additional two (2) year terms for the Fees set forth in Exhibit C, attached hereto and incorporated herein.

2.2 Schedule. Licensor shall commence and complete implementation of the Project and make the Project Software available to the City in compliance with the Schedule set forth at Exhibit B, attached and incorporated by reference.

3. Fee

3.1 Payment. The City shall pay Licensor Fees in an amount not to exceed Two Hundred Fifty Thousand, Thirty One Dollars and Seventy Eight Cents ($250,031.78) in accordance with the procedures set forth herein. The above sum includes all labor, services, software license fees, hosting, equipment, materials, professional service fees, overhead, profit, and any other costs, fees and/or expenses. The City shall pay Licensor only on the basis of written invoices evidencing in complete detail the propriety of the charges. For the Project Software license fee, Licensor shall invoice annually for that portion of the Fee that applies to the relevant annual period. For all other portions of the Fee, Licensor shall submit invoices periodically, but not more than monthly, reflecting services rendered and/or equipment and materials received. Licensor shall provide such additional detail regarding any invoice that the City reasonably requests. The City shall make payments (except those amounts subject to good faith dispute) within forty five (45) calendar days after receipt of a sufficient invoice. Licensor shall not invoice more frequently than monthly.

3.2 Taxes. City represents to Licensor that it is a tax exempt entity. Licensor shall not include any taxes in invoices and shall not be entitled to recover any such amount from City. City shall provide its tax exempt information to Licensor upon request.

3.3 Fee Breakdown. The fee breakdown and related details are set forth in Exhibit C. The City's payment obligations are contingent upon an appropriation.

4. Information Furnished by City. The City shall, to the extent the services under this Agreement may require, furnish Licensor with any relevant information it may have concerning this Agreement. The City does not guarantee the accuracy or completeness of such information.

5. Proprietary Rights and Confidentiality

5.1 City Ownership.

5.1.1 As between Licensor (and Licensor's Contractors) and the City, all data that the City has created, owns or licenses (other than data from Licensor or Licensor's Contractors), including any documents, writings, information, as well as any extract and/or aggregation thereof, in whatever nature or form, may be referred to as "City Data". Said City Data shall also include any data that is otherwise made available to the City through a third party, which shall include but shall not be limited to data made available by and/or for members of the public, or by a City Contractor (defined below) although the City shall in no event be responsible for the content, origin, or veracity of the same. By this Agreement, City does not convey any right, title or interest in City Data to Licensor (including any Licensor Contractor). Notwithstanding any provision to the contrary, Licensor is prohibited from retaining or using any City Data for any

reason other than its performance under this Agreement, even if said City Data is aggregated, de-identified, pseudonymized or anonymized. Without limiting the scope of Section 12.17, the requirements of this provision shall survive the termination of this Agreement.

5.1.2 Any deliverables furnished by Licensor for the City's use shall be instruments of service and property of the City.

5.1.3 Coordination With City's Contractors. City may, from time to time, engage or contract with contractors, consultants or other third parties (collectively "City Contractors") to provide separate software, services or products that relate to the Project Software, services and/or equipment provided by this Agreement. Licensor shall provide reasonable cooperation and work in good faith with City and City Contractors as reasonably requested by City. Further, to the extent Licensor has access to information of such City Contractor(s) that is marked as or may reasonably be understood to be confidential and/or proprietary information (jointly for this section, "proprietary information"), Licensor shall, except as otherwise required by law, use such proprietary information only for the purposes set forth in this Agreement and shall protect such proprietary information in the same manner that it protects its own similar proprietary information, but in no event using less than a reasonable standard of care.

5.1.4 Return of City Data. At the termination of this Agreement, Licensor shall promptly notify (not less than five (5) calendar days) the City that it may extract a copy of City Data at no cost for a period of not less than thirty (30) calendar days from the date of termination. Upon termination of this Agreement (not more than ten (10) calendar days), Licensor shall provide City with a full digital export of City Data in a reasonable format to be agreed upon by the Parties at no additional cost to City. Within fifteen (15) calendar days of a written request by the City, Licensor shall return or destroy, at the City's option, all City Data, of whatever nature or form received from or on behalf of the City or any authorized user that is within Licensor's, or Licensor's Contractor's, possession or control and shall (within five (5) days of such destruction or return) certify in writing to the City that all City Data in its possession or control (including in the possession or control of Licensor's Contractors), has been destroyed or returned to City.

5.2 Licensor Ownership. Licensor represents that it (and/or Licensor's Contractors) owns all right, title and interest in and to the Project Software (including all source code, object code, class libraries, user interface screens, algorithms, development frameworks, repository, system designs, system logic flow, and processing techniques and procedures related thereto), documentation, and other Licensor intellectual property rights (copyright, patent, trademark, trade secret and other proprietary rights in any of the foregoing), and subject to the limitations set forth herein, Licensor reserves all rights, title and interest thereto. Additionally, reports or other data generated by Licensor regarding its traffic flow, feature use, system loads and/or product installation, and/or similar information, are the exclusive property of Licensor; provided however that Licensor shall neither collect nor retain personally identifiable information (PII) as part of this information, and relying thereon, City hereby specifically authorizes the use of such reports and/or other data, by Licensor in any manner that it deems to be appropriate.

5.3 Confidential Information.

5.3.1 "Confidential Information" means (a) any Project Software and its respective source code used by Licensor in providing the services pursuant to this Agreement; (b) City Data; (c) either Party's business/municipal or technical information, and (d) information relating to Licensor's software plans, designs, finances, marketing plans, business opportunities, personnel, research, development or know-how that Licensor designates as "confidential" or "proprietary." Notwithstanding the foregoing, the non-confidential documents and information as set forth in Section 5.3.3 below shall not be considered Confidential Information. A designation of confidentiality or proprietary shall not control over either Party's obligation to comply with applicable law.

5.3.2 Without limiting the generality of Section 5.3.1(b) above, Licensor may have access to information related to the City and its activities which is identified by the City as confidential or reasonably understood to be confidential ("City Confidential Information"). Except as required by law, Licensor may only use City Confidential Information for the purposes set out in the Agreement and shall protect City Confidential Information in the same manner that it protects its own confidential information, but in no event using less than a reasonable standard of care.

5.3.3 Licensor represents to the City that its Confidential Information is the exclusive property of Licensor. During the period this Agreement is in effect and for a period of five (5) years after its termination, except to the extent required by law, pursuant to any order by a court of competent jurisdiction, or as set forth elsewhere in this Agreement, City agrees not to sell, license, publish, display, distribute, disclose or otherwise make available this information to any third party except however as needed to facilitate its use and as otherwise set forth herein. **Notwithstanding any provision to the contrary in this Agreement, expressly excluded from the definition of Confidential Information** shall be (a) this Agreement, as it may be amended, and its attachments, work orders, change orders, exhibits and all other incorporated or referenced documents, (b) the Proposal, (c) written correspondence between the Parties, (d) invoices and related details, (collectively for this section "non-confidential documents and information"). City shall have the right to disclose publicly any and such non-confidential documents and information for any municipal purpose pursuant to City's normal operating practices and activities.

Additionally and notwithstanding any provision to the contrary, in no event shall any requirement of this Agreement be interpreted to impede, limit or prohibit the City from disclosing Licensor's (or Licensor's Contractor) Confidential Information to the extent that such information is required to be disclosed pursuant to any applicable law, including but not limited to Massachusetts public records law, open meetings law, or any other local public disclosure law applicable to the City or pursuant to any order by a court of competent jurisdiction.

5.3.4 Confidential Information shall further not include information which is: (i) already in the possession of the receiving Party and not subject to a confidentiality obligation to the providing Party; (ii) independently developed by the receiving Party; (iii) publicly disclosed through no fault of the receiving Party; (iv) rightfully received by the receiving Party from a third party that

is not under any obligation to keep such information confidential; or (v) disclosed pursuant to the requirements of law, regulation, or court order.

5.3.5 Remedies. If a Party discloses or uses (or threatens to disclose or use) any Confidential Information of the other Party in breach of confidentiality protections hereunder, the other Party shall have the right, in addition to any other remedies available, to seek injunctive relief to enjoin such acts.

5.3.6 FERPA/COPPA. As to any and all aspects of the City (including but not limited to the Worcester Public Schools) that is an educational institution subject to the Family Educational Rights and Privacy Act ("FERPA") and to the extent Licensor may have access to student information during the Term of this Agreement, Licensor agrees that it is a "School Official" (as that term is used in FERPA) with a "legitimate educational interest" in any City Data that is protected by FERPA and, therefore, Licensor agrees that with respect to all City Data that is protected by FERPA, to the extent that Licensor accesses unencrypted City Data that is subject to FERPA, Licensor shall comply with any and all obligations of a School Official with respect to such access. Without limiting the foregoing, Licensor shall use education records only for the purposes of fulfilling its duties under this Agreement. Except as required by law or court order, Licensor shall not disclose or share education records with any third party except to Licensor's Contractors who have agreed to maintain the confidentiality of the education records to the same extent required of Licensor and only to the extent such education records are needed to fulfill said Licensor's Contractor's duties under this Agreement. Additionally, and to the full extent applicable, Licensor shall comply with the requirements of the Children's Online Privacy Protection Act ("COPPA") and SHALL NOT KNOWINGLY COLLECT ANY PERSONALLY IDENTIFYING INFORMATION FROM CHILDREN UNDER THE AGE OF 13 THROUGH THE PROJECT SOFTWARE AND/OR OTHER PRODUCT EXCEPT IN COMPLIANCE WITH COPPA. If the requirements set forth elsewhere in this Agreement conflict with the requirements of FERPA and/or COPPA, the requirements giving more protection to City Data shall apply.

6. Standard of Care.

6.1 Professional Services. Licensor shall provide all professional services in a good, timely, thorough, and workmanlike manner, in accordance with the standard of care, skill, training, diligence, and judgment provided by highly competent providers and licensors performing services of a similar nature. Licensor shall be responsible for the security of City Data during any implementation, configuration and integration, and it shall be responsible for non-interference with those aspects of the City's existing computer and related systems that are not intended to be replaced or changed by this Project. Licensor shall be responsible for the professional and technical accuracy and the coordination of all work furnished under this Agreement. Licensor shall furnish duly qualified personnel with the degree of training and expertise required to provide such services for each aspect and task so that detailed checking or reviewing by the City is not necessary.

6.2 City Approval Not Waiver. Notwithstanding any provision to the contrary, the City's review, approval, testing, acceptance and/or payment for any of the software (including but not

limited to Project Software and the implementation), deliverables, equipment, materials, labor, and/or services furnished shall not be construed to operate as a waiver of any rights under this Agreement or any cause of action arising out of the performance of this Agreement. Without limiting the generality of other provisions of this Agreement, in the event that any aspect of Licensor's performance fails to comply with applicable law due to Licensor's negligence or breach of this Agreement, Licensor shall make all necessary corrections at no cost whatsoever to the City.

7. Indemnification

7.1 Infringement. Licensor shall, at its sole expense, defend, hold harmless and indemnify the City, and its officials, employees, and agents, from and against any damages (including but not limited to costs, liabilities, losses, and expenses (including reasonable legal fees and costs)) and amounts paid in settlement, as a result of any claim or threat of claim, suit, action or proceeding brought by a third party against the City alleging that: (i) the use of the Project Software, the deliverables, documentation and/or other products, equipment and/or materials that City has licensed or otherwise received from Licensor infringes or misappropriates any patent, copyright, trademark, trade secret or other proprietary right of a third party, or (ii) the Project Software, documentation and/or other products, equipment and/or materials, which City has licensed or otherwise received from Licensor caused damage or injury (including death), to the extent that such damage was not caused by City negligence or caused by City through a change in said Project Software, documentation, deliverable, and/or other products, equipment and/or materials, except as performed or authorized by Licensor.

7.2 Notice. Licensor's obligations under Section 7.1 are conditioned on the City (a) providing reasonable notice of the third-party claim to Licensor, provided however that a delay of notice will not relieve Licensor of its obligations under this Section except to the extent that Licensor is materially prejudiced by such delay, and (b) giving Licensor control over the defense and all related settlement negotiations; except to the extent reasonably necessary to the City to protect its interests including but not limited the Licensor's claim or reservation of the right to claim that Licensor's obligations are limited due to the City's acts and/or omissions; provided further that any settlement shall include that the City is unconditionally released of all liability by all claimants and further that Licensor shall obtain the City's prior written consent regarding any admission or statement of City breach, error or negligence. The City agrees, in a manner consistent with its interests, to reasonably cooperate with and provide reasonable assistance in the defense or settlement of any claim or legal proceeding.

7.3 City Enjoined. If the City is enjoined or otherwise prevented from using Project Software, documentation, deliverables and/or other products, equipment and/or materials (collectively for this Section, "products"), Licensor shall make all reasonable efforts to obtain for the City the right to continue use of such products, or to replace or modify such products so that the City is no longer infringing. If neither of the foregoing options is reasonably available to Licensor, then Licensor shall refund any Fees or other amounts paid for the applicable products as of the last date the City was able to normally use said products.

7.4 Costs of Defense. Any and all costs of such defense (e.g. reasonable attorney's fees and costs, any award, any settlement) shall be deemed direct damages for purposes of Section 9.1 and shall not be subject to the Limitation of Liability in Section 9.2.

7.5 No City Indemnification. The City shall have no obligation to indemnify the Licensor. Without limiting the generality of Section 12.11 and notwithstanding any provision to the contrary, the City shall further have no obligation to indemnify any third party, including but not limited to Licensor's Contractor.

7.6 Survival. Without limiting the generality of Section 12.17, the provisions of this Section shall survive the expiration or termination of the Agreement.

8. Warranties and Disclaimers.

8.1 Full Term Warranties. For the full Term of this Agreement, including any extension thereof, Licensor warrants that it has the authority to enter into this Agreement and, in connection with its performance of this Agreement, it shall comply with all applicable laws. Licensor further warrants that Licensor is fully authorized by and shall not violate any agreement that Licensor has with any third-party in any manner that may increase the City's liability or cost, or decrease functionality or security of the Project Software, equipment or any service provided by Licensor hereunder. Licensor further warrants to the City that it owns or is fully authorized to grant a license to the Project Software.

8.2 Express Warranty.

8.2.1 Licensor hereby warrants that all software (including but not limited to Project Software) supplied by Licensor will (a) perform in accordance with the requirements of applicable law and industry standards, the RFP requirements, and Licensor's Proposal and its documentation, and (b) not be materially decreased in functionality during the Term (including any extension thereof). Licensor warrants that, to the best of its knowledge, the Project Software does not contain any malicious code.

In the event of a breach of the warranty set forth in this Section 8 and/or in Exhibit A, (a) Licensor shall correct the deficiency(ies) at no additional charge, or (b) if Licensor is unable to correct the deficiency(ies) after reasonable efforts, Licensor shall equitably refund to the City amounts paid that are attributable to the defective Project Software from the date Licensor received such notice through the date of remedy, if any. For clarity, such refund (or reduction in payment due) shall continue until such deficiency is resolved. Further, neither the refund nor the cost of correcting the deficiency shall be applied against any limitation of liability set forth in Section 9.2, and shall be deemed a direct cost for the purposes of the consequential damages waiver set forth in Section 9.1.

8.2.2 Licensor hereby warrants that all equipment and/or materials furnished by Licensor will (a) perform in accordance with the City's RFP and Licensor's Proposal, and (b) be free from defects in material, design, and workmanship for the warranty and maintenance period purchased. Licensor shall provide such warrantee(s) for the greater of (i) the period set forth in

its Proposal, (ii) the period required by the City's RFP, and (iii) one (1) year, at no additional cost to the City, commencing on the date of the City's final system acceptance. Said warrantee(s) shall cover all parts, labor, and travel, and such additional costs as required by the RFP and offered by the Proposal (resulting in the most inclusive) related to all the equipment, materials and software supplied pursuant to this Agreement.

8.2.3 Licensor thereby warrants that any and all services, including but not limited to the integration of software and the integration of equipment (as applicable) supplied by Licensor will (a) perform in accordance with the RFP and to the extent additional functionality is offered, the Licensor's Proposal, and (b) be free from defects in material, design, and workmanship and otherwise satisfy the requirements and provide the remedies set forth in Section 6. Licensor shall provide such warrantee(s) for the period set forth in its Proposal but in any event not less than one (1) year, at no additional cost to the City, commencing on the date of the City's final system acceptance. Said warrantee(s) shall cover all parts, labor, and travel, and such additional costs as required by the RFP and offered by the Proposal (resulting in the most inclusive) related to all the equipment and software supplied under this Agreement.

8.2.4 The provisions of this Section 8.2 will not apply to the extent that the cause of a deficiency is the result of (a) a person (other than Licensor or Licensor's Contractor) making any revisions or modifications to the Project Software, equipment or integration after its acceptance by the City where such revisions or modifications are not reasonably contemplated by the Parties or the Project Software design, or (b) the operation of the Project Software or equipment in a manner contrary to the applicable documentation provided by Licensor; provided however that Licensor reasonably notifies the City of such cause in a manner that will reasonably allow the City to remedy such cause or contest Licensor's determination.

8.3 Additional Warrantees. Licensor shall assign any third party warrantee(s) to the City that are applicable to software and/or equipment on the date of final system acceptance or such other date as is set forth in this Agreement, whichever is later, to the full extent assignable. Said third party warrantee(s) shall not reduce Licensor's obligations to the City, as set forth herein.

8.4 Notice. City will promptly notify Licensor in writing of any deficiencies in the software, equipment, integration or other services subject to this warranty that indicate a failure to conform substantially to the requirements set forth herein. Licensor shall commence investigation and resolution of the asserted deficiency within twenty-four (24) hours of notice and shall diligently and expeditiously continue to resolve such issue. Licensor shall make frequent contacts with Client regarding status and interim workarounds.

8.5 Sole Remedy. Licensor's warranty to the City is City's sole remedy for breach of warranty, but shall not absolve the Licensor from any liability to the City arising out of any claim for negligence or other breach of this Agreement. If City determines the breach of warranty is a material breach of the Agreement and City elects to terminate the Agreement in accordance with Section 11, City shall be entitled to seek any and all remedies that are available at law or equity or as otherwise set forth in this Agreement.

8.6 DISCLAIMER. EXCEPT AS EXPRESSLY PROVIDED HEREIN AND ELSEWHERE IN THIS AGREEMENT, AND TO THE EXTENT PERMITTED BY APPLICABLE LAW, LICENSOR MAKES NO WARRANTIES OF ANY KIND, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, AND SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES, INCLUDING ANY WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE WITH RESPECT TO THE SERVICE, RELATED SERVICES AND THE DOCUMENTATION. LICENSOR DOES NOT WARRANT THAT THE SERVICE WILL BE ERROR FREE OR UNINTERRUPTED.

9.0 Limitations of Liability

9.1 CONSEQUENTIAL DAMAGES. EXCEPT FOR LICENSOR'S INDEMNITY OBLIGATION(S), AND SUBJECT TO EXPRESS EXCLUSIONS SET FORTH ELSEWHEREIN THIS AGREEMENT, IN NO EVENT SHALL EITHER PARTY BE LIABLE FOR INCIDENTAL, CONSEQUENTIAL, INDIRECT, PUNITIVE OR SPECIAL DAMAGES OF ANY NATURE, SUCH AS LOST PROFITS AND LOST OPPORTUNITY.

9.2 MAXIMUM LIABILITY. TO THE FULL EXTENT PERMITTED BY LAW, AND EXCEPT WITH RESPECT TO (A) LICENSOR'S INDEMNIFICATION OBLIGATIONS SET FORTH IN THIS AGREEMENT, (B) THE CITY'S PAYMENT OBLIGATIONS SET FORTH IN SECTION 3, (C) AMOUNTS OF ANY FINE AND/OR PENALTY IMPOSED BY ANY GOVERNMENTAL AUTHORITY ARISING FROM THE OTHER PARTIES' BREACH, (D) EITHER PARTY'S RECKLESS MISCONDUCT, GROSS NEGLIGENCE, WILLFUL MISCONDUCT AND/OR FRAUD, THE MAXIMUM LIABILITY OF EITHER PARTY ARISING FROM OR RELATING TO THIS AGREEMENT SHALL BE LIMITED TO TWO TIMES (2X) THE AGGREGATED PROJECT SOFTWARE LICENSE FEES ACTUALLY PAID BY THE CITY TO LICENSOR (OR ITS AGENT) DURING THE IMMEDIATELY PRIOR TWELVE (12) MONTH PERIOD (OR FOR A CLAIM(S) ARISING BEFORE THE FIRST ANNIVERSARY OF THE EFFECTIVE DATE, THE AMOUNT PAID OR PAYABLE FOR THE FIRST TWELVE (12) MONTH PERIOD), OR FOR LICENSOR, ANY AMOUNTS ACTUALLY COVERED BY LICENSOR'S INSURANCE POLICY, WHICHEVER IS HIGHER. NOTWITHSTANDING ANY PROVISION OF THIS SECTION 9.2 TO THE CONTRARY, THE MAXIMUM LIABILITY FOR EITHER PARTY SHALL NOT BE LESS THAN FIFTY THOUSAND DOLLARS ($50,000). EXCEPT FURTHER THAT FOR A BREACH OF EITHER PARTY'S SECURITY OBLIGATIONS, THE BREACHING PARTY'S MAXIMUM TOTAL AGGREGATE LIABILITY UNDER THIS AGREEMENT SHALL BE INCREASED TO TWENTY FOUR (24) MONTHS FEES, OR FOR LICENSOR, ANY AMOUNTS ACTUALLY COVERED BY LICENSOR'S INSURANCE POLICY, WHICHEVER IS HIGHER. SAID AMOUNT SHALL BE RESET AT THE START OF ANY EXTENDED TERM.

9.3 Licensor Security Breach. If Licensor experiences an actual or suspected security breach that may effect any City Data covered by this Agreement, Licensor shall immediately (within 24 hours of becoming aware of the breach) notify the City and shall take immediate steps to limit and mitigate such security breach to the extent possible and, in any event, as required by law. Licensor shall keep the City informed as it addresses the security breach. In the event of any

material breach by Licensor of the security and/or confidentiality obligations set forth in this Agreement may, at the City's discretion, result in cancellation of this Agreement for cause, including but not limited to the immediate cancellation and/or termination of any and all rights Licensor may have to receive City Data and/or other information from the City.

Additionally, and notwithstanding the limits of liability set forth in Section 9, in the event that any unauthorized access to or acquisition of Personal Data ("Personal Data" shall mean data that City Data that alone or together with any other information relates to an identified or identifiable natural person, or data considered to be personal data as defined under applicable privacy law) is caused by Licensor's breach of its security and/or privacy obligations under this Agreement, Licensor shall pay the reasonably necessary, documented costs incurred by the City as follows: (a) costs of any forensic investigation to determine the cause of the breach, (b) the cost of providing notification of the security breach to applicable government and credit bureaus and other required entities and to individuals affected by the unauthorized acquisition and/or misuse of Personal Data; (c) providing to individuals whose Personal Data may have been accessed or acquired credit monitoring service for a period of one year or to the extent required by Law (whichever is greater) after the date on which such individuals were notified of the unauthorized access or acquisition provided such individuals elect such credit monitoring service, and (d) operating a call center to respond to questions from individuals whose Personal Data may have been accessed or acquired for a period of one year or to the extent required by law (whichever is greater) after the date on which such individuals were notified of the unauthorized access or acquisition and (f) reasonable attorney's fees and defense costs incurred by the City with respect to such data breach and notification Notwithstanding the foregoing, Licensor shall have no responsibility to pay costs of remediation to the extent that such costs are due to willful or reckless misconduct, gross negligence, and/or fraud by the City.

9.4 Right to Seek Injunction. Notwithstanding any provision to the contrary, either Party shall have the right to seek injunctive relief as against the other Party to enforce the provisions of the Agreement.

10. Insurance

10.1 Sufficient Coverage. Licensor shall obtain and maintain, at its sole expense, liability insurance sufficient to fulfill its obligations pursuant to this Agreement, and not less than set forth in this Section. Such insurance shall not be cancelled or reduced during the Term of this Agreement or for such additional period required below. Neither insurance amounts below nor actual coverage shall serve to limit Licensor's liability arising under this Agreement.

10.2 Errors and Omissions Coverage. Licensor shall obtain and maintain errors and omissions insurance sufficient to cover any claims, damages, liabilities, costs and expenses (including attorney's fees) arising out of or in connection with the services under this Agreement by Licensor, its employees and officers and professional Licensors Contractors. Coverage under such policy will be a minimum of Five Million Dollars ($5,000,000) for each occurrence (if on a claims made basis, then with a 6 year extended coverage ("tail" coverage)) and Five Million Dollars ($5,000,000) in the aggregate; provided however that if Licensor's cyber and data breach coverage is included within such policy, said cyber and data coverage shall each be not less than

the amount set forth below. Licensor shall require its insurance agent or carrier to provide thirty (30) days prior written notice to the certificate holder prior to any cancellation or termination of such insurance. If coverage is claims made, instead of occurrence basis, insurance shall include a six year "tail."

10.3 Other Coverage. Licensor shall also obtain and maintain in force at all times during the Term of this Agreement (including any extension thereof), insurance coverages pertaining to the below in not less than the following amounts:

1. Commercial General Liability (including property damage) - $1,000,000 per occurrence and $2,000,000 in aggregate). Public Liability insurance shall include within its coverage Licensor's indemnity obligations.

2. Automobile Liability/Combined Single Limit (hired, and non-owned autos) - $1,000,000.

3. Workers Compensation - MA Statutory Requirements

10.4 Excess Coverage. Licensor shall also obtain and maintain in force at all times during the Term of this Agreement Excess/Umbrella Liability coverage at not less than $2,000,000 per occurrence.

10.5 Data/Cyber Breach Coverage. Licensor shall also obtain and maintain in force at all times during the Term of this Agreement cyber and data breach coverage at not less than $5,000,000 per occurrence; and cyber liability policy which includes internet liability and computer security and privacy liability at not less than $5,000,000 per occurrence and $5,000,000 in aggregate.

10.6 Subrogation Waiver. A waiver of subrogation favoring the City shall be included in the policy(ies) for all coverage. Licensor is solely responsible for payment of deductible or retention amounts. Licensor's insurance shall be primary and non-contributory to any coverage by the City.

10.7 Additional Insured Status. Licensor shall furnish certificates of insurance coverage of the types and amounts required above, to the City prior to the execution of this Agreement in a form satisfactory to the City. The City of Worcester shall be named as an additional insured on said coverage and certificates, except for workers compensation and errors and omissions coverage in Section 10.1. The Certificate Holder shall be Purchasing Agent, City Hall, 455 Main Street, Worcester, Massachusetts 01608. Licensor shall require its insurance company(ies) to notify the Certificate Holder of any reduction or cancellation of the insurance at least thirty (30) days prior to the effective date of such reduction or cancellation.

10.8 Not Liability Limit. Licensor's required insurance coverage set forth above shall not be construed as a limitation or waiver of any potential liability or satisfaction of Licensor's indemnification obligation.

10.9 City Self Insured. The City is self funded/self insured and shall not be required to obtain commercial insurance coverage.

11. Termination of Contract

11.1 Termination of Contract for Cause If either Party fails to fulfill in a timely and proper manner its material obligations under this Agreement for any cause, or if either Party violates any of the terms, covenants and conditions of this Agreement, then in such event the offended Party shall have the right to terminate this Agreement after first giving written notice to the breaching Party of such termination and specifying the effective date thereof, said written notice to be given not less than thirty (30) days before the effective date of such termination. Unless the breaching Party cures within said thirty (30) days (or such longer period as the Parties may in writing agree), termination of this Agreement shall occur on the effective date without additional notice by the offended Party. In the event of such termination due to Licensor's breach of this Agreement, City shall be obligated to pay for such Project Software and/or services received and accepted, but shall not be responsible to pay termination expenses or pay for any future (e.g., all or any portion remaining in the Term) subscription, cloud fees, or services not rendered, Licensor shall refund the pro-rata portion of any pre-paid Fees, and Licensor shall be obligated to provide the transition services set forth in Section 11.4. In the event of such termination due to City's breach of this Agreement, City shall be obligated to pay for such Project Software and/or services received and accepted, but shall not be responsible to pay termination expenses or pay for any future (e.g., all or any portion remaining in the Term) subscription, cloud fees, or services not rendered. Licensor shall not be obligated to refund any Fees City paid prior to the termination (which unused prepaid funds shall however apply to the limit of liability set forth in Section 9.2). Neither Party shall be relieved of liability to the other for damages sustained as a result of negligence or breach occurring prior to the termination of this Agreement, subject to Section 9. Notwithstanding the notice period and opportunity to cure above, either Party may terminate immediately if the other Party ceases operation/business, becomes the subject of a petition in bankruptcy or any other proceeding relating to insolvency, receivership, liquidation or assignment for the benefit of creditors.

11.2 Termination for Non Appropriation. The City may terminate this Agreement, without penalty or additional fee, after giving Licensor not less than thirty (30) days prior written notice, if it does not obtain sufficient funding for this Agreement after a good faith request. Notwithstanding the foregoing, City shall be obligated to pay for such Project Software and/or services received and accepted (but shall not be responsible to pay termination expenses or pay for any future (e.g., all or any portion remaining in the Term) subscription, cloud fees, or services). Subject to the City's rights hereunder, neither Party shall be relieved of liability to the other for damages sustained as a result of negligence or breach occurring prior to the termination of this Agreement, subject to Section 9.

11.3 Termination for Convenience. The City may terminate this Agreement at any time, without penalty or additional fee, by giving at least ninety (90) days notice in writing to the other. In the event of such termination, City shall be obligated to pay for such Project Software and/or services received and accepted (but shall not be responsible to pay termination expenses or pay for any future (e.g., all or any portion remaining in the Term) subscription, cloud fees, or services). Licensor shall provide the transition services set forth in Section 11.4. Subject to the rights hereunder, neither Party shall be relieved of liability to the other for damages sustained as

a result of negligence or breach occurring prior to the termination of this Agreement, subject to Section 9.

11.4 Responsibilities in the Event of Termination. Upon any termination of this Agreement, the City shall cease to use the Project Software and shall have no obligations to pay any Fee for any period after the date of termination, except as set forth below. Licensor shall, upon the City's request, provide reasonable cooperation and assistance as City may request to support an orderly transition to another provider of similar software, services, or to City's internal operations. Further, within thirty (30) calendar days following the later of termination of this Agreement or the expiration of the cooperation and assistance referenced above, at no cost to City, Licensor shall return to City (at the City's option) the original and all copies of City Data, and destroy all copies of City Data in Licensor's possession after delivery of such Data to City. Destruction shall be in a manner that such data cannot be read, executed, viewed or in any way accessed when destroyed. Licensor shall further require that Licensor's Contractors in possession of City Data, delete all City Data at the termination of the Agreement. Within thirty (30) calendar days thereafter, Licensor shall provide City written certification that all City Data has been so deleted.

12. MISCELLANEOUS

12.1. Successors and Assignments ..The City and Licensor each bind itself, its partners, successors, legal representatives and assigns of such other Party in respect to all covenants of this Agreement.

12.2. Contractors, Subcontracting, Successors & Assignments

Licensor shall not engage subcontractors or consultants to perform any part of its services or obligations under this Agreement (directly or indirectly) without the prior written consent of the City. The written consent shall not in any way relieve Licensor from its obligations and duties set forth in the Agreement.

Neither Party may assign the Agreement, or any portion thereof, without the prior written consent of the other, which consent will not be unreasonably withheld or delayed. The Agreement shall be binding on each Party's permitted assignee. If Licensor assigns this Agreement to any subsidiary or affiliate, Licensor shall nevertheless retain responsibility for all liabilities and obligations set forth in this Agreement. Licensor and assignee shall provide the City written confirmation of such assignment and assignees financial capacity to meet said obligations in a written form acceptable to the City. Notwithstanding the foregoing, Licensor may assign this Agreement in its entirety as the result of a sale of all or substantially all of its assets without having to obtain the City's consent, provided that it promptly informs the City of the transfer, provides contact information for the assignee, as well as evidence reasonably acceptable to the City of the assignee's capacity to satisfy the obligations of this Agreement, and further provided that the assignee accepts in writing in a form reasonably acceptable to the City all the rights, duties and obligations of the Licensor..

12.3. Records. Licensor shall maintain records with respect to all matters covered by this Agreement for a period of six (6) years from the date of receipt of final payment under this Agreement.

12.4. Independent Contractor. Licensor is an independent contractor and not an employee of the City.

12.5 Discrimination Prohibited

A. In all hiring or employment made possible by or resulting from this Agreement, there (l) will not be any discrimination against any employee or applicant for employment because of race, color, religion, sex, or national origin, and (2) affirmative action will be taken to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin.
B. No person in the United States shall, on the ground of race, color, religion, sex or national origin, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity made possible by or resulting from the contract. Licensor shall comply with all requirements imposed by or pursuant to Title VI of the Civil Rights Act of 1964.

12.6. Compliance with Laws. In the performance of this Agreement, each Party shall comply with all applicable federal, state and local laws, rules, ordinances, regulations and all administrative.

12.7 Conflict of Interest. Licensor certifies that it has complied with all provisions of law regarding the award of this Agreement and that it, or its employees, agents, officers, directors or trustees have not offered or attempted to offer anything of any value to any employee of the City in connection with this Agreement. Licensor further certifies that no employee of the city of Worcester, including unpaid members of City boards and commissions, serves as an officer, director, trustee or employee of Licensor, and that no employees of the City have or will have a direct or indirect financial interest in this Agreement. Violation of this section shall be a material breach of this Agreement and shall be grounds for immediate termination of this Agreement by the City without regard to any enforcement activities undertaken or completed by any enforcement agency. Termination of this Agreement pursuant to this section shall not waive any claims for damages the City may have against Licensor resulting from Licensor's violation of the terms of this section.

12.8 Certifications Required by Law. Licensor, by executing this document, certifies the following:

(a) it has not given, offered or agreed to give any person, corporation or other entity any gift, contribution or offer of employment as an inducement for, or in connection with, the award of this Agreement;

(b) that no consultant to or subcontractor for Licensor has given, offered or agreed to give any gift, contribution or offer of employment to Licensor, or to any other person, corporation, or

entity as an inducement for, or in connection with, the award to the consultant or subcontractor of a contract by Licensor;

(c) that no person, corporation or other entity, other than a bona fide full time employee of Licensor, has been retained or hired by Licensor to solicit for or in any way assist Licensor in obtaining this Agreement upon an agreement or understanding that such person, corporation or other entity be paid a fee or other consideration contingent upon the award of this Agreement to Licensor; and

(d) with respect to contracts which exceed ten thousand dollars or which are for the design of a building for which the budgeted or estimated construction costs exceed one hundred thousand dollars, that Licensor has internal accounting controls as required by subsection (c) of thirty-nine R of chapter thirty of the General Laws and that Licensor has filed and will continue to file an audited financial statement as required by subsection (d) of said section thirty-nine R.

(e) that Licensor, and any consultant to or subcontractor for Licensor, represents, warrants and certifies that it has complied with all laws of the commonwealth of Massachusetts relating to taxes and all Ordinances and Orders of the city of Worcester relating to taxes, fees and charges, or is lawfully contesting the validity of the same. Licensor, and any consultant to or subcontractor for Licensor, further represents, warrants and certifies that it will remain in such compliance during the Term of this Agreement, including any amendments or extensions hereto. Breach of any of these provisions shall be deemed a material breach which shall entitle the City to immediately terminate this contract pursuant to Section 11(A) and take any other action authorized by law to collect any amounts due the City.

12.9 Applicable Law. The laws of the commonwealth of Massachusetts shall govern the validity, interpretation, construction and performance of this Agreement, without giving effect to its provisions regarding choice of laws. Any suit brought hereunder shall be brought in the state or federal courts sitting in Worcester County, Massachusetts, the Parties hereby waiving any claim or defense that such forum is not convenient or proper. Each Party agrees that any such court shall have *in personam* jurisdiction over it and consents to service of process in any manner authorized by Massachusetts law. In no event does the City waive any of the applicable protections granted it by federal or Massachusetts law, including but not limited to G.L. c. 258.

12.10 Notices. Any formal notices necessary under this Agreement shall be given by certified mail, return receipt requested, or overnight mail by a nationally recognized carrier, and addressed to the City at the City Manager, Room 306, City Hall, Worcester, Massachusetts 01608 and addressed to Licensor at the address appearing in the first paragraph of page 1 of this Agreement. Either Party may update its address by providing prior written notice to the other.

12.11 No Third Party Beneficiary. This Agreement is by and between the Parties that have executed it. The Parties state that the Agreement is intended for their mutual benefit alone and is not intended to confer any express or implied benefits on any other person, including but not limited any third party identified herein. To the fullest extent allowed by law, and notwithstanding any provision to the contrary, this Agreement is not intended to confer third party beneficiary status on any person.

12.12 Severability. If any provision of this Agreement is held invalid by any court or body of competent jurisdiction, the remainder of this Agreement shall remain in full force and effect.

12.13. Headings. The section headings in this Agreement are for convenience and reference only and in no way define or limit the scope or content of this Agreement or in any way affect its provisions.

12.14 Amendments. This Agreement may be amended or modified only by a written amendment hereto duly executed by the Parties.

12.15 Exhibits. Exhibits referenced herein are hereby incorporated and made a part of this Agreement.

12.16. Entire Agreement. This Agreement contains the entire understanding of the Parties and supersedes all prior agreements, representations, proposals and undertakings of the Parties. This Agreement may only be modified or amended in a writing executed by both Parties. Any additional or contrary terms or conditions contained in any invoice, proposal, purchase order, order form or other document issued by either Party shall be null and void unless expressly agreed to in a written amendment to this Agreement. In the event of a conflict between any exhibit and the terms and conditions of this Agreement, Agreement shall control. Additionally, to the extent the Licensor's documentation, work order and/or any third party terms are inconsistent with this Agreement, the terms of this Agreement shall control.

12.17 Survivorship. Those sections that by their nature survive expiration or termination of this Agreement will survive such expiration or termination.

[Remainder of page intentionally blank/signature lines to follow]

IN WITNESS WHEREOF, the Parties hereto, intending to be legally bound, have caused this Agreement to be executed as a sealed instrument by their duly authorized representatives the day and year first above written.

RECOMMENDED:

PRIME GOVERNMENT SOLUTIONS, INC.

Nikolin Vangjeli, City Clerk

Sherif Agib
President

Christopher Gagliastro, Purchasing Director

Approved as to Form:

CITY OF WORCESTER

Karen A. Meyer
Assistant City Solicitor

Eric D. Batista
Acting City Manager

I certify that funds are available in Account No. _____

Budget Analyst, Department of Administration and Finance

IN WITNESS WHEREOF, the Parties hereto, intending to be legally bound, have caused this Agreement to be executed as a sealed instrument by their duly authorized representatives the day and year first above written.

RECOMMENDED:

Nikolin Vangjeli, City Clerk

Christopher Gagliastro, Purchasing Director

PRIME GOVERNMENT SOLUTIONS, INC.

Sherif Agib Dec 15, 2022
President

Approved as to Form:

12/20/22
Karen A. Meyer
Assistant City Solicitor

CITY OF WORCESTER

Eric D. Batista
~~Acting~~ City Manager

I certify that funds are available in Account No. 04544613 - Funding through 12/31/2024

Budget Analyst, Department of Administration and Finance

EXHIBIT A
SCOPE OF SERVICES

In addition to the Project Software and services required by the RFP and set forth in the Proposal, Licensor shall perform the following:

PrimeGov

Legislative Management Solution

Statement of Work

City of Worcester
455 Main Street
Worcester, MA 01608

Customer Contact:	PrimeGov Contact:
Nikolin Vangjeli	Michelle Cooper
City Clerk	Director of Sales
508-799-1121	MCooper@rocksolid.com
VangjeliN@worcesterma.gov	469-250-2733
Effective Date:	12/13/2022

PRIME GOV

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Prime Government Solutions | 4250 Drinkwater Blvd. Suite 300 | Scottsdale AZ 85251 | 1-833-634-6349

Letter of Introduction

Dear Niko,

Thank you for choosing to partner with PrimeGov on your legislative management solution. Our software has been designed to facilitate every step of the legislative process: from committee appointments to agenda management, virtual council meetings, minutes annotation, and live and archived video streaming. We pride ourselves on ensuring a seamless, cloud-based product that allows you to switch between tasks quickly and effortlessly in a single interface.

While PrimeGov is a smaller company, our team is the most experienced in the industry. Our leadership founded and ran market-leading legislative management solutions for over a decade, and we came together to address the frustration voiced by city and county clerks, regarding the lack of innovation and support they received from their existing products.

At PrimeGov, we are committed to being the number one provider in the legislative management space for local government, and to do that we commit to:

- Exclusively focus on municipal clerks and their technology needs.
- Customer support that proactively ensure our clients are successful. This starts with being available and responsive to our customers, but it also means we are accountable for results.
- Provide comprehensive and seamless cloud-based software. We want to automate your entire legislative process without clunky handoffs between different software applications and interfaces. We also ensure business continuity by allowing our customers to run their entire legislative processes from any location and device.

The world is changing faster than ever, and uncertainty about our future is at an all-time high. As a result, local government operations must transform, including changing the way public/ legislative meetings are held. Our solution is 100% cloud-based, including live meeting management tools usable on any device from any location to enable virtual meetings.

The entire PrimeGov team is excited to guide you through a seamless transition from your existing legislative management tools and processes into our cloud-based platform. We look forward to being your long-term partner and supporting your every need throughout the process.

Most Sincerely,
Michelle Cooper, Director of Sales

Project Assessment

At PrimeGov, we take pride in fully understanding your project and your needs before we begin to work. During the sales process, we have noted that the PrimeGov solution outlined below will fulfill the clients' legislative management software needs.

Worcester's project implementation will be a staged approach, prioritizing Agenda Automation.

Product Modules

The following PrimeGov modules **are included** in this proposal:

- Agenda Automation
- Meeting Management
    - Electronic Voting
- Video Streaming
- Committee Management
- Community Engagement
- Open API
- Streamline (Public Notices & Pending Items)
- Data Migration

Client Needs

The PrimeGov solution outlined in Product Modules above will apply to the following:

Agenda Automation	
# of Committees	
# of Meeting Types	
Meeting Management	
# of Committees	
# of Meeting Types	
# of Voting Members	
Committee Management	
# of Committees	

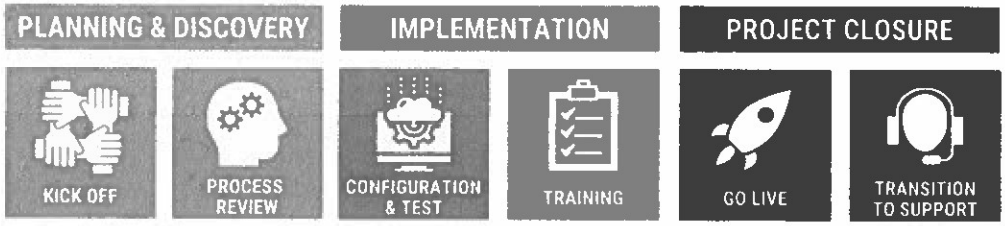
Pricing

The PrimeGov Legislative Management platform is a single hosted solution that we can partition into separate modules when clients are looking to start with specific functions only. Should you decided to add services in the future you never have to worry about integration or data migration issues because all modules share the same database.

Projected Timeline and Stages

This Statement of Work ("SOW") is intended to communicate our understanding of the project and all the deliverables that relate to it. A clear understanding of the project is the key to everyone's success, and we do not assume any additional products or services will be delivered except those described in this SOW. If new requirements are discovered or additional products and/or services beyond those outlined in this SOW are required, such changes shall require a formal amendment to this Agreement which shall only be effective once signed by authorized representatives of both Parties.

PrimeGov Implementation Stages

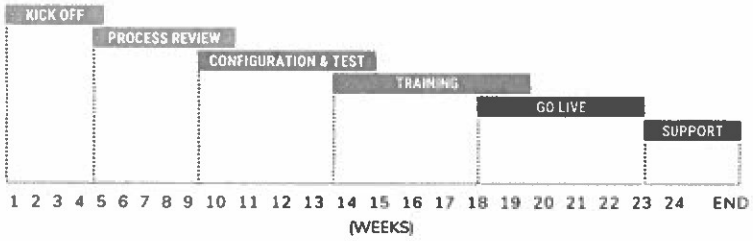


A project that follows the scope of work described in this document will consist of three distinct stages:

1. Planning & Discovery
    - Kick Off
    - Process Review
2. Implementation
    - Configuration & Test
    - Training
3. Project Closure
    - Go Live
    - Transition to Support

Projected Timeline

The expected duration of a standard project plan, without any changes, is 16-24 weeks. The general timeline would follow the example below:



Sample Timeline

Overview of Deliverables

Deliverable Category	Deliverable Name
Project Management	Kick-Off Meeting
	Project Management Plan
	Project Schedule
	Weekly Status Meeting Notes
	Monthly Progress Report or Meeting
Design	Infrastructure Design
	User Interface Design
	Data Migration Design
	Full Functionality & Workflow Design
	Preliminary Design Review Meeting
Software Installation & Configuration	
Testing	Test Management Plan
	Functional and Non-Functional Testing
	Test Cases

	End-to-End Testing
	User Acceptance Testing
	Performance Test Report
Data Conversion/Migration	Conversion/Migration Plan
	Data Conversion Report
	Document Migration Report
Training	Training Plan
	Instructional Design Plan
	End User Training
	End User Manuals
	Application Administration Training
	System & Application Administrator Manuals
Implementation	Project Implementation Plan
	"Run Book" or Knowledge Transfer Us Manual
	Post Implementation Report
Stabilization	
Maintenance/Ongoing Support	Operations and Maintenance (O&M) Pl
	Service Level Agreements (Primary an Third-Party applications)
	Help Desk Reports
Project Close-Out	Transition Plan
	Final Project Report

Data Migration

PrimeGov will work with the City to establish the scope of migration which varies based on pre-determined volume of data and current systems. The migration tool is able to access your data (read-only) to pull it from your current system and bring it into the PrimeGov system. We conduct each migration with three stages followed by a validation period. The data and stages of migration are set forth at http://www.worcesterma.gov/city-clerk/public-meetings/agendas-minutes and include, for example, meeting records, video uploads and metadata/attachments.

The stages of data migration are:

- Data configuration and information template (Agendas, Minutes and Videos of City Council, Boards and Commissions and other related meetings.)
- Data subsets for testing
- Testing Plan

The estimated number of meetings to be migrated (by City board or department) are set forth below:

CITY COUNCIL	count(*) estimate
City Council	911
CITY COUNCIL STANDING COMMITTEE	count(*) estimate
Economic Development	213
Education	47
Finance	70
Joint	15
Municipal and Legislative Operations	33
Municipal Operations	129
Public Health and Human Services	136
Public Safety	95
Public Service and Transportation	82
Public Works	263
Rules and Legislative Affairs	17
Traffic and Parking	223
Urban Technologies, Innovation and Environment	15
Veterans' and Military Affairs	18
Veterans' Memorials, Parks and Recreation	8
Youth, Parks and Recreation	66
BOARD AND COMMISSION	count(*) estimate
Accessibility Advisory Commission	55
Board of Election Commissioners	91
Board of Health	61
Cable Television Advisory Committee	11
Citizen Advisory Council	36

Civic Center Commission	46
Commission for the Preservation of Historic Artifacts, Relics and Military Memorials	1
Commission on Elder Affairs	41
Community Development Advisory Committee	39
Conservation Commission	120
Diversity and Inclusion Advisory Committee	30
GAR Memorial Hall Board of Trustees	14
Historical Commission	164
Hope Cemetery Commission	13
Human Rights Commission	59
License Commission	160
Memorial Auditorium Board of Trustees	6
Off-Street Parking Board	6
Parks and Recreation Commission	51
Planning Board	126
Status of Women Advisory Committee	58
Trust Funds Commission	13
Worcester Arts Council	90
Worcester Ballpark Commission	1
Worcester Public Library Board	44
Worcester Redevelopment Authority	69
Zoning Board of Appeals	112
Public Schools and Committees	200
Public Library and Committees	80

For clarity, Video and Audio Data Migration is also included (http://www.worcesterma.gov/city-clerk/public-meetings/agendas-minutes)

CITY COUNCIL	count(*)
City Council	521
STANDING COMMITTEE	count(*)
Economic Development	131
Education	15
Finance	61
Joint	10
Municipal and Legislative Operations	16
Municipal Operations	53
Public Health and Human Services	72
Public Safety	42
Public Service and Transportation	40
Public Works	127
Rules and Legislative Affairs	14
Traffic and Parking	133
Urban Technologies, Innovation and Environment	8

Veterans' and Military Affairs	15
Veterans' Memorials, Parks and Recreation	5
Youth, Parks and Recreation	31
BOARD AND COMMISSION	count(*)
Accessibility Advisory Commission	55
Board of Election Commissioners	91
Board of Health	61
Cable Television Advisory Committee	11
Citizen Advisory Council	36
Civic Center Commission	46
Commission for the Preservation of Historic Artifacts, Relics and Military Memorials	1
Commission on Elder Affairs	41
Community Development Advisory Committee	39
Conservation Commission	120
Diversity and Inclusion Advisory Committee	30
GAR Memorial Hall Board of Trustees	14
Historical Commission	164
Hope Cemetery Commission	13
Human Rights Commission	59
License Commission	160
Memorial Auditorium Board of Trustees	6
Off-Street Parking Board	6
Parks and Recreation Commission	51
Planning Board	126
Status of Women Advisory Committee	58
Trust Funds Commission	13
Worcester Arts Council	90
Worcester Ballpark Commission	1
Worcester Public Library Board	44
Worcester Redevelopment Authority	69
Zoning Board of Appeals	112
Public Schools and Committees	100

Additionally:

1. PrimeGov shall set up/create and house each of the City's Boards and Commissions' agendas and minutes, as well as the City's Standing Committees and City Council. Each liaison for every board and commission shall be provided their own log in credentials to the program to maintain their own responsible boards/commissions. Each board and/or commission shall also have their own workflows.

    a. City Council
    b. City Council - Standing Committees
        i. AD HOC

ii. Economic Development
iii. Education
iv. Finance
v. Joint
vi. Municipal and Legislative Operations
vii. Public Health and Human Services
viii. Public Safety
ix. Public Service and Transportation
x. Public Works
xi. Traffic and Parking
xii. Urban Technologies, Innovation and Environment
xiii. Veterans' Memorials, Parks and Recreation
xiv. Discontinued

c. Boards & Commissions
   i. Board of Election Commissioners
   ii. Board of Health
   iii. Cable Television Advisory Committee
   iv. Citizen Advisory Council
   v. Civic Center Commission
   vi. Commission for the Preservation of Historic Artifacts, Relics and Military Memorials
   vii. Commission on Elder Affairs
   viii. Community Development Advisory Committee
   ix. Conservation Commission
   x. Diversity and Inclusion Advisory Committee
   xi. Green Worcester Advisory Committee
   xii. Historical Commission
   xiii. Hope Cemetery Commission
   xiv. Human Rights Commission
   xv. License Commission
   xvi. Off-Street Parking Board
   xvii. Other Post-Employment Benefits (OPEB) Liability Trust Fund
   xviii. Parks and Recreation Commission
   xix. Planning Board
   xx. Retirement Board
   xxi. Status of Women Advisory Committee
   xxii. Trust Funds Commission
   xxiii. Worcester Arts Council
   xxiv. Worcester Ballpark Commission
   xxv. Worcester Housing Authority
   xxvi. Worcester Redevelopment Authority
   xxvii. Worcester Redevelopment Authority Citizen Advisory Committee
   xxviii. Zoning Board of Appeals
   xxix. Discontinued
d. Committees & Groups

i. Building Futures, Inc. Board of Directors
ii. Central MA Metropolitan Planning Organization
iii. Central MA Regional Planning Commission
iv. Chapter 139 Hearing
v. City Manager's Advisory Committee on Youth
vi. City Manager's Energy Task Force
vii. Coalition Against Bias and Hate
viii. Community Development Block Grant Public Hearings
ix. Designer Selection Board
x. Lake Quinsigamond Commission
xi. Local Emergency Planning Committee
xii. Senior Center Committee
xiii. Upper Blackstone Clean Water
xiv. Worcester Regional Transit Authority Advisory Board
xv. Worcester Retirement Board Finance Committee
xvi. WRTA Transportation Planning Advisory Group

e. Public Library
   i. AD HOC
   ii. Board of Directors
   iii. Buildings and Grounds Committee
   iv. Committee on Administration
   v. Committee on Library Materials
   vi. Community Services Committee
   vii. District Task Force
   viii. Executive Committee
   ix. Finance Committee
   x. Joint
   xi. Marketing Committee
   xii. Search Committee
f. Public Schools
   i. Abby Kelley Foster Charter School Board of Trustees
   ii. Abby Kelley Foster Charter School Education Committee
   iii. Abby Kelley Foster Charter School Facilities and Finance Committee
   iv. AD HOC
   v. School Committee
   vi. Spirit of Knowledge Charter Public School Board of Trustees
   vii. Standing Committee on Accountability and Student Performance
   viii. Standing Committee on Finance and Operations
   ix. Standing Committee on Governance and Employee Issues
   x. Standing Committee on Teaching, Learning and Student Supports

2. Prime Gov shall create agenda/minute specific templates and workflows tailored for City Council / Committee Meetings and School Committee / Committees Meetings as well standardized templates for Board and Commissions.

3. The Boards and Commissions database must be able to provide instant reports relative to the composition and demographics of the City's various boards and commissions, including information pertaining to their gender, race, veteran status, disability status, address and city district of residence. The database must be able to differentiate between applicants and confirmed appointed persons.

4. The Program must be able to create, in concept, a "Unique ID," that link items that are related to one another on various agendas (i.e. a singular search phrase that shows when an item appears first as a petition, then as subsequent items such as a committee report, ordinance, etc.) (see separate workflow attachments for more information)

5. The Program must be able to color code item actions, so as to make clear workflow distinctions (i.e. red color for items where the workflow has been completed and green color for items where the workflow is still in progress)

6. The Program must be able to create "jackets" from agenda items. The City uses these jackets as a cover to fold items brought before City Council into thirds to prepare them for physical, permanent housing. Jackets should not be included in the backup of City Council items and only appear for printing purposes.

7. The Program shall have the ability to make the City's entire agenda process automated, including the use of automatic text replacement shortcuts, including but not limited to the following:
    a. Format a listed dollar amount into text

        i. Current program starts a finance request text.
            1. User enters amount and tabs to have auto text created.
            2. A text template is created that includes the amount entered as a formatted dollar amount and spelled out in long format, as well as placeholders for the account numbers and account names The user enters the account information and a description of the reason for the request.

        ii. Adding names of City Councilors and/or Standing Committees that propose an Order
            1. City Clerk may select one or more councilors or committees from list of current councilors and committees to include at the end of the agenda item text in parenthesis.

        iii. Committee agenda items may be forwarded from a City Council to a council agenda as "Report of Committee …" The new item is automatically prefaced with a text template.

8. Program must be able to make separate and distinct item types that are able to be added to a singular item or "stacked" on top of one other, including but not limited to Chairman's Orders, Chairman's Resolutions, Communications, Communications of the City Manager, Orders, Petitions, Reports of the Committees, Resolutions, Loan Orders, etc.

9. Program must be able to automatically generate the City Clerk's signature on the various item types it creates, so as to endorse the actions taken by the public bodies on certain items.

10. The Program must have the capacity so that two separate and distinct agendas (i.e. a "City Council" and "City Manager" agenda) may be published separately and then later combined and presented as a single packet. City Council and City Manager agendas should not be able to be viewed by the other department until publishing is completed.

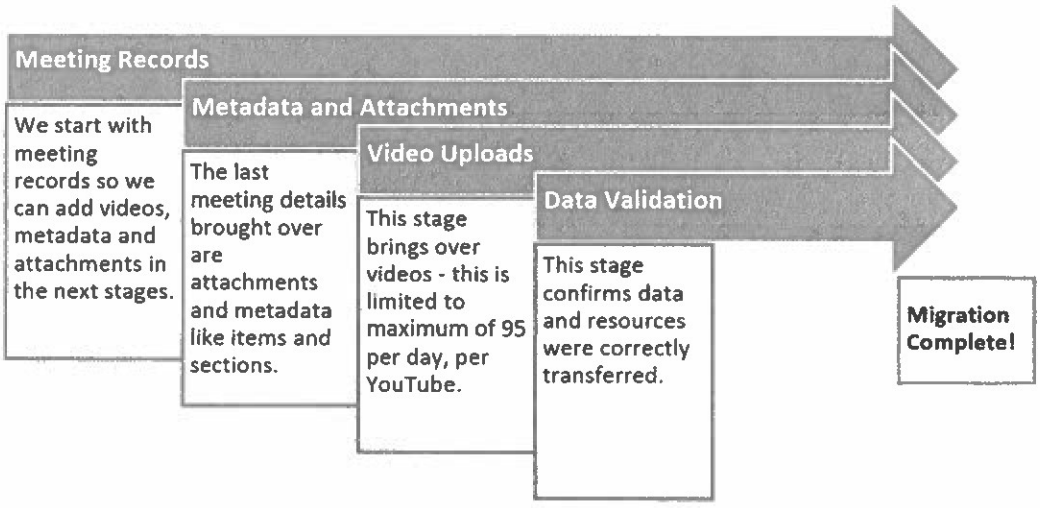
11. The Program must have the ability to re-create or provide a satisfactory replacement for the multiple system workflows that are currently used to track where each City Council and City Manager item are in the legislative process. The two major workflows the City currently utilizes and requires are summarized as:

    a. **Orders Workflow:** Within the "Orders" workflow, the City Clerk's Office currently checks off a button to send any given item to the City Manager's office, who in turn are able to assign the item to a department head, who prepares a response and brings the item back before City Council after review. There are a large number of staff members that could touch and weigh in on any given item, which will then need to go through an approval process before being added to the City Manager's agenda.
    b. **Committee Pending List Workflow:** The "Committees Pending List" workflow is an ***essential*** aspect of City Clerk operations. Currently the City operates with about ten Standing Committees, each with items that have been referred to them by City Council and have their own meetings based entire on those referred items. The current program refers an agenda item in the post-meeting to a pending list, viewable on the City's website, and then tracks those items automatically until the item is heard by the Committee and recommended back to Council. An item may be held at any given meeting, and is automatically returned to the pending list. For more information on this topic, please view item workflow chart in the RFP. PrimeGov shall provide all management functions within the City Council's standing committees.

12. The Program shall have the ability to replicate all attached processes used by both the City Manager and City Clerk Offices within the current program.

13. PrimeGov shall provide useful functions during meeting management, including but not limited to the use of electronic member voting, in real time and/or after a meeting has taken place.

14. PrimeGov shall allow and facilitate the use of an open API.



Project Objectives & Preliminary Scope

PrimeGov's legislative management software provides an end-to-end solution designed to provide the necessary tools for effective and transparent creation of meeting content.

The solution consists of the software and services detailed below.

Agenda Automation allows staff to create meeting types, agenda items, upload related documents to create an agenda and materials packet. Meeting documents and supporting materials can be compiled for distribution to the staff, public, council members, and more.

Customer agrees to:

- Complete On-Boarding Assessment including:
- Documentation of Item Types
- Documentation of Meeting Types for each meeting body
- Documentation of the proposed meeting schedule for each meeting body
- Produce and share full Word samples including numbering, font, size, and other formatting details for each meeting body:
    - Agenda
    - Packet
    - Notice of Cancellation
- Identify sections and items included in each meeting body
- Review and discuss modifications required to accommodate PrimeGov best practices, current functionality, and consistency of the proposed meeting document templates
- Complete Agenda Training subject to Section 6.2 of the Agreement and in a form and subject to procedures otherwise acceptable to the Customer.
- Complete User Acceptance Testing
- Conduct end-user training
- Review and Sign off Agenda configuration

PrimeGov agrees to:

- Review and configure meeting types (e.g., regular, special, and workshop) that are provided as part of the on-boarding assessment including:
  - Agenda
  - Minutes
  - Packet
  - Notice of Cancellation
- Review and configure item types
- Perform a gap analysis to review functionality and identify potential feature requests and enhancements that can be evaluated for inclusion in a future release.
- Complete end-to-end agenda testing
- Deliver full document set per meeting with the proposed layout and design
- Provide agenda training

Agenda Automation: Forms/Workflow allows for the automation of the item submission process in the Agenda Automation module. This will enable users to ensure items are reviewed electronically and that users can always know where an item is at in the process. Workflow allows for linear routing of an item with its supporting materials on its journey to an agenda. Workflow is flexible and will enable users to have an ad-hoc review process via peer review while also allowing the administration to design a consistent approval process. Items can be created at any time and added to the agenda automatically when the approved process is complete. The workflow steps can be routed to users or groups to ensure an end-to-end electronic process.

Following is an example of the Agenda Item Approval Workflow:

1. Create document
2. Create item
3. Add item to the meeting
4. Attach documents
5. Originator review
6. Peer review
7. Department Head review
8. Legal review
9. Finance review
10. City Manager review
11. City Clerk review
12. Approve on agenda

Customer agrees to:

- Complete on-boarding assessment including:
- Documentation of the workflow process
  - Form to initiate a submission
  - Notification Emails
  - Workflow Steps
  - Identification of originators
  - Identification of Review Group
  - Identification of Review Users
  - Staff Report (cover page)
  - Word sample
- Identify a decision maker and lead procedural discussions regarding the item approval process.
- Review and discuss modifications required to accommodate PrimeGov best practices, current functionality, and consistency of the proposed item approval

workflow.

- Review and discuss modifications required to accommodate PrimeGov best practices, current functionality, and consistency of the proposed form and staff report document.
- Provide technical resources required for add-in installation on client workstations and is responsible for end-user support.
- Complete workflow training.
- Complete user acceptance testing.
- Conduct workflow end user training.
- Review and sign-off on workflow configuration.

PrimeGov agrees to:

- Review and configure workflows provided as part of the on-boarding assessment including:
  - Workflow Design
  - Workflow Configuration
  - Notification Emails

- Review and configure item submission forms with accompanying staff report that is provided as part of the on-boarding assessment including:
  - HTML form design
  - Staff report Word document content controls
- Perform a gap analysis to review functionality and identify potential feature requests and enhancements that can be evaluated for inclusion in a future release.
- Complete end-to-end workflow and forms testing
- Provide workflow training

Meeting Management allows the meeting administrator to run a meeting and record roll call, minutes, motions, votes, notes, and actions with ease. The PrimeGov real-time Minutes tools provide a single interface that allows all aspects of the meeting to be managed often by a single user. The real-time meeting tools also offer options for citizen engagement information regarding the active item, speakers, motion information, and votes can be displayed in chambers or online via the public portal in real time. Minutes provides a means to record motions, votes, minutes and other facets of the meeting. Also, agenda items can be added, removed, edited and re-arranged as changes occur during the meeting.

Customer agrees to:

- Complete On-Boarding Assessment including:
  - Documentation of Motion Types
  - Documentation of Motion Type configuration
  - Minutes
  - Motion template

- Action template

    - Vote result template
- Produce and share complete Word samples including numbering, font, size and other formatting details for each meeting body:
    - Minutes
- Identify sections and items to be included in each meeting body
- Review and discuss modifications required to accommodate PrimeGov best practices, current functionality, and consistency of the proposed minute templates
- Complete Minutes Training

PrimeGov agrees to:

- Review and configure Meeting Types (e.g., Regular, Special, and Workshop) that are provided as part of the on-boarding assessment including:
    - Minutes
- Review and configure:
    - Motion Types
    - Motion Type configuration
    - Motion template
    - Action template
    - Vote Result template
- Deliver complete document set per meeting with the proposed layout and design
- Provide Minutes training

Member Voting provides a means for members to record their vote during a meeting within Meeting Management and offers the ability to communicate the voting process of agenda items to the public. This solution allows voting members and support personnel the opportunity to electronically view items and supporting documentation on the agenda and to electronically cast votes on motions. The Member Voting solution also provides a more automated and effective approach to recording the events of the meeting to make it easy for the supporting personnel to follow along and manage the meeting as it is in session.

Customer agrees to:

- Complete On-Boarding Assessment including:
    - Motion Types
    - Roles
    - Voting options
    - Public Comment
    - Request to Speak
- Complete Member Voting training
- Perform a Mock Meeting or other User Acceptance Testing
- Review and sign off on Member Voting configuration

PrimeGov agrees to:

- Configure and review Voting for the Meeting Types, including:
  - Motion Types
  - Roles
  - Voting Options
  - Speaker Management
- Provide Member Voting training

Video provides high-quality live stream and on-demand audio and/or video of your meetings. The video is immediately available for on-demand access via the interactive agenda on the public portal. The events of the meeting can be time-stamped by activating an item in the Meeting Viewer or adding a timestamp via meeting details.

Customer agrees to:

- Complete on-boarding assessment, including:
  - YouTube account configured for embedded live streaming
  - Complete Installation of Encoder
  - Provide HDMI or SDI Video Feed
  - Provide HDMI or Analog Audio
  - Provide Network connection
  - RJ-45 Ethernet
  - Static IP Address
  - Gateway
  - DNS
- Complete Video training
- Review and sign off on Video configuration

PrimeGov agrees to:

- Provide Video Installation Configuration Guide
- Configure PrimeGov API/Google AUTH/Zoom
- Perform a video streaming test
- Provide Video training

Committee Management allows staff to easily add and edit committees, members, positions, and terms. The public portal allows for automated application and appointment management through internal workflows built within the PrimeGov system. In one succinct view, a user can take care of all committee tasks efficiently and effectively. Committee Management makes it easy to create initial and subsequent terms quickly, and even split terms if a seat becomes vacant mid-term. Also included are vacancy reports, expiring seats reports, and expiring training reports.

Customer agrees to:

- Complete On-Boarding Assessment including:
  - Documentation of Committees, Active Positions and Members
  - Documentation of Current Terms (Start Date/End Date), Nominating and Appointing Entities

    - Documentation of Training Types
    - Documentation of Application Management workflow process:
        - Position Application Form to initiate a submission
        - Workflow Steps
        - Identification of Review Users & Groups
        - Notification Emails
- Complete User Acceptance Testing
- Review and Sign off Committee Management configuration
- Complete Committee Management training

PrimeGov agrees to:

- Review and Configure Committees that are provided as part of the on-boarding assessment including:
    - Boards and Commissions, Active Positions, and Active Members
    - Current Terms, Nominating and Appointing Entities
- Configure a Committee Management public portal to allow for public display of committee information and acceptance of applications for advertised positions
- Review and discuss modifications required to accommodate PrimeGov best practices, existing functionality, and consistency of the proposed Committee Management.
- Perform a Gap Analysis to review functionality and identify potential feature requests and enhancements that can be evaluated for inclusion in a future release.
- Configure up to one (1) Position Application Form for vacant position applications.
- Configure up to one (1) Application Workflow to support the stages of the application lifecycle.
- Complete end to end Committee Management testing.
- Provide Committee Management training.

Global Software and Services Offerings

PrimeGov Public Portal can be integrated directly within the Customer's website providing a seamless look and feel. Constituents can search for and view meeting materials, and video. The portal also provides the ability for citizens to search the voting history of elected officials. This includes the meeting history, voting records, speakers, and video specific to the item. An internal portal can also be used if the Customer would like to publish meeting documentation internally before it being made available to the public.

Customer agrees to:

- Provide technical resources required for integration on the Customer website and

is responsible for end-user support of website.

-

PrimeGov agrees to:

- Review and configure Public Portal

PrimeGov Historical Import (Conversion) PrimeGov will import historical data utilization of a utility that has been specifically developed for the conversion process.

Customer agrees to:

- Complete On-Boarding Assessment including:
  - Identification of Content
  - Identification of the location of data and supporting files
- Provide access to data and supporting files for import
- Provide media files in MP4 video format
- Provide a clear and understandable naming convention to identify files and their location
- Customer Acceptance Testing subject to Section 6.2 of the Agreement and in a form and subject to procedures otherwise acceptable to the Customer.
- Review and sign off on Historical Import results

PrimeGov agrees to:

- Import of up all historic documents for meeting types identified as part of PrimeGov Agenda Automation implementation, including but not limited to:
  - Agendas
  - Minutes
  - Packets
- Provide a Conversion report outlining successful import counts and identification of failed record imports.
- Complete import and delta import of data after initial import.

PrimeGov Administration allows users and administrators access to the PrimeGov platform from any location with access to an internet connection. All system settings and security are managed and administered from the PrimeGov administrative platform.

Customer agrees to:

- Complete On-Boarding Assessment including:
  - Identities/Users
  - Roles
  - Departments
  - Department Heads
  - Security and Permissions
  - Email Settings
- Customer Acceptance Testing
- Complete PrimeGov Administrator Training
- Review and sign off on Administration

PrimeGov agrees to:

- Deploy a Cloud Production Environment instance including:
  - Software Suite outlined above
  - Identities/User
  - Email Address
  - First Name
  - Last Name
  - Department
  - Title
  - Roles
  - Administrator
  - General Customer Staff
  - Committee
  - Members
  - Departments
  - Department Heads
  - Security and Permissions
  - Email Settings

- Provide PrimeGov Administrator Training

PrimeGov Reporting The PrimeGov reporting engine allows users to configure reports on any data stored in the system. Users can create "views" using system tools then use those views to create their own report. Standard reports are also provided and include:

- Committee Member Reports
- Committee Vacancy Reports
- Vote Records
- Attendance Records
- Audit Reports (login, adds, deletes, etc.)
- Usage Reports (Items Submitted, Items Approved, Review Time)

All reports can be exported to (PDF, CSV, and Excel). Users can filter and re-run standard reports or save them.

PrimeGov API The PrimeGov Legislative Management Suite is driven by Restful Web Services. This allows virtually anyone (other software vendors, open data developers) the Client allows to consume the data available in the system. Access is controlled by the Client and the available "datasets" are published by the Client, just like publishing an agenda.

Customization and Development

PrimeGov offers many integration opportunities and other development to accommodate specific requests or enhancements. While all enhancements are driven by customer demand, the option exists for the customer to purchase custom development.

Customization and Development is not included in this Project Scope.

General Project Requirements

The following are the general project requirements based upon the processes described above for this PrimeGov implementation.

Customer agrees to:

- Commit a Project lead and relevant Subject Matter Experts, as needed for successful project delivery.
- Lead development or procedural discussions, produce end-user training documentation, and conduct end-user training sessions, as needed.
- Provide technical resources required for video streaming
- Provide technical resources required for add-in installation on client workstations and is responsible for end-user support.
- Complete Training assigned
- Complete User Acceptance Testing
- Provide feedback and sign off all phases of the project
- Ensure local infrastructure complies with published minimum requirements.
- Provide resources required to use remote sharing software for meetings such as GoToMeeting or Microsoft Teams

PrimeGov agrees to:

- Commit a project lead and other subject matter experts, as needed for successful project delivery
- Implementation tasks are estimates until the completion of the Gap analysis. After completion of the Gap analysis, PrimeGov and Customer will review the Implementation project requirements, including but not limited to Future State process designs, work effort estimates, timelines, and software, and execute a Change Order Authorization as appropriate.
- Testing and Deployment of Software Upgrades and Patches
- Review and Demonstration of the entire solution in PrimeGov as a refresher of system features and including the approval process.

PrimeGov will perform a gap analysis with Customer at each step to clarify and confirm the agenda management processes and PrimeGov best practices and functionality. If the customer requests changes to the standard offering those requests will likely impact the work effort estimated within this SOW resulting in further analysis and discussions, and possibly a Change Order and/or additional software development.

PrimeGov will be responsible for the following project management tasks:

- Project Tracking
- Weekly Status Calls
- Regular remote share working sessions
- Issue resolution portal for tracking of issues identified as issues, defects, feature requests, and bugs.
- Review and configuration of user and role permissions within the PrimeGov Solution
- PrimeGov will perform testing of the software functionality and provide support

during customer user acceptance testing before production.

- Training will be provided to those individuals identified as testers for successful User Acceptance Testing

Complete User Acceptance Testing

Notwithstanding any provision to the contrary, all User Acceptance Testing shall be conducted subject to Section 6.2 of the Agreement and in a form otherwise acceptable to the Customer.

EXHIBIT B
SCHEDULE

Licensor shall comply with the following schedule

The expected duration of implementation of the Project is 24 - 32 weeks.

SCOPE AND TIMELINE

Week 0: Agreement signature date

Week 1: Licensor Project Team Assigned & Welcome Letter sent to City

Weks 2-3: Kick-off Call with City Team & Licensor Implementation Team

Weeks 3-8: Project Design & Discovery

Weeks 6-11: Data Migration

Weeks 8-18: Agenda, Workflow, Live Meeting, Streamline & Video Streaming Configuration & Testing

Weeks 14-20: Licensor Solution Training

Weeks 18-22: Open API Training & Configuration

Weeks 21-28: Boards & Commissions Module Configuration & Training

Weeks 28-30: City and Licensor Soft Launch

Weeks 30-32: City and Licensor Go Live

EXHIBIT C
FEE BREAKDOWN
(LICENSOR's PRICE PROPOSAL)

The City shall pay Licensor for the Project Software and services:

Solution	Investment
Agenda Automation	$10,838
Meeting Management	$8,128
Member Voting	$4,335
Video Streaming	$5,419
Committee Management	$7,586
Community Engagement	$4,000
Open API	$5,000
Streamline (Public Notices & Pending Items)	$2,000
Annual Cost	**$47,306**
Data Migration (Up to 2 years of content)	Included
Additional Data Migration	$35,137
5 Standard Encoders ($2,000 each)	$10,000
Standard Implementation	$8,000
RFP Discount	-$7,000
One-time Cost	$46,137
o **Total First Year Cost**	o **$93,443**
o Subsequent Years	o $47,306.00 + 5% Annual Increase

EXHIBIT D
Service Level Agreement

This Support Services Agreement describes the expected performance of the PrimeGov Service, the procedures for reporting an issue, and expected turnaround time on issues reported. For this purpose of this Exhibit "Customer" shall mean the "City" and "PrimeGov", "we" or "us" shall mean "Licensor".

1. Service Uptime Target. PrimeGov has a target uptime of >99.95% measured on a monthly basis. This time excludes any planned maintenance that have been identified to the Customer. PrimeGov shall give a minimum of two (2) business days' notice for planned maintenance updates. Planned maintenance will be targeted to occur between 12:00 a.m. (midnight) to 03:00 a.m. Mountain Time on Friday. Update notes are published as part of the maintenance notification, highlighting new features, improvements, and bug fixes. Maintenance time frames are subject to change by PrimeGov, and proper notification is provided to the Customer within the minimum two (2) business day period.

2. Reporting an Issue.
    a. Contact Details. At PrimeGov, we built our support system with alerts to anticipate any service disruption so that our Customer Success team can address any technical items before they become an issue for our customers. In the case where a Customer discovers an issue, or the Service is unavailable, the Customer should notify the PrimeGov Customer Success team through one of the following channels:
        i. Entering a ticket in the help desk system at support.primegov.com.
        ii. E-mailing the Customer Success team directly at support@primegov.com.
        iii. Calling the Customer Success team at 1-833-634-6349.
    b. Hours of Coverage. Regular Support Services are provided between 8:00 am and 6:00 pm Mountain Time, Monday through Friday. On-call and emergency support are provided outside of regular Support Service hours online and by phone. More specifically, the hours are as follows:
        i. Call for phone support. Phone support is available twenty-four (24) hours a day, seven (7) days a week by calling 1-833-634-6349.
        ii. Enter an issue in the help desk system. This service is available twenty-four (24) hours a day, seven (7) days a week at support.primegov.com.
        iii. Email an issue to the Customer Success team. This service is available twenty-four (24) hours a day, seven (7) days a week.
    c. Customer Priority Identification. The Customer will supply their determined priority for each support item logged in accordance with the following Priority Code:

PRIORITY CODE	DESCRIPTION
P1 - Critical	The problem is impacting all Users by the Service being unavailable with no work-around available.
P2 - High	The problem is impacting a significant number of Users and is causing a significant business impact, where there is no work-around available.
P3 - Moderate	The problem is impacting a small number of Users and is causing a minor business impact or is causing a significant business impact, but there is a workaround available.
P4 - Low	Non-service affecting defect. Non-urgent or cosmetic problems, queries, causing inconvenience only.

3. Resolving an Issue
    a. Steps to Resolution.
        i. PrimeGov Customer Success staff will analyze the issue and revert to the Customer with an assessment of the issue.
        ii. The issue will then result in one of the following actions:
            1. The PrimeGov Customer Success staff will send a set of steps to close the issue with associated times.
            2. PrimeGov Customer Success staff will ask for more clarification/ information on the issue.
            3. PrimeGov Customer Success staff may discuss the priority of the issue.
            4. The Customer and the PrimeGov Customer Success staff will mutually agree to close or reprioritize an issue.
        iii. If a support issue is closed because it has been successfully resolved, then PrimeGov Customer Success staff will provide a brief description of the final solution to the Customer.
    b. Target Response Time. PrimeGov will aim to provide the Customer with a response within a specific time limit based on the agreed Priority Code of the Support Issue (a "Target Response Time"). The following Target Response Times are within the hours of coverage:

PRIORITY CODE	DESCRIPTION	TARGET RESPONSE TIME <
P1	Critical	30 minutes
P2	High	1 hour
P3	Moderate	2 hours
P4	Low	40 hours

4. Problem Escalation. A Support Call's Priority Code may be escalated by either the Customer or PrimeGov, if it is found to be more business critical than first realized or if the steps to resolve are proving unsatisfactory. In the event of escalation, the following contacts from PrimeGov should be called:

ROLE	NAME	CONTACT EMAIL
Technical Support Lead	Sydney Erickson	sydney.erickson@primegov.com
Technical Support Director	Larry Thorpe	larry.thorpe@primegov.com
President	Sherif Agib	sherif@primegov.com

5. Minor Enhancements. Requests by the Customer for minor enhancements or changes to the Service not relating to a defect or error inherent in the Service will be considered on a case-by-case basis and will be included under this Agreement at the sole discretion of PrimeGov if in the PrimeGov software product roadmap.

6. Knowledge Base. PrimeGov provides a searchable online knowledge base for questions and issue resolution is available at support.primegov.com. The documentation provided includes product updates, technical assistance, and tutorials. The content is regularly updated and expanded and each article contains links to related articles for increased navigation. The knowledge base is available on the same website as the support ticket management system for ease-of-use.

7. Exclusions
    a. Requests by the Customer for significant enhancements or changes to the Service not relating to a defect or error inherent in the Service will be excluded from this Agreement and will be managed separately.
    b. PrimeGov is only obliged to provide the Support Services with respect to the then current version of the Service. If PrimeGov provides Support Services for older versions/releases, this is done without obligation on an "as-is" basis at PrimeGov's sole discretion and without any service level applying and PrimeGov may make the provision of further Support Services for older versions of the Service subject to the payment of additional fees.
    c. Any alteration, modification or maintenance of the Service by the Customer or any third party which has not been authorized in writing by PrimeGov.
    d. Any failure by the Customer to implement any recommendations, solutions to faults, problems or updates previously advised or delivered by PrimeGov to the Customer.
    e. Either Party being subject to Force Majeure.
    f. The Customer's failure, inability or refusal to allow PrimeGov's personnel proper and uninterrupted access to the Service.

TAX CERTIFICATION

DATE: 12-16-2022

Pursuant to Mass. G.L. c. 62C, Section 49A, I certify under the penalties of perjury that I, to my best knowledge and belief, have complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Signature: _____

Print below signature line name and title of Individual or Corporate Officer (as applicable)

Prime Government Solutions Inc.
Company Name

Address: 912 S Capital of Texas Hwy

Austin, TX 78746

Tel No. 1-512-347-9399

47-1103353
SOCIAL SECURITY NUMBER
OR
FEDERAL IDENTIFICATION NUMBER

Utah Department of Commerce
Division of Corporations & Commercial Code
160 East 300 South, 2nd Floor, PO Box 146705
Salt Lake City, UT 84114-6705
Service Center: (801) 530-4849
Toll Free: (877) 526-3994 Utah Residents
Fax: (801) 530-6438
Web Site: http://www.commerce.utah.gov

12/09/2022
9076074-014212092022-747496

CERTIFICATE OF EXISTENCE

Registration Number:	9076074-0142
Business Name:	PRIME GOVERNMENT SOLUTIONS, INC.
Registered Date:	June 19, 2014
Entity Type:	Corporation - Domestic - Profit
Status:	Current

The Division of Corporations and Commercial Code of the State of Utah, custodian of the records of business registrations, certifies that the business entity on this certificate is authorized to transact business and was duly registered under the laws of the State of Utah. The Division also certifies that this entity has paid all fees and penalties owed to this state; its most recent annual report has been filed by the Division **(unless Delinquent)**; and, that Articles of Dissolution have not been filed.

L. Veillette

Leigh Veillette
Director
Division of Corporations and Commercial Code

CERTIFICATE OF AUTHORITY

At a duly authorized meeting of the Board of Directors of Granicus LLC held on 02/23/2017 Directors were present or waived notice, it was voted that Mark Hynes, CEO of Granicus LLC be and hereby is authorized to delegate signature authority for contracts and bonds in the name and behalf of Granicus, Granicus' affiliates, and Granicus' subsidiaries, and affix its Corporate Seal thereto. As of the 1st Day, November 2022 Mark Hynes has delegated the authority to enter into contracts on behalf of Prime Government Solutions, Inc., to Sherif Agib, acting President, Jennifer Mabe, acting Chief Financial Officer, and Tom Spengler, acting CEO, all of Prime Government Solutions, Inc., a wholly owned subsidiary of Granicus LLC.

A TRUE COPY,
ATTEST:

Kelly Oliver
Vice President of Contracts

Date: December 15, 2022

Place of Business:
Granicus LLC

I hereby certify that I am the Vice President of Contracts of Granicus LLC, that Mark Hynes is the duly elected CEO of Granicus LLC, and that Mark Hynes has delegated signature authority on behalf of Granicus LLC's wholly owned subsidiary Prime Government Solutions, Inc. to Sherif Agib, acting President, Jennifer Mabe, acting Chief Financial Officer, and Tom Spengler, acting CEO, and that the above vote and subsequent signature authority delegation has not been amended or rescinded and remains in full force and effect as of the date of this certificate.

Signature:

Kelly Oliver, Vice President of Contracts,
Granicus LLC

Date: December 15, 2022

(Corporate Seal)

COMMONWEALTH OF MASSACHUSETTS

HAMPDEN COUNTY, SS.

On this 15 day of December, 2022, before me the undersigned notary public, personally appeared Kelly Oliver, who proved to me through satisfactory evidence of identification, which was/were MA-DL, to be the person whose name is signed on the preceding or attached document, and acknowledged to me he/she signed it voluntarily for its stated purpose.

Notary Public
My commission expires:

ALYSON K. FINNERTY
Notary Public
Commonwealth of Massachusetts
My Commission Expires
July 7, 2028

DocuSign Envelope ID: 5185C2C3-E9E0-467B-80C7-3BDC5FD2C09C

Signing Authority for Rock Solid Contracts

By means of this letter (the "Delegation"), I, Mark Hynes, the Chief Executive Officer (the "Delegating Official") for Granicus (the "Corporation"), hereby delegates the authority herein described to the below listed roles ("Delegates") for Rock Solid Technology, Inc., Rock Solid Technologies, Inc., Prime Government Solutions, Inc., Swagit Productions, LLC, and City Sourced, Inc., each a wholly owned subsidiary of the Corporation (each a "Subsidiary" and collectively the "Subsidiaries"), under the following terms and conditions:

1. This delegation shall be effective October 27, 2022 and shall remain in effect until June 30, 2023, unless otherwise amended or revoked by the Delegating Official. This signature authority delegation hereby supersedes, terminates and replaces all prior versions.
2. The Delegates may sign for Client Agreements, on behalf of their respective Subsidiary, as laid out below, including their subsidiaries and affiliates. Client Agreements are contracts that, subject to applicable laws, regulations and corporate guidelines then in effect, are entered into by the applicable Subsidiary in the ordinary course of its business operations, including agreements, purchase orders, or other documents directly related to the fulfillment of the terms of any license, product or service agreements or any renewals thereof for any products, including nondisclosure/confidentiality agreements, federal, state, local and municipal contracts, requests for proposals, and vendor forms, but excluding the procurement of products or services.
3. The roles and individuals listed below are authorized to delegate any part of their authority on a limited basis in writing to other individuals for single transactions or scheduled absences. All delegations of signature authority should be set forth in an email and retained with the final executed contract.

Rock Solid Technology, Inc	
Chief Executive Officer (CEO)	Tom Spengler
Chief Financial Officer (CFO)	Jennifer Mabe
Chief Customer Officer (CCO)	Sherif Agib

Rock Solid Technologies, Inc.	
Vice President of SIMA	Viviana Dávila Ortíz
Vice President of Services	Alexis Pérez Orona
Vice President of Civic Engagement	Omar Rosario
Contracts Administrator	Paola Torres

Prime Government Solutions, Inc.	
Chief Executive Officer (CEO)	Tom Spengler
Chief Financial Officer (CFO)	Jennifer Mabe
President	Sherif Agib

Swagit Productions, LLC	
President	Bryan Halley
Chief Financial Officer (CFO)	Jennifer Mabe

City Sourced, Inc.	
Chief Executive Officer (CEO)	Tom Spengler
Chief Financial Officer (CFO)	Jennifer Mabe
Chief Customer Officer (CCO)	Sherif Agib

DocuSigned by:
mark hynes
9488CA8341A0452...

11/1/2022

Mark Hynes, Chief Executive Officer

Date

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 11/01/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: *Brown, Craig
INSURANCE SOURCE INC 4111 TELEGRAPH RD. SUITE 200 ST LOUIS MO 63129-2755	PHONE (A/C, No, Ext): (314) 416-2600 FAX (A/C, No): (314) 416-1011 E-MAIL ADDRESS: craig@theinsurancesource.com
INSURED Prime Government Solutions, Inc 912 S Capital of Texas Hwy Austin TX 78746	INSURER(S) AFFORDING COVERAGE — NAIC # INSURER A: ACE Fire Underwriters Insurance Company — 20702C INSURER B: ACE Property and Casualty Insurance Company — 20699C INSURER C: Chubb Indemnity Ins Co — 12777 INSURER D: ACE Amer Ins Co — 22667 INSURER E: INSURER F:

COVERAGES CERTIFICATE NUMBER: CL2211123682 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	[X] COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: [X] POLICY [ ] PRO-JECT [ ] LOC [ ] OTHER:	Y	Y	TECTXD948112721X	05/15/2022	05/15/2023	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG Employee Benefits	$ 1,000,000 $ 1,000,000 $ 5,000 $ 1,000,000 $ 2,000,000 $ 2,000,000 $ 100,000
A	AUTOMOBILE LIABILITY [ ] ANY AUTO [ ] OWNED AUTOS ONLY [ ] SCHEDULED AUTOS [X] HIRED AUTOS ONLY [X] NON-OWNED AUTOS ONLY	Y	Y	TECTXD948112721X	05/15/2022	05/15/2023	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) 	$ 1,000,000 $ $ $ $
B	[X] UMBRELLA LIAB [ ] OCCUR [ ] EXCESS LIAB [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $	Y	Y	UMBTXD948111323N	05/15/2022	05/15/2023	EACH OCCURRENCE AGGREGATE 	$ 2,000,000 $ 2,000,000 $
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? [ ] (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	Y	71778180	05/15/2022	05/15/2023	[X] PER STATUTE [ ] OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
D	Professional and Cyber Liability	Y	Y	D94366458	09/01/2022	09/01/2023		$5,000,000 $5,000,000 agg

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

The City of Worchester, it;s officers, agents and employees are named as Additional Insured with respects to the above referenced commercial general liability policy and excess liability policy policy. The policies contain a 30 day notice of cancellation. All policies contain a waiver of subrogation in favor of the City.

CERTIFICATE HOLDER

City of Worcester Purchasing Agent
455 Main Street
Worcester MA 01608

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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ROCK SOLID
ONEMEETING

Worcester MA Scope Confirmation

Project Sponsor		**Project Manager**	Padraig Supple
Date of Project approval		**Last Revision Date**	8/8/2023

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*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

Scope Description

Below is the summary of the scope of work for Agenda Automation and Meeting Management modules of OneMeeting focusing on **City Manager and City Council Committees** and how they will use the system.

This document does NOT cover how Pending Items and Public Notices will be configured. The OneMeeting and Streamline teams are working through this process and a separate scoping document will detail the configuration.

This document does NOT focus on how the Committee Manager module will be implemented. A separate scoping document will detail the configuration.

Agenda Automation

Definition: Creating an Item document through a form interface. Routing the created document through Workflow. Approving the item to an Agenda.

Committees included in Agenda Automation:

City Council
City Manager

City Manager Committee

Form Interface:

Item Creation (Sample below)

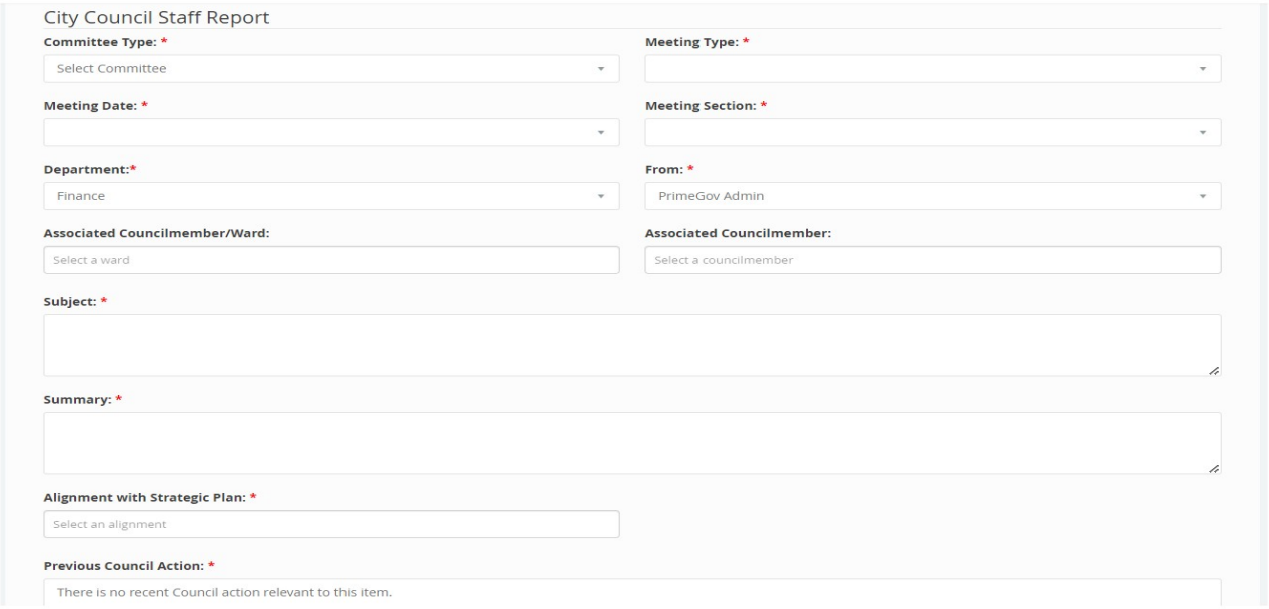


Figure 0-1 SAMPLE Typical Form Interface

Communications of City Manager Form Fields

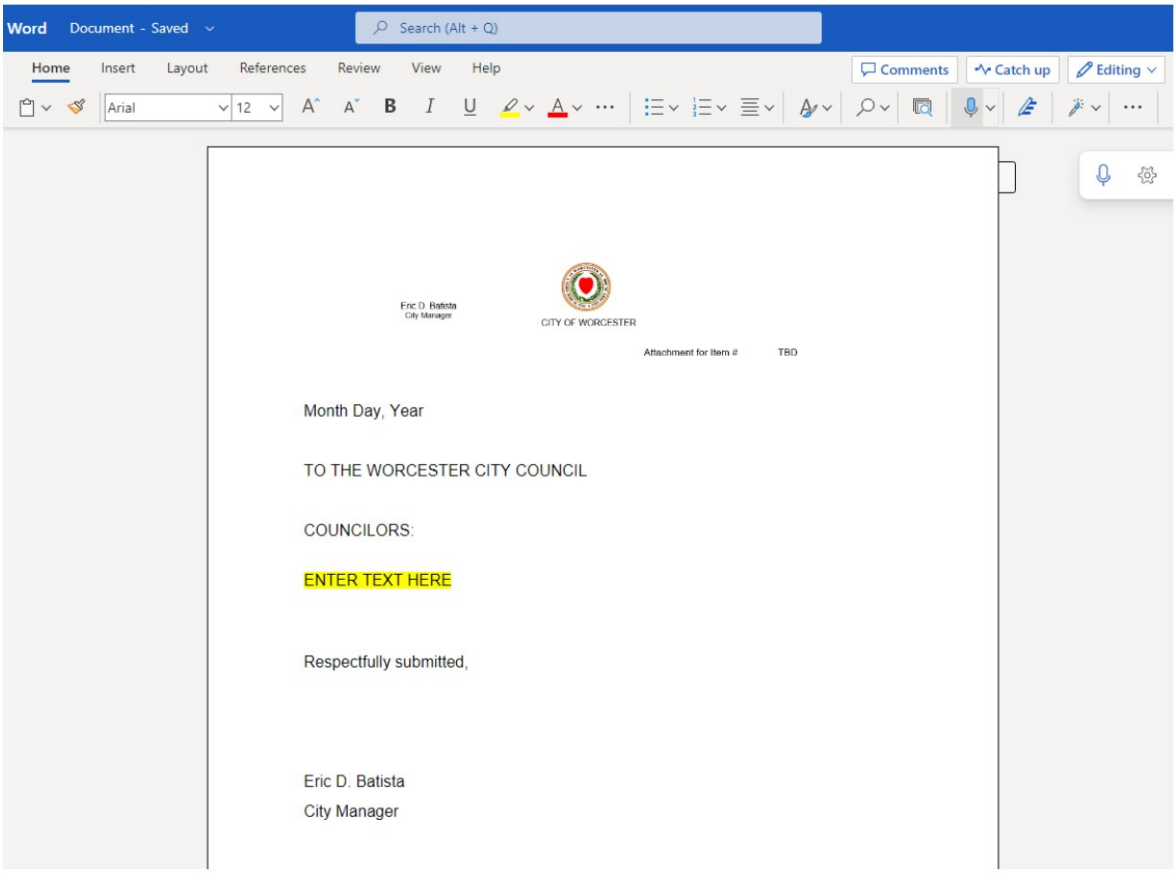
Field Name	Functionality
CM Committee Selection	Auto select dropdown to City Manager
CM Meeting Date	Date selection

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

CM Meeting Section	Meeting Agenda Section Selection
CC Committee Selection	Auto select dropdown to City Council
CC Meeting Date	Date selection
CC Meetng Section	Meeting Agenda Section Selection
Agenda Item Description	Standard Textbox Editor
Budget/Finance Item	Radio Button Yes/No
Item Type	Drop down with list of Item Types (Appendix A)

Documents Generated on Submission of Communication of City Manager Form

1. **Item CM Cover Letter**

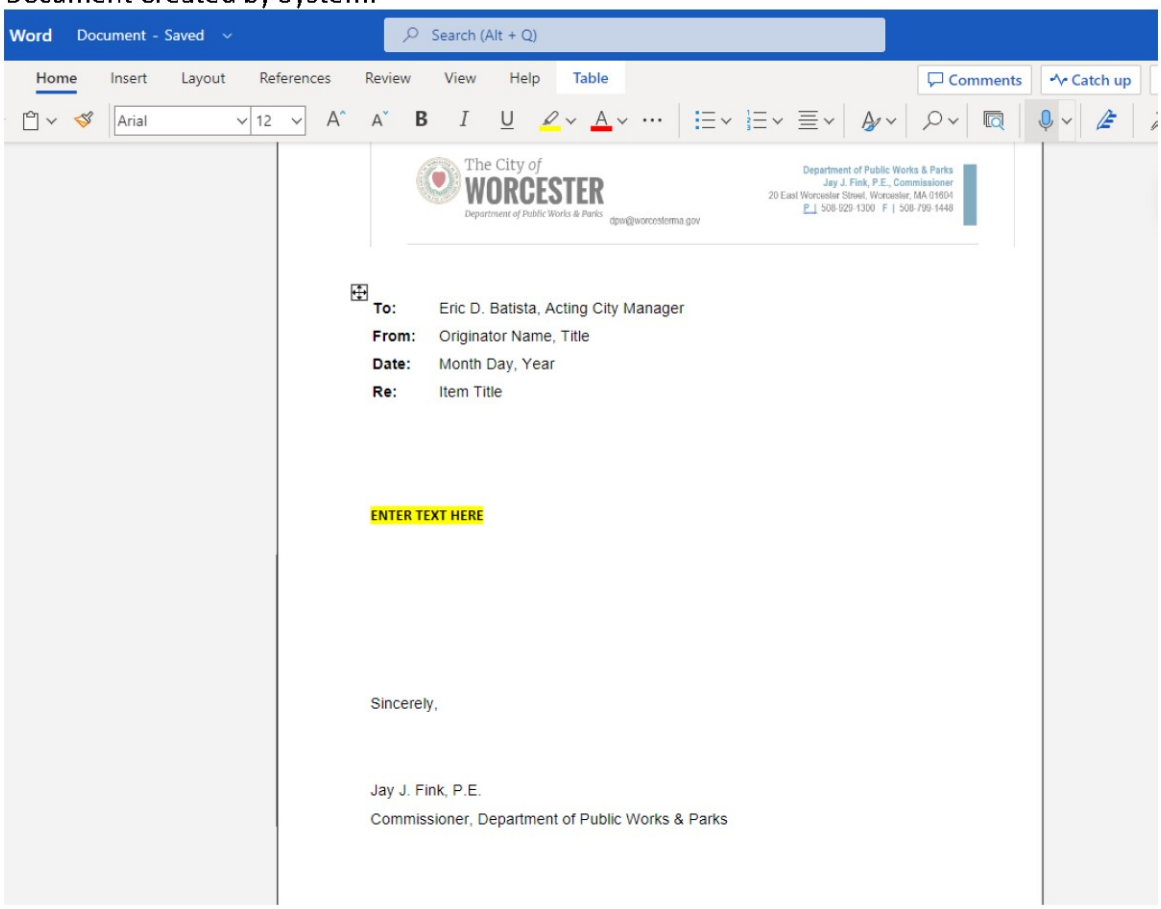


- **The above document will be generated when the user clicks submit.**
- **The user will be able to open the document in OneDrive and edit directly in the browser window**
- **The user will also open an application version of MS WORD to edit the document**

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

2. Cabinet Cover Letter

Sample Document Created by System:



- **The above document will be generated when the user clicks submit.**
- **The user will be able to open the document in OneDrive and edit directly in the browser window**

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

Workflow

Sample of Workflow configuration within OneMeeting

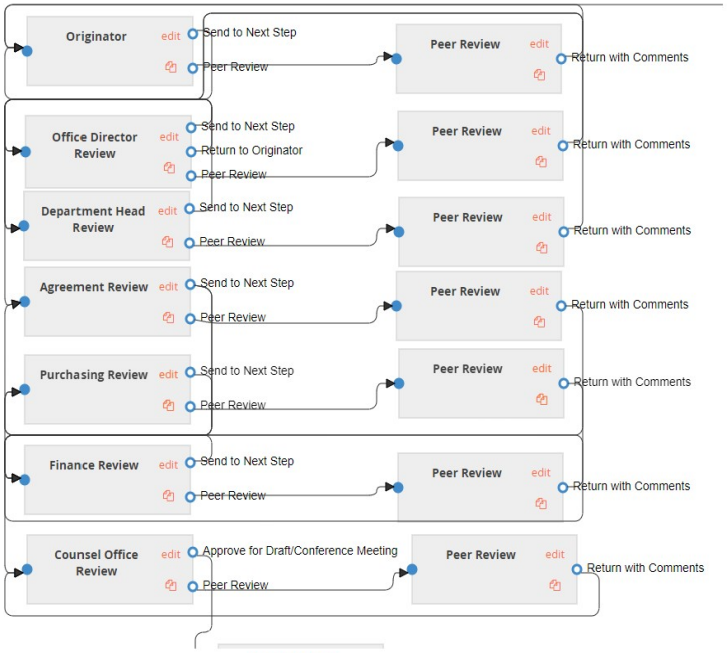


Figure 0-22 SAMPLE Typical Workflow Setup

1. The generated Item CM Cover Letter and Cabinet Cover Letter will flow through an approval workflow.
2. The workflow will be determined by: If the item is a Budget/Finance item or not
3. The workflow will incorporate 1 static step and 2 dynamic steps for Non finance items and 1 static step and 2 dynamic steps for Finance Items.
4. Once an item is approved through the Workflow process it will appear in the Agenda Management area of the application and will no longer appear as a "Task" in workflow

Outline of Workflow Approval Paths

City Manager Workflows:

Non-Finance Item

1. Originator (Department)

A. Approve to Department Head

B. Approve to Cabinet Head

C. Peer Review

2. Department Head or Cabinet Head

A. Approve to City Manager Office

B. Return to Originator

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

C. Peer Review

3. City Manager Office

A. Return Item to Department Head / Cabinet Head

B. Approve Item to Agenda

Budget/Finance Item

1. Originator (Department)

A. Approve to Department Head

B. Approve to Cabinet Head

C. Peer Review

2. Department Head or Cabinet Head

A. Approve to Budget/Finance Office

B. Return to Originator

C. Peer Review

3. Budget/Finance Office

A. Approve Item to Agenda

B. Return to Department Head / Cabinet Review

C. Peer Review

D. Hold

4. Holding Item

A. Approve Item to Agenda

B. Return to Department Head / Cabinet Review

C. Peer Review

D. Hold

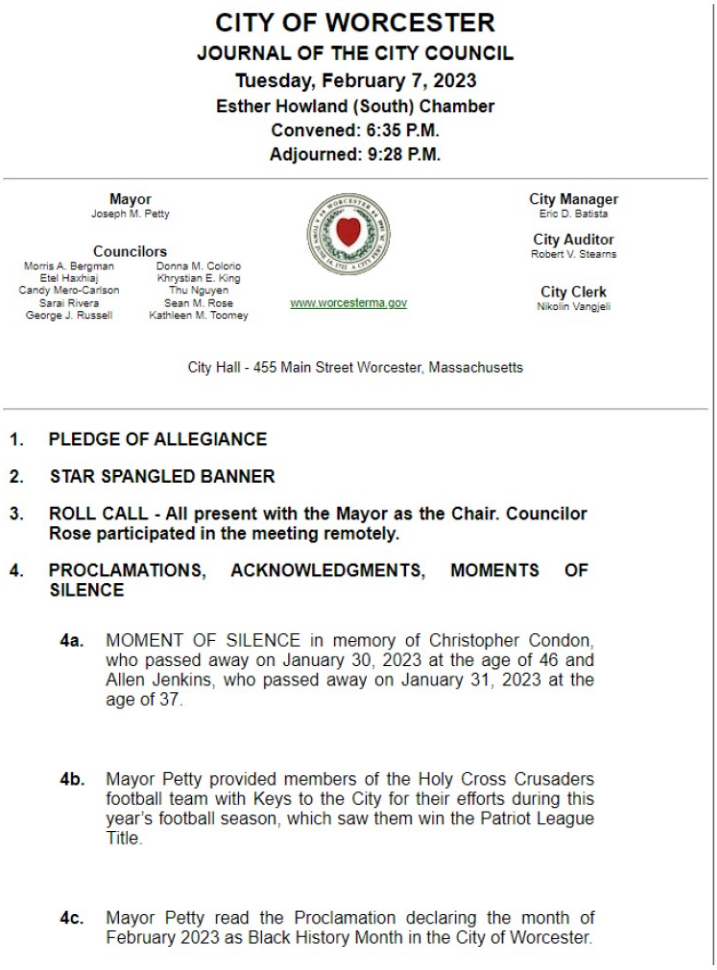
Addition of Non-City Manager Items to City Council

1. Non-City Manager Items for City Council do not have a rigid approval process. For this reason, there is no need to create these items (and generated system document) using form and workflow.
2. These items are created directly in the Meeting Management area of the application.
3. Attachments for these items will be uploaded as needed

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

Committee/Board Agenda

Sample Agenda image of City Council Agenda Document:



CITY OF WORCESTER
JOURNAL OF THE CITY COUNCIL
Tuesday, February 7, 2023
Esther Howland (South) Chamber
Convened: 6:35 P.M.
Adjourned: 9:28 P.M.

Mayor
Joseph M. Petty

Councilors
Morris A. Bergman, Etel Haxhiaj, Candy Mero-Carlson, Sarai Rivera, George J. Russell, Donna M. Colorio, Khrystian E. King, Thu Nguyen, Sean M. Rose, Kathleen M. Toomey

www.worcesterma.gov

City Manager
Eric D. Batista

City Auditor
Robert V. Stearns

City Clerk
Nikolin Vangjeli

City Hall - 455 Main Street Worcester, Massachusetts

1. **PLEDGE OF ALLEGIANCE**
2. **STAR SPANGLED BANNER**
3. **ROLL CALL - All present with the Mayor as the Chair. Councilor Rose participated in the meeting remotely.**
4. **PROCLAMATIONS, ACKNOWLEDGMENTS, MOMENTS OF SILENCE**

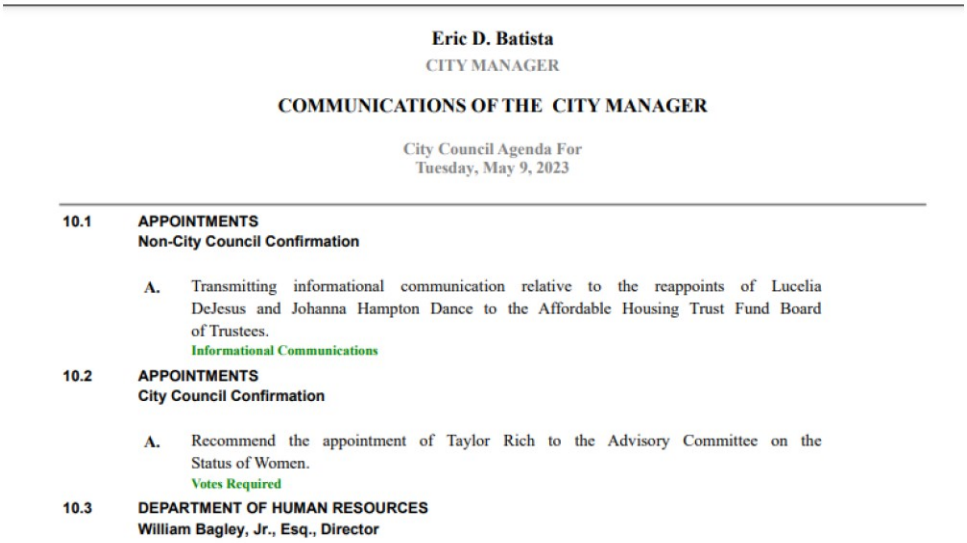
4a. MOMENT OF SILENCE in memory of Christopher Condon, who passed away on January 30, 2023 at the age of 46 and Allen Jenkins, who passed away on January 31, 2023 at the age of 37.

4b. Mayor Petty provided members of the Holy Cross Crusaders football team with Keys to the City for their efforts during this year's football season, which saw them win the Patriot League Title.

4c. Mayor Petty read the Proclamation declaring the month of February 2023 as Black History Month in the City of Worcester.

Sample image of City Manager Agenda Document:

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.



Eric D. Batista
CITY MANAGER

COMMUNICATIONS OF THE CITY MANAGER

City Council Agenda For
Tuesday, May 9, 2023

10.1 APPOINTMENTS
Non-City Council Confirmation

A. Transmitting informational communication relative to the reappoints of Lucelia DeJesus and Johanna Hampton Dance to the Affordable Housing Trust Fund Board of Trustees.
Informational Communications

10.2 APPOINTMENTS
City Council Confirmation

A. Recommend the appointment of Taylor Rich to the Advisory Committee on the Status of Women.
Votes Required

10.3 DEPARTMENT OF HUMAN RESOURCES
William Bagley, Jr., Esq., Director

Committee: City Council Agenda **Meeting Type**: Regular Meeting

Description	Section (S) or Item (I)	Required (R) or Optional (O)
INVOCATION	S	R
PLEDGE OF ALLEGIANCE	S	R
STAR SPANGLED BANNER	S	R
ROLL CALL	S	R
PROCLAMATIONS, ACKNOWLEDGMENTS, MOMENTS OF SILENCE	S	R
APPROVAL OF THE MINUTES	S	R
PUBLIC PARTICIPATION	S	R
HEARINGS AND ORDERS	S	R

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

RECONSIDERATION	S	R
FIRST ITEM OF BUSINESS	S	R
PETITIONS	S	R
COMMUNICATIONS OF THE CITY MANAGER	S	R
CHAIRMAN'S ORDERS	S	R
CHAIRMAN'S RESOLUTIONS	S	R
ORDERS	S	R
RESOLUTIONS	S	R
RECESS TO FINANCE COMMITTEE	S	R
COMMUNICATIONS OF THE CITY AUDITOR	S	R
COMMUNICATIONS OF THE CITY CLERK	S	R
COMMUNICATIONS	S	R
REPORTS OF THE COMMITTEES	S	R

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

TO BE ORDAINED	S	R
TABLED UNDER PRIVILEGE	S	R
TABLED ITEMS	S	R

Committee: City Manager **Meeting Type**: Regular Meeting

Description	**Section (S) or Item (I)**	**Required (R) or Optional (O)**
APPOINTMENTS - Non-City Council Confirmation	S	R
APPOINTMENTS - City Council Confirmation	S	R
DEPARTMENT OF HUMAN RESOURCES - William Bagley, Jr., Esq., Director	S	R
EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT - Peter Dunn, Chief Development Officer	S	R
EXECUTIVE OFFICE OF DIVERSITY AND INCLUSION - Eric D. Batista, Acting City Manager	S	R
DEPARTMENT OF PUBLIC WORKS AND PARKS - Administrative Division - Jay J. Fink, P.E., Commissioner	S	R
DEPARTMENT OF PUBLIC WORKS AND PARKS - Engineering and Architectural Services Division - Jay J. Fink, P.E., Commissioner	S	R
DEPARTMENT OF PUBLIC WORKS AND PARKS - Operations Division - Jay J. Fink, P.E., Commissioner	S	R
DEPARTMENT OF PUBLIC WORKS AND PARKS - Parks Division - Robert C. Antonelli, Jr., Assistant Commissioner	S	R

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

DEPARTMENT OF TRANSPORTATION AND MOBILITY - Stephen S. Rolle, P.E., Commissioner	S	R
FIRE DEPARTMENT - Martin Dyer, Acting Fire Chief	S	R
POLICE DEPARTMENT - Steven M. Sargent, Police Chief	S	R
DEPARTMENT OF EMERGENCY COMMUNICATIONS - Charles R. Goodwin, Director	S	R
LAW DEPARTMENT - Michael E. Traynor, Esq. - City Solicitor	S	R
DEPARTMENT OF INSPECTIONAL SERVICES - Administration - Christopher P. Spencer, Commissioner	S	R
DEPARTMENT OF INSPECTIONAL SERVICES - Building and Zoning Division - David Horne, Deputy Building Commissioner	S	R
DEPARTMENT OF INSPECTIONAL SERVICES - Housing and Health Inspections - Amanda M. Wilson, Director	S	R
DEPARTMENT OF HEALTH AND HUMAN SERVICES - Administration - Dr. Matilde "Mattie" Castiel, M.D., Commissioner	S	R
DEPARTMENT OF HEALTH AND HUMAN SERVICES - Division of Public Health - Michael P. Hirsh, M.D., Medical Director	S	R
DEPARTMENT OF HEALTH AND HUMAN SERVICES - Division of Elder Affairs - Amy Vogel Waters, Director	S	R
DEPARTMENT OF HEALTH AND HUMAN SERVICES - Division of Human Rights and Accessibility - Jayna L. Turchek, Esq., Director	S	R

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

DEPARTMENT OF HEALTH AND HUMAN SERVICES - Division of Veterans Services- Alex R. Arriaga, Veterans' Services Officer/Director	S	R
DEPARTMENT OF HEALTH AND HUMAN SERVICES - Division of Youth Services - Raquel Castro-Corazzini, Director	S	R
WORCESTER PUBLIC LIBRARY - Jason L. Homer, Executive Director	S	R
EXECUTIVE OFFICE OF THE CITY MANANGER - Cultural Development Division - Amy Peterson, Interim Director	S	R
EXECUTIVE OFFICE OF THE CITY MANAGER - Election Commission Division - Nikolin Vangjeli, City Clerk	S	R
PUBLIC SCHOOL DEPARTMENT - Rachel Monarrez, Superintendent	S	R
DEPARTMENT OF ADMINISTRATION AND FINANCE - Assessing Division - Samuel E. Konieczny, City Assessor	S	R
DEPARTMENT OF ADMINISTRATION AND FINANCE - Budget Office Division - Erin E. Taylor, Director	S	R
DEPARTMENT OF ADMINISTRATION AND FINANCE - Purchasing Division - Christopher Gagliastro, Director	S	R
DEPARTMENT OF ADMINISTRATION AND FINANCE - Treasury and Collections Division - Timothy J. McGourthy, Acting Treasurer	S	R
DEPARTMENT OF PUBLIC FACILITIES - Julie A. Lynch, Chief of Public Facilities	S	R
DEPARTMENT OF SUSTAINABILITY AND RESILIENCE - John W. Odell, Chief Sustainability Officer	S	R
DEPARTMENT OF INNOVATION AND TECHNOLOGY - Michael P. Hamel, Chief Information Officer	S	R
FINANCE ITEMS - Capital Transfers	S	R

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

FINANCE ITEMS - Grants and Donations	S	R
FINANCE ITEMS - Operational Transfers	S	R
FINANCE ITEMS - Prior Year	S	R
FINANCE ITEMS - Loan Orders	S	R
MISCELLANEOUS AGENDA TRANSMITTALS	S	R

Agenda Output

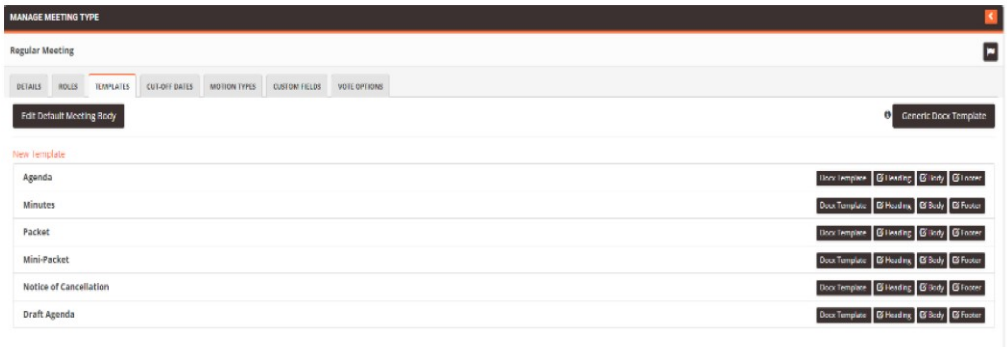
When items are approved through the workflow. The item will appear in an *"Agenda Management"* area. The area allows for management of items ahead of the agenda being published. The agenda will be compiled and published based on the samples provided

The following Board/Committee agendas will be configured and have meeting types according to the sample table below:

Board/Committee Name	Meeting Type	Description (optional)
City Council	Regular	City Council
City Manager	Regular	City Manager

Each Regular meeting type will include the following templates within it:

- **Agenda**
- **Minutes**
- **Packet**
- **Mini-Packet**



*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

Meeting Management

The In-Meeting interface in OneMeeting allows the user to conduct the following actions:

1. Starting the meeting
2. Taking Roll Call
3. Managing Speakers
4. Taking Minutes, Motions, and Votes
5. Ending the meeting

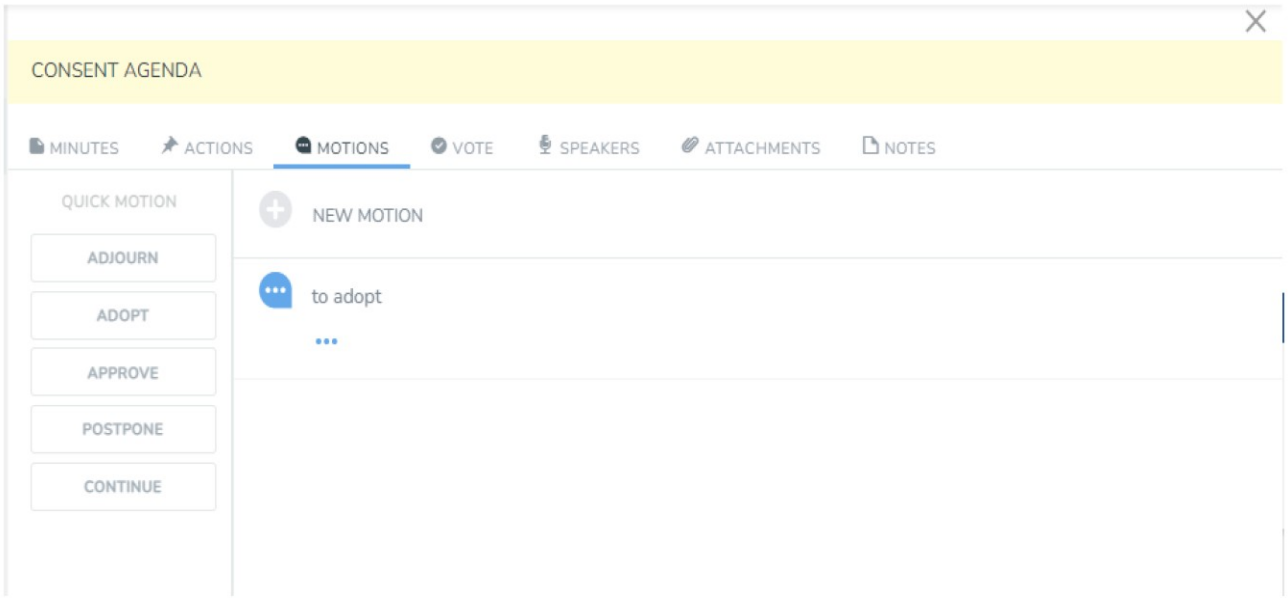
Meeting Management area will reflect the agenda.

Motions and Votes Interface

The motion and vote interface allows users to

1. Initiate and record a first motioner and a second motioner.
2. Record votes from each member

The motion and vote data are stored and will display in interface along with displaying in the Minutes document once compiled.



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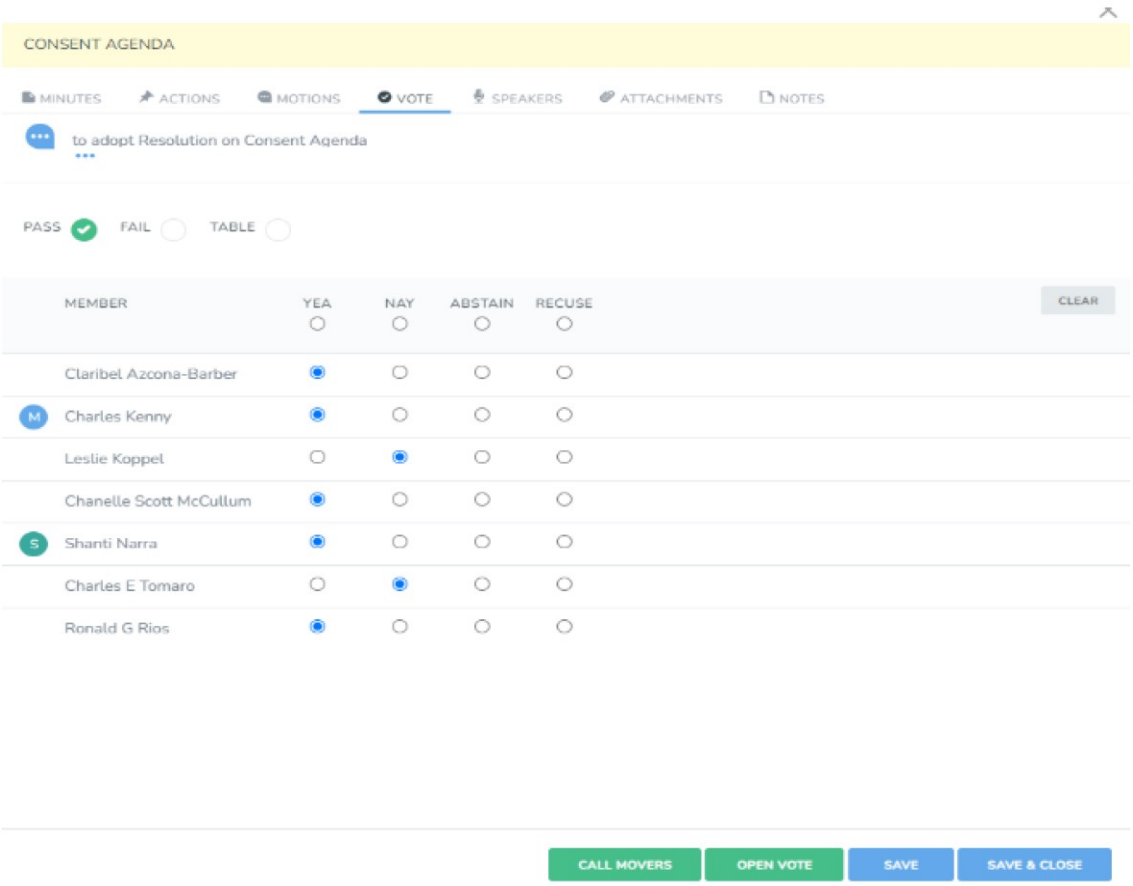


Sample Meeting Management View

List of all Motions and how they will appear

Motion Name	**Motion Text that will appear on Minutes Output**	**Vote output as it will appear in Minutes Output**
Accepted	Mayor Petty read the item and moved to accept the item.	Voted to accept the item on a roll call vote of 11 Yeas and 0 Nays.
Confirmed	Mayor Petty read the item and moved to confirm the appointment.	Voted to confirm the appointment on a roll call vote of 11 Yeas and 0 Nays.
Ordained	Mayor Petty read the item and moved for a roll call vote to ordain the item.	Ordained on a roll call vote of 11 Yeas and 0 Nays.
Reconsideration	Mayor Petty read the item and moved to reconsider the item.	Reconsidered on a roll call vote of 11 Yeas and 0 Nays.

Minutes Entry Interface

The minutes area allows users to enter free form text regarding actions that occurred in the meeting. The text can also be automated using a set of acronyms that users will be trained on how to create. For motions and votes that do not have a set vote count outcome (e.g., voice votes) it is recommended to capture these actions using the minutes area.

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

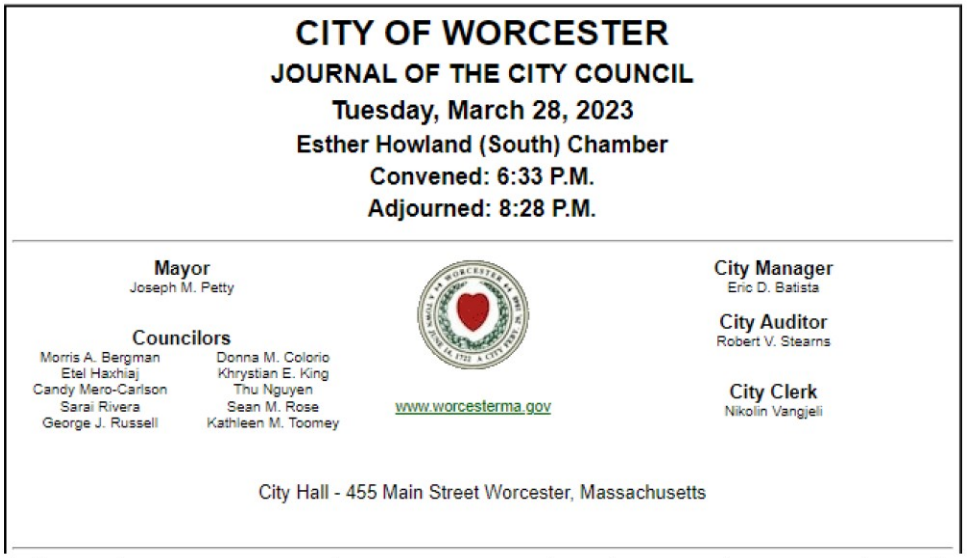
Minutes Glossary Table

Accepted and adopted	Mayor Petty read the item and moved to accept and adopt the item.
Denied	Mayor Petty read the item and moved to deny the item. Denied.
Resolution adopted	Mayor Petty read the item and moved to adopt the item. Resolution adopted.
Resolution adopted with gratitude	Mayor Petty read the item and moved to adopt the item. Resolution adopted with gratitude.
Tabled	Mayor Petty read the item and moved to Table the Item. Tabled.
Tabled Under Privilege	Mayor Petty read the item and moved to Table the Item Under Privilege. Tabled Under Privilege.
Voted to advertise proposed Ordinance	Mayor Petty read the item and moved to advertise the proposed Ordinance. Voted to advertise proposed Ordinance.
Voted to advertise proposed Loan Order	Mayor Petty read the item and moved for a roll call vote to advertise the proposed Loan Order.
Order adopted	Mayor Petty read the item and moved to adopt the item. Order adopted.
Placed on file	Mayor Petty read the item and moved to place the item on file. Placed on file.
Recommitted	Mayor Petty read the item and moved to recommit the item. Recommitted.

Minutes will appear before or after the motions and vote based on when it is entered. Minutes will appear on minutes output as follows.

Final Minutes Output Look and feel

The final minutes output will appear as



CITY OF WORCESTER

JOURNAL OF THE CITY COUNCIL

Tuesday, March 28, 2023

Esther Howland (South) Chamber

Convened: 6:33 P.M.

Adjourned: 8:28 P.M.

Mayor
Joseph M. Petty

Councilors
Morris A. Bergman
Etel Haxhiaj
Candy Mero-Carlson
Sarai Rivera
George J. Russell
Donna M. Colorio
Khrystian E. King
Thu Nguyen
Sean M. Rose
Kathleen M. Toomey

www.worcesterma.gov

City Manager
Eric D. Batista

City Auditor
Robert V. Stearns

City Clerk
Nikolin Vangjeli

City Hall - 455 Main Street Worcester, Massachusetts

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

10g. Request City Manager request Assistant Commissioner of Public Works and Parks provide City Council with a report regarding any and all efforts under way to treat weeds and bring up the water tables at Elm Park and to restore same. (Bergman)

Mayor Petty read the item and recognized Councilor Bergman, who spoke concerning the item. Mayor Petty moved to adopt the item. Order adopted

Post Meeting Workflow for Items (Council Orders) (PENDING AGREEMENT)

In the Scenario that the City Council direct an office or a department to conduct tasks related to an item a post meeting workflow can be leveraged.

Post meeting workflows allow users to send the item through a new approval process and add associated attachments during that approval.

Example:

1. The City Council direct the City Manager's office to follow up on an item and acquire extra documentation.
2. The user can navigate to Meeting Management, select the item and send it through workflow.
3. The item is now in a post meeting workflow where it can be tracked and updated with extra metadata and/or extra attachments.

Council Order Workflow

High Level Steps

1. Users will complete a "Post Meeting" form.
2. Form will be submitted into workflow.
3. A document will be generated with relevant data.
4. Data points will be tracked and updated through workflow steps.
5. The item will be updated via the form as it flows through workflow. Attachments can be added at each workflow step.
6. The user can select a FUTURE meeting to add the item to.

Detailed Form Fields

Form Fields	Functionality
Item ID	Text Entry followed by a Search Items Button
Item Title	Text area. Item Title displays and is editable
Suggested Council Action	Text Entry
Minutes Language Display	Text Area Displaying Minutes entered via Live Meeting (not editable)
Motion & Vote Display	Text Area Displaying Motions & Votes entered via Live Meeting (not editable)
Add Item to Meeting	Future Meeting Selection
Submit	Submit Button

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

Sample Document Output

CITY OF WORCESTER

Council Order Request

Item ID: 012345 **Original Meeting Date: 08/09/2023**

Department: Finance **Item Title: Sample Item Title**

Suggested Council Item: This is sample text

Minutes: This is sample text

Motion & Vote History: This is sample text

Council Order Post Meeting Workflow steps

Workflow Step	Routing Options
Originator	Send to City Manager Office
	Send to Auditor
	Send to City Clerk's Office
	Peer Review
City Manager Office (Static)	Department Review
	Holding Area
	Peer Review
	Approve
City Auditor (Static)	Department Review
	Holding Area
	Peer Review
	Approve
City Clerk Office (Static)	Department Review
	Holding Area
	Peer Review
	Approve
Department Review (Dynamic based on the Items originating Department	Return to City Manager Office
	Return to City Clerk Office

*Please share concerns with your PM or confirm the scope by setting the task on Monday.com to done. If no action is taken within three (3) business days, Rock Solid Technologies will consider the scope accepted.

	Return to City Auditor Office
	Peer Review
Holding Area	Return to City Manager Office
	Peer Review

Data Migration

This will be a manual meeting migration. The Worcester team will need to prepare their Data based on the instructions provided in https://rocksolidtech.monday.com/boards/3818618529/pulses/3818618716

The One Meeting team is investigating if the current unique identifiers for items can be migrated across.

APPENDIX Item Types

Item Name	Tracking Number Prefix	Example of Current Tracking Number
EX: RESOLUTION	*RES*	*RES-123*
PROCLAMATION	PRO	2023-12-12-pro-01
MINUTES	MIN	2023-12-12-min-01
HEARINGS	HAO	2023-12-12-hao-01
FIRST ITEM OF BUSINESS	FIB	2023-12-12-fib-01
SECOND ITEM OF BUSINESS	SIB	2023-12-12-sib-01
PETITIONS	PET	2023-12-12-pet-01
COMMUNICATIONS OF THE CITY MANAGER - APPOINTMENTS	CCM-APP	2023-12-12-ccm-app-01
COMMUNICATIONS OF THE CITY MANAGER - HUMAN RESOURCES	CCM-HR	2023-12-12-ccm-hr-01
COMMUNICATIONS OF THE CITY MANAGER - EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT	CCM-ED	2023-12-12-ccm-ed-01
COMMUNICATIONS OF THE CITY MANAGER - EXECUTIVE OFFICE OF DIVERSITY AND INCLUSION	CCM-DI	2023-12-12-ccm-di-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF PUBLIC WORKS AND PARKS	CCM-DPW	2023-12-12-ccm-dpw-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF PUBLIC WORKS AND PARKS - PARKS DIVISION	CCM-DPWP	2023-12-12-ccm-dpwp-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF TRANSPORTATION AND MOBILITY	CCM-DTM	2023-12-12-ccm-dtm-01
COMMUNICATIONS OF THE CITY MANAGER - FIRE DEPARTMENT	CCM-WFD	2023-12-12-ccm-wfd-01
COMMUNICATIONS OF THE CITY MANAGER - POLICE DEPARTMENT	CCM-WPD	2023-12-12-ccm-wpd-01
COMMUNICATIONS OF THE CITY MANAGER - EMERGENCY COMMUNICATIONS AND MANAGEMENT	CCM-ECM	2023-12-12-ccm-ecm-01
COMMUNICATIONS OF THE CITY MANAGER - LAW DEPARTMENT	CCM-LAW	2023-12-12-ccm-law-01
COMMUNICATIONS OF THE CITY MANAGER - INSPECTIONAL SERVICES	CCM-IS	2023-12-12-ccm-is-01

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COMMUNICATIONS OF THE CITY MANAGER - HEALTH AND HUMAN SERVICES - ADMINISTRATION	CCM-HHS-A	2023-12-12-ccm-hhs-a-01
COMMUNICATIONS OF THE CITY MANAGER - HEALTH AND HUMAN SERVICES - DIVISION OF PUBLIC HEALTH	CCM-HHS-PH	2023-12-12-ccm-hhs-ph-01
COMMUNICATIONS OF THE CITY MANAGER - HEALTH AND HUMAN SERVICES - DIVISION OF ELDER AFFAIRS	CCM-HHS-EA	2023-12-12-ccm-hhs-ea-01
COMMUNICATIONS OF THE CITY MANAGER - HEALTH AND HUMAN SERVICES - DIVISION OF HUMAN RIGHTS AND ACCESSIBILITY	CCM-HHS-HRA	2023-12-12-ccm-hhs-hra-01
COMMUNICATIONS OF THE CITY MANAGER - HEALTH AND HUMAN SERVICES - DIVISION OF VETERANS' SERVICES	CCM-HHS-VS	2023-12-12-ccm-hhs-vs-01
COMMUNICATIONS OF THE CITY MANAGER - HEALTH AND HUMAN SERVICES - DIVISION OF YOUTH SERVICES	CCM-HHS-YS	2023-12-12-ccm-hhs-ys-01
COMMUNICATIONS OF THE CITY MANAGER - WORCESTER PUBLIC LIBRARY	CCM-WPL	2023-12-12-ccm-wpl-01
COMMUNICATIONS OF THE CITY MANAGER - CULTURAL DEVELOPMENT DIVISION	CCM-CDD	2023-12-12-ccm-cdd-01
COMMUNICATIONS OF THE CITY MANAGER - ELECTION COMMISSION DIVISION	CCM-ECD	2023-12-12-ccm-ecd-01
COMMUNICATIONS OF THE CITY MANAGER - PUBLIC SCHOOLS DEPARTMENT	CCM-WPS	2023-12-12-ccm-wps-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF ADMINISTRATION AND FINANCE - ASSESSING DIVISION	CCM-AF-AD	2023-12-12-ccm-af-ad-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF ADMINISTRATION AND FINANCE - BUDGET OFFICE DIVISION	CCM-AF-BOD	2023-12-12-ccm-af-bod-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF ADMINISTRATION AND FINANCE - PURCHASING DIVISION	CCM-AF-PD	2023-12-12-ccm-af-pd-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF ADMINISTRATION AND FINANCE - TREASURY AND COLLECTIONS DIVISION	CCM-AF-TCD	2023-12-12-ccm-af-tcd-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF PUBLIC FACILITIES	CCM-FAC	2023-12-12-ccm-fac-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF SUSTAINABILITY AND RESILIENCE	CCM-SUS	2023-12-12-ccm-sus-01
COMMUNICATIONS OF THE CITY MANAGER - DEPARTMENT OF INNOVATION AND TECHNOLOGY	CCM-DOIT	2023-12-12-ccm-doit-01
COMMUNICATIONS OF THE CITY MANAGER - FINANCE ITEMS - CAPITAL TRANSFERS	CCM-FIN-CT	2023-12-12-ccm-fin-ct-01
COMMUNICATIONS OF THE CITY MANAGER - FINANCE ITEMS - GRANTS AND DONATIONS	CCM-FIN-GD	2023-12-12-ccm-fin-gd-01
COMMUNICATIONS OF THE CITY MANAGER - FINANCE ITEMS - OPERATIONAL TRANSFERS	CCM-FIN-OT	2023-12-12-ccm-fin-ot-01
COMMUNICATIONS OF THE CITY MANAGER - FINANCE ITEMS - PRIOR YEAR	CCM-FIN-PY	2023-12-12-ccm-fin-py-01
COMMUNICATIONS OF THE CITY MANAGER - FINANCE ITEMS - LOAN ORDERS	CCM-FIN-LOR	2023-12-12-ccm-fin-lor-01
COMMUNICATIONS OF THE CITY MANAGER - MISCELLANEOUS AGENDA TRANSMITTALS	CCM-MIS	2023-12-12-ccm-mis-01

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COMMUNICATIONS OF THE CITY AUDITOR	CCA	2023-12-12-cca-01
COMMUNICATIONS OF THE CITY CLERK	CCC	2023-12-12-ccc-01
COMMUNICATIONS	CMN	2023-12-12-cmn-01
ORDERS FILED BY THE CHAIRS OF COMMITTEES IN COMMITTEE	CHO	2023-12-12-cho-01
RESOLUTIONS FILED BY THE CHAIRS OF COMMITTEES IN COMMITTEE	CHR	2023-12-12-chr-01
PROPOSED ORDINANCES FILED BY THE CHAIRS OF COMMITTEES IN COMMITTEE	CPO	2023-12-12-cpo-01
ORDERS	ODS	2023-12-12-ods-01
RESOLUTIONS	RES	2023-12-12-res-01
REPORTS OF THE PLANNING BOARD	REP-PB	2023-12-12-rep-pb-01
REPORTS OF THE COMMITTEE ON ECONOMIC DEVELOPMENT	REP-ED	2023-12-12-rep-ed-01
REPORTS OF THE COMMITTEE ON EDUCATION	REP-EDU	2023-12-12-rep-edu-01
REPORTS OF THE COMMITTEE ON FINANCE	REP-FIN	2023-12-12-rep-fin-01
REPORTS OF THE COMMITTEE ON MUNICIPAL AND LEGISLATIVE OPERATIONS	REP-MLO	2023-12-12-rep-mlo-01
REPORTS OF THE COMMITTEE ON PUBLIC HEALTH AND HUMAN SERVICES	REP-PHHS	2023-12-12-rep-phhs-01
REPORTS OF THE COMMITTEE ON PUBLIC SAFETY	REP-PS	2023-12-12-rep-ps-01
REPORTS OF THE COMMITTEE ON PUBLIC SERVICE AND TRANSPORTATION	REP-PST	2023-12-12-rep-pst-01
REPORTS OF THE COMMITTEE ON PUBLIC WORKS	REP-PW	2023-12-12-rep-pw-01
REPORTS OF THE COMMITTEE ON ORDINANCES	REP-ORD	2023-12-12-rep-ord-01
REPORTS OF THE COMMITTEE ON TRAFFIC AND PARKING	REP-TP	2023-12-12-rep-tp-01
REPORTS OF THE COMMITTEE ON URBAN TECHNOLOGIES, INNOVATION AND ENVIRONMENT	REP-UTIE	2023-12-12-rep-utie-01
REPORTS OF THE COMMITTEE ON VETERANS' MEMORIALS, PARKS, AND RECREATION	REP-VPR	2023-12-12-rep-vpr-01
LOAN ORDERS TO BE ADOPTED	LOR	2023-12-12-lor-01
ORDINANCES TO BE ORDAINED	ORD	2023-12-12-ord-01
TABLED UNDER PRIVILEDGE	TUP	2023-12-12-tup-01
TABLED ITEMS	TAB	2023-12-12-tab-01

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cc2025jun06015757

CITY OF WORCESTER

ORDERED: That

The Rules of the City Council of the City of Worcester be and are hereby amended to amend Rule 10 to read as follows:

Rule 10. Deadline for Filing Items to be Included on the Council Agenda:

(a) Except for communications, recommendations and reports prepared by the city manager, all city council or joint calendars shall include all petitions, orders, communications, reports and papers, of any description, which may appropriately be brought before the city council and which are received by the city clerk not later than 4:15 p.m. on the Thursday preceding the day of each regular meeting. Papers presented after that hour on such day shall not be placed on the agenda but shall be held until the next appropriate meeting.

(b) Notwithstanding the above, the City Clerk shall include in all city manager calendars all communications, recommendations and reports of the city manager which may be transmitted electronically to the city clerk not later than 2:00 p.m. on the Friday preceding the day of each regular meeting; provided that, whenever any such Friday is a recognized holiday, or if a recognized holiday falls on the intervening Monday, this deadline shall be Thursday at 2:00 p.m. Papers, excluding emergency items, presented after the deadline established herein will not be considered until the next appropriate meeting. Furthermore, the city manager shall print and deliver to the mayor and city councilors no later than 5:00 p.m. the Friday preceding a Tuesday meeting (or the Thursday in the event of an intervening holiday) all city manager calendar communications, recommendations and reports of the city manager.

(c) Every such calendar of agenda items shall be posted by the city clerk in accordance with the Open Meeting Law, G.L. c. 30A §§ 18-25. The city clerk shall comply with all requirements of the attorney general, whether issued by regulation, advisory or otherwise, including the filing with the attorney general of written notice of the city's Open Meeting Law notice posting method. The City Clerk shall deliver electronic and printed copies of the calendar of agenda items to the mayor and city councilors no later than 5:00 p.m. the Friday preceding a Tuesday meeting (or the Thursday in the event of an intervening holiday). The city clerk shall likewise cause the city council calendar of agenda items to be posted on the city's website at the same time. Paper copies of this calendar shall be available to the public immediately upon its posting and at each meeting. For all member of the public petitions, committee reports, orders filed by the chairs of

committees in committee and other communications other than council orders and communications of the city manager, the city clerk shall indicate the appropriate action recommended for the council's consideration.

The City *of* Worcester
Executive Office of Economic Development
Planning & Regulatory Services

Planning Board
Albert LaValley, Chair
455 Main Street
P| 508-799-1400 **F|** 508-799-1406
Planning@worcesterma.gov
www.worcesterma.gov

May 21, 2025

ZONING MAP AMENDMENT

3, 6, 8, 10, 12, 14, 18, 40, 42, & 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17, & 18 Reynolds Street, and 885, 915, 919, 921, and 923 West Boylston Street (MBL 32-013-00034; -32+33; -26+29; -27+28; -00037; CO-NDO-00530; 32-053-00002; -0002A; -00001; -00009; 32-013-034-1; -00031; -00036; -00030; -00024; -00025; -22+23; -00021; -11+12; -00020; -18+19; -00010; -00009; -6A+17; -01+08; -15+16; -00007; -034-3; -13+14; -00006; -00005; -02+04)

RL-7 (Residence, Limited) Zoning District Extension – Zoning Map Amendment

(ZA-2025-005)

TO CITY COUNCIL:

On March 11, 2025, the Planning Board was referred the petition of Joshua Lee Smith, Esq., on behalf of Wolfe Farms, LLC, to amend the City of Worcester Zoning Map by extending the RL-7 (Residence, Limited) zoning district to wholly encompass the portions currently zoned RS-7 (Residence, Single-family) of the properties at 3, 6, 8, 10, 12, 14, 18, 40, 42, & 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17, & 18 Reynolds Street, and 885, 915, 919, 921, and 923 West Boylston Street. The subject properties are presently located entirely within an RS-7 (Residence, Single-family) zoning district with the exception of 923 West Boylston Street, which is split zoned, located partially in an RS-7 (Residence, Single-family) zoning district and partially in a BL-1.0 (Business, Limited) zoning district.

Having considered the same at its meeting on April 30, 2025, the Planning Board voted 4-0 to **recommend in favor** of the proposed zoning map amendment, finding it appropriate to facilitate the redevelopment of the properties and consistent with the objectives of City planning documents.

Respectfully submitted for the Planning Board,

Michelle Smith
Assistant Chief Development Officer
Planning & Regulatory Services
Signed on behalf of the Worcester Planning Board

2025 MAY 21 PM 3:07

List of Exhibits

Exhibit A: Petition – Wolfe Farms LLC; referred to Planning Board on 3/11/2025.

Exhibit B: Base Zoning Map of proposed RL-7 district to be extended 3, 6, 8, 10, 12, 14, 18, 40, 42, & 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15,

16, 17, & 18 Reynolds Street, and 885, 915, 919, 921, and 923 West Boylston Street

Exhibit C: Memorandum from the City of Worcester Division of Planning & Regulatory Services to the Planning Board; 3, 6, 8, 10, 12, 14, 18, 40, 42, & 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17, & 18 Reynolds Street, and 885, 915, 919, 921, and 923 West Boylston Street – RL-7 Extension - Zoning Map Amendment; dated April 28, 2025.

The City of **WORCESTER**

City Clerk Department
Nikolin Vangjeli, City Clerk
Stephen A.J. Pottle, Deputy City Clerk
Clare M. Robbins, Assistant City Clerk

Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk
City Hall Room 206
455 Main Street
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request

The undersigned, being the owners of certain property in the City of Worcester, most respectfully petition the City Council as follows:
To amend the Zoning Map of the City of Worcester, as referenced in Article III, Section 2 of the City of Worcester Zoning Ordinance, by changing the zoning designation of the Properties identified below from the current zoning designation of Residence, Single Family (RS-7) to Residence, Limited (RL-7), as shown on the map attached hereto.
The Properties include the properties known and numbered as 3, 6, 8, 10, 12, 14, 18, 40, 42, and 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17 and 18 Reynolds Street, and 885, 915, 919, 921 and 923 West Boylston Street, all in Worcester, Massachusetts, and each shown on the City of Worcester's Assessor's Map as M/B/L:

Malden Street Properties: 32/013/00034 (3 Malden Street); 32/013/32+33 (6 Malden Street); 32/ 013/ 26+29 (8 Malden Street); 32/ 013/ 27+28 (10 Malden Street); 32/013/00037 (12 Malden Street); 32/53C/0004C (14 Malden Street); 32/053/00002 (18 Malden Street); 32/053/0002A (40 Malden Street); 32/053/00001 (42 Malden Street); 32/053/00009 (44 Malden Street);

Malden Terrace Properties: 32/013/034-1 (1 Malden Terrace); 32/013/00031 (2 Malden Terrace); 32/013/00036 (3 Malden Terrace); 32/013/00030 (4 Malden Terrace); 32/013/00024 (5 Malden Terrace); 32/013/00025 (6 Malden Terrace);

Reynolds Street Properties: 32/013/22+23 (1-3 Reynolds Street); 32/013/00031 (5-7 Reynolds Street); 32/013/11+12 (8 Reynolds Street); 32/013/00020 (9 Reynolds Street); 32/013/18+19 (11 Reynolds Street); 32/013/00010 (12 Reynolds Street); 32/013/00009 (14 Reynolds Street); 32/013/6A+17 (15 Reynolds Street); 32/013/01+08 (16 Reynolds Street); 32/013/15+16 (17 Reynolds Street) and 32/013/00007 (18 Reynolds Street);

West Boylston Street Properties: 32/013/034-3 (885 West Boylston Street); 32/013/13+14 (915 West Boylston Street); 32/013/00006 (919 West Boylston Street); 32/013/00005 (921 West Boylston Street); 32/ 013/02+04 (923 West Boylston Street), respectively.

For title references to the parcels, please see the enclosed **Exhibit A** attached hereto.

Signature	Name	Address, Zip Code	Phone Number	Email
	Wolfe Farms LLC, by its Attorney Joshua Lee Smith	311 Main Street Worcester, MA 01608	(508) 926-3464	jsmith@bowditch.com

The City *of* Worcester
Executive Office of Economic Development
Planning & Regulatory Services

Division of Planning & Regulatory Services
Michelle M. Smith, Assistant Chief Development Officer
455 Main Street
P| 508-799-1400 **F|** 508-799-1406
Planning@worcesterma.gov
www.worcesterma.gov

Memorandum

To: Worcester Planning Board

From: Victor Panak, *Chief Planner*

Date: April 28, 2025

Re: **3, 6, 8, 10, 12, 14, 18, 40, 42, & 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17, & 18 Reynolds Street, and 885, 915, 919, 921, and 923 West Boylston Street**
(MBL 32-013-00034; -32+33; -26+29; -27+28; -00037; CO-NDO-00530; 32-053-00002; -0002A; -00001; -00009; 32-013-034-1; -00031; -00036; -00030; -00024; -00025; -22+23; -00021; -11+12; -00020; -18+19; -00010; -00009; -6A+17; -01+08; -15+16; -00007; -034-3; -13+14; -00006; -00005; -02+04)

– Extend RL-7 (Residence, Limited) Zoning District - Zoning Map Amendment

Proposed Zone Change

Wolfe Farms, LLC seeks to amend the City of Worcester Zoning Map by extending the RL-7 (Residence, Limited) zoning district to wholly encompass the portions currently zoned RS-7 (Residence, single-family) of the properties at 3, 6, 8, 10, 12, 14, 18, 40, 42, & 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17, & 18 Reynolds Street, and 885, 915, 919, 921, and 923 West Boylston Street. (±656,316 SF or 15.1 acres; 32 parcels affected).

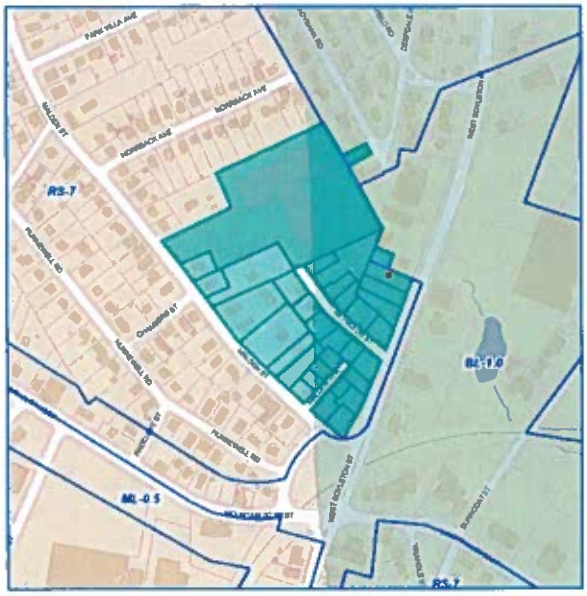
The subject properties are presently located entirely within an RS-7 (Residence, Single-family) zoning district with the exception of 923 West Boylston Street, which is split zoned, located partially in an RS-7 (Residence, Single-family) zoning district and partially in a BL-1.0 (Business, Limited) zoning district.

Staff Note: The public hearing notice indicates that the petitioner is proposing to rezone to the RL-7 the portion of 923 Boylston Street that is currently zoned BL-1.0. The petitioner has confirmed they are not seeking to rezone the BL-1.0 portion of 923 Boylston Street and only seeking to rezone to the RL-7 the portion of 923 Boylston Street that is currently in the RS-7.

Recommendation

The Planning Board's role in this matter is to make a recommendation to the City Council with respect to the proposed zone change. In doing so, the Board should consider how development is shaped under the current and the proposed zoning district and determine whether the proposed changes would further development in a manner consistent with community objectives and compatible with the neighborhood.

Location



Analysis - (RS-7/BL-1.0 to RL-7)

The proposed map amendment would affect approximately 15.1 acres of land located on Malden Street, Malden Terrace, Reynolds Street, and West Boylston Street. The subject properties are all located in an RS-7 (Residence, Single-family) with the exception of 923 West Boylston Street which is located partially in an RS-7 (Residence, Single-family) zoning district and partially in a BL-1.0 (Business, Limited) zoning district.

This neighborhood features a mix of commercial and residential uses along West Mountain Street and West Boylston Street. To the north of West Mountain Street and west of West Boylston Street is the subject residential neighborhood, which contains a mix of single-family, two-family, three-family, and low-rise multi-family residential uses. The notable exception, at 44 Malden Street, is a City-owned property with the Norrback Avenue School. The commercial streets of West Mountain Street and West Boylston Street feature a variety of commercial uses, including auto-oriented uses, manufacturing uses, and grocery stores.

Permitted Uses:

The RS-7 is the second most restrictive residential zoning district and allows only single-family dwellings and exempt uses by-right. The RL-7 is a less restrictive residential zoning district that allows two-units (duplexes and two-families) by-right and other uses (three-family, low-rise multi-family) by special permit. Business, general and manufacturing uses are generally not permitted in either district, with very few allowed by special permit, as noted below (*see Table 1*).

The majority of the properties proposed to be rezoned to the RL-7 are currently located in the RS-7 zoning district. The main difference in allowed uses between these two residential districts is that the RL-7 allows for two-family, three-family, and low-density multi-family uses whereas the RS-7 district does not allow these uses. The RL-7 also allows for nursing homes, funeral homes, and personal service businesses by special permit whereas the RS-7 does not permit any commercial uses. In all other respects, the allowed uses between the two districts are near identical.

Table 1: Comparison of Allowed Uses: RS-7 v. RL-7

	Existing	Proposed
	RS-7	RL-7
Residential		
Multi-family dwelling, low-rise; Single-family attached dwelling; Three-family detached dwelling	N	SP
Single-family semi-detached dwelling; Two-family detached dwelling	N	Y
General		
Nursing or convalescent home/institution/facility	N	SP
Business		
Funeral undertaking establishment; Service shop, personal services;	N	SP

Dimensional requirements:

There are minor differences in the dimensional requirements between the RS-7 zoning district and the RL-7 zoning district.

Single-family dwellings in the RS-7 and RL-7 districts are subject to the same dimensional requirements: 7,000 SF minimum lot area, 65 FT of frontage, 20-FT front- and rear-yard setbacks, and 8-FT side-yard setbacks. Other residential uses are not permitted in the RS-7 zoning district but where permitted in the RL-7 district, the two-family, three-family, and multi-family uses are generally subject to: 3,000-4,000 SF minimum lot area per dwelling unit, 65-75 FT of frontage, and the same setbacks as would apply to single-family dwellings. While all single- and two-family dwellings in the RS-7 and RL-7 districts are limited to 35 FT in height, three-family and multi-family dwellings in the RL-7 are permitted to be 50 FT in height.

Zoning History

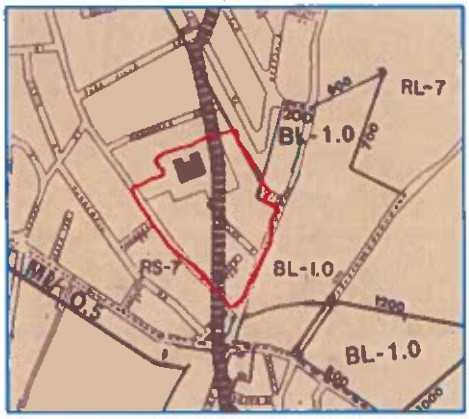
The oldest City of Worcester zoning map available (1971) indicates that most of the subject properties have been zoned in the RS-7 zoning district since 1971 and their zoning has remained unchanged.

The properties along West Boylston Street (885, 915, 919, 921, and 923 West Boylston Street) were zoned RS-7 until sometime between 1983 and 1987, when they were rezoned into the BL-1.0 zoning district and in a "Mixed-Use" overlay district. By 1991, the "MU" overlay district was eliminated in this area, and the BL-1.0 district was reduced to more-or-less its existing extent. The only property that remained (partially) in the BL-1.0 district by 1991 was 923 West Boylston Street.

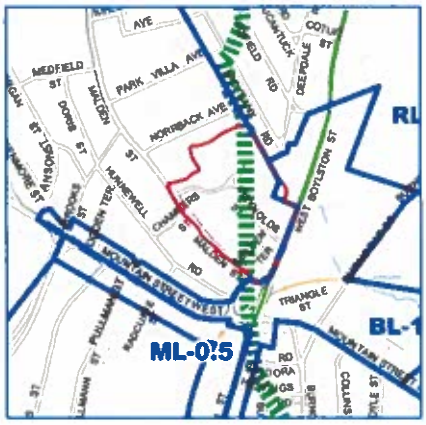
Between 1991 and 2006, the BL-1.0 zoning district was further expanded to encompass properties on the north side of West Mountain Street, but not affecting any of the subject properties.

1971 Zoning Map

1987 Zoning Map

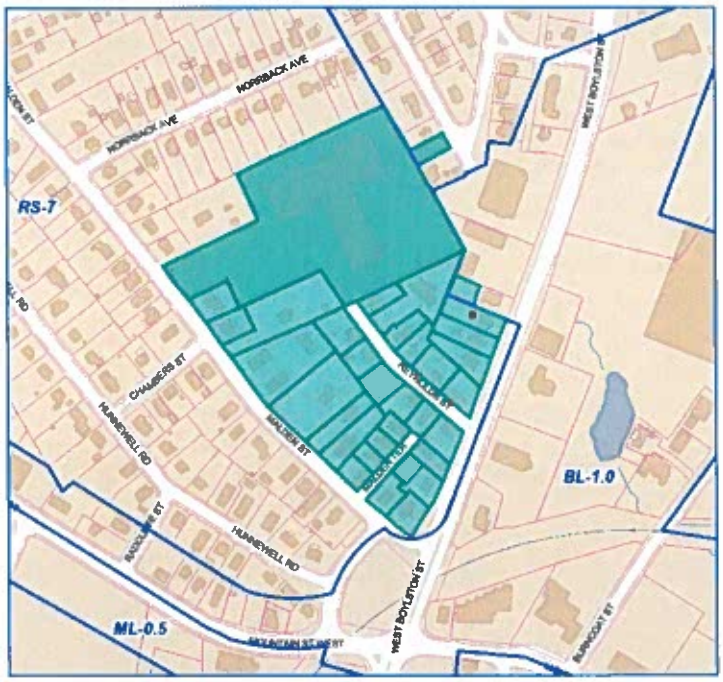


1991 Zoning Map



2007 Zoning Map

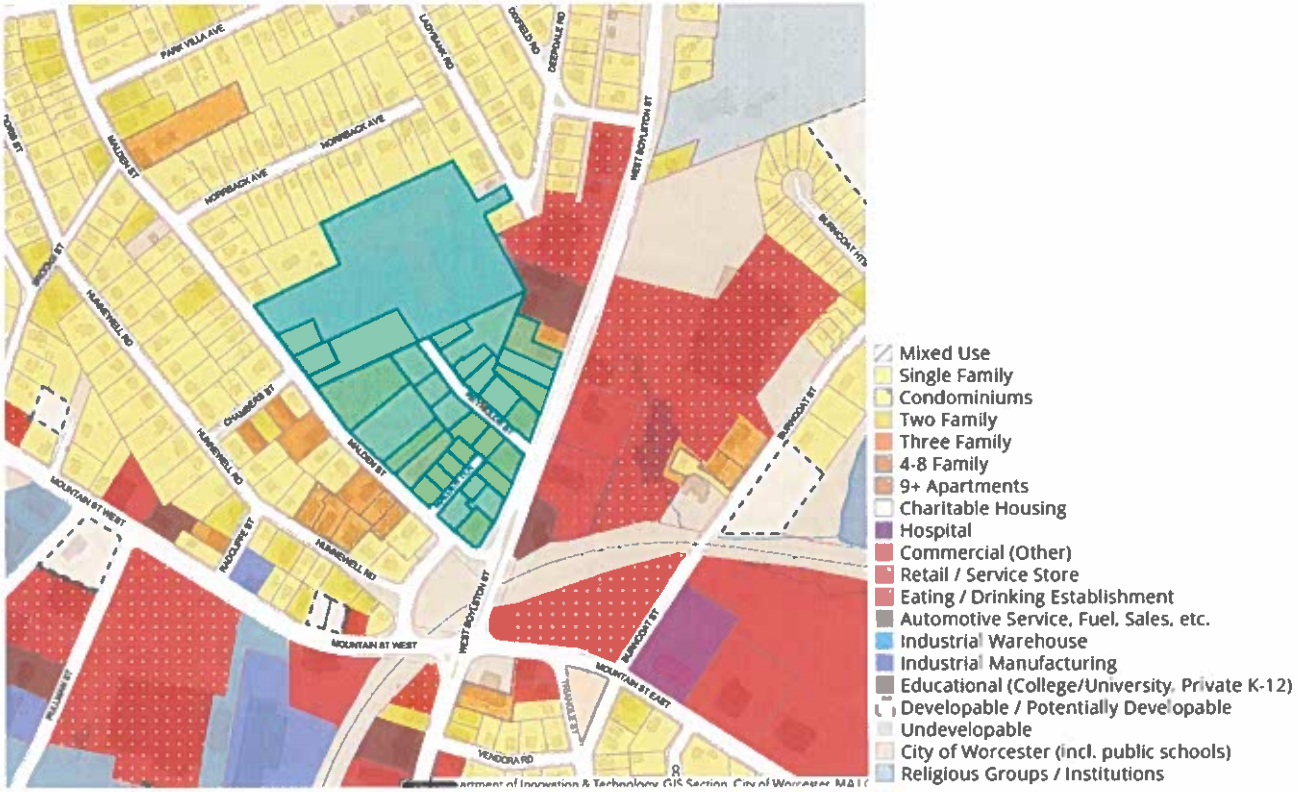
Current Zoning Map (2025)



Neighborhood Land Use

The subject parcels are northwest of the corner of Malden Street and West Boylston Street. To the south of the subject parcels is a block of mixed-residential properties (single-family and two-family). Beyond that is West Mountain Street, where there is an established mix of commercial retail and automotive uses as well as industrial warehouse and manufacturing uses and some single-family and two-family uses. To the north and west of the subject parcels are residential neighborhoods consisting of predominantly single-family dwellings with some two-family and three-family dwellings mixed in. To the east, along West Boylston Street, is a mix of commercial retail and automotive uses as well as residential uses.

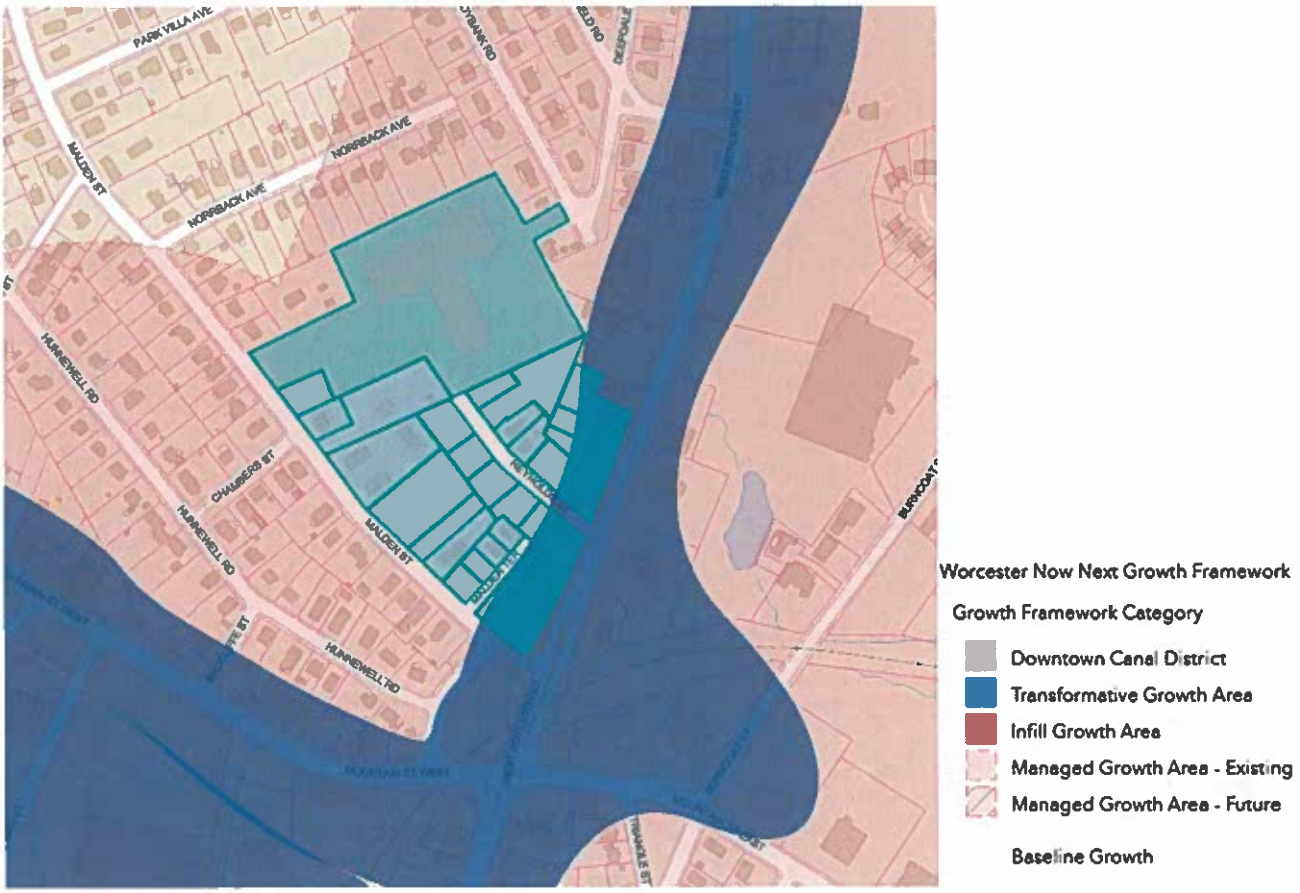
Land Use Categories Map



Alignment with Worcester Now | Next

In the Worcester Now | Next Citywide Long-range Plan, the subject area is partially designated as a "Managed Growth Area" and partially as a "Transformative Growth Area" associated with the West Boylston Street Corridor. Managed Growth Areas aim to allow for moderate increases in housing density within a ¼ mile walk of existing and potential transit corridors. Transformative Growth Areas are meant to facilitate significant reinvestment and physical transformation due to being considered areas with unmet potential and that, in this context, can support substantial job growth. While Now | Next envisions all land uses as a mix, the expressed land-use vision for this Transformative Growth Area is "Artisan" or uses typically anchored by small, low-impact creative producers (e.g. fashion, furniture, food and beverage) with complementary limited retail, commercial, hotels, and residential. It's important to note that the Plan was not intended to be a parcel-by-parcel prescription for land uses, but rather a reflection of the area's ability to support the uses and magnitude of transformation to help guide (re)development.

Worcester Now | Next Citywide Long-range Plan: Growth Framework Map



Current and Historic Land Uses

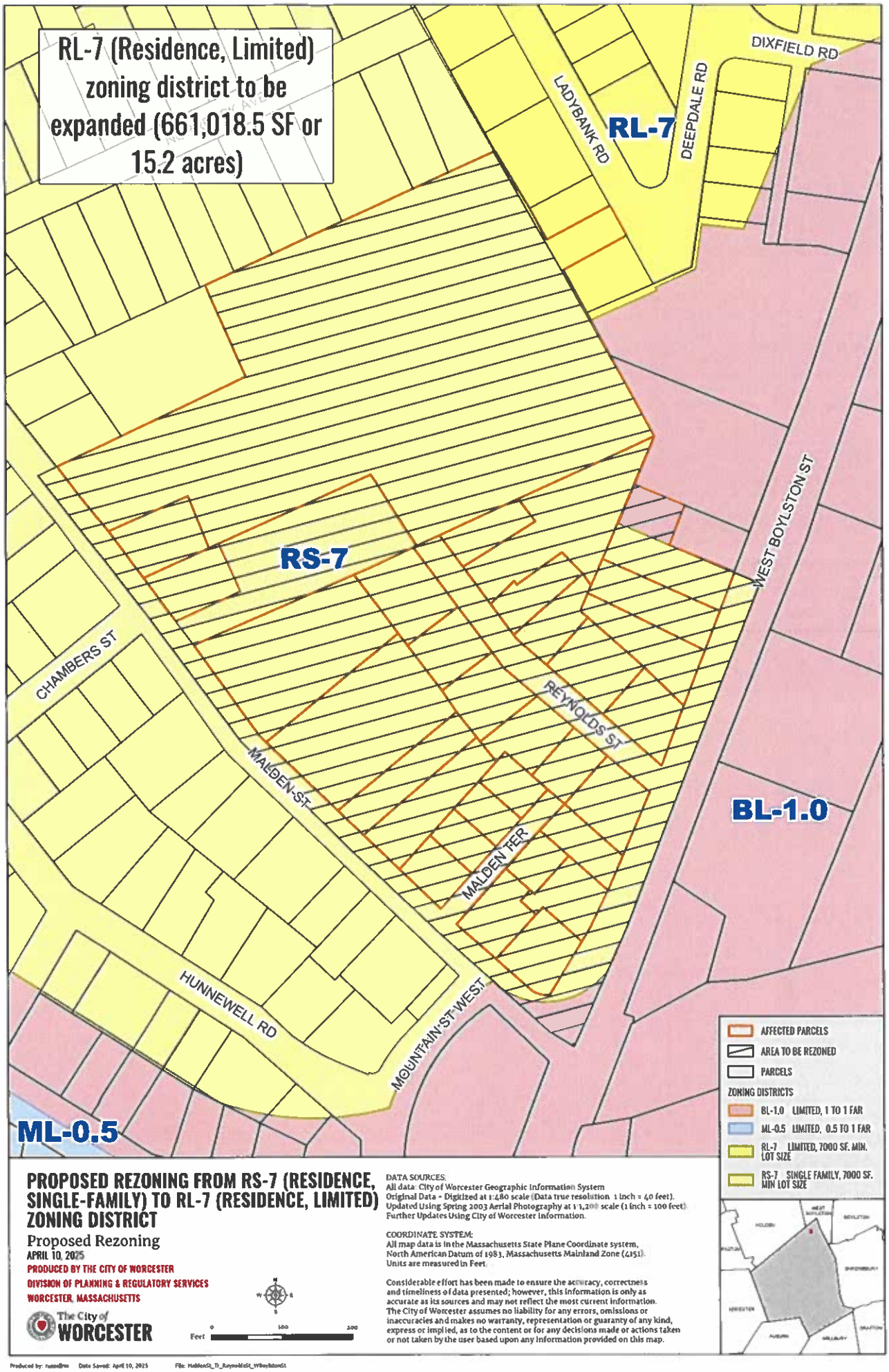
Available historic maps indicate that the subject properties were residential uses since 1922, with lots being subdivided over time resulting in progressively denser residential neighborhood. Sanborn insurance maps from 1936 and 1969 suggest that some commercial uses were present on some of the properties along West Boylston Street. By 1969, the Norrback Avenue School had been constructed and the layout of the neighborhood had evolved to its current configuration (with the exception of a few minor lot line adjustments).

List of Exhibits

Exhibit A: Petition – Wolfe Farms LLC; referred to Planning Board on 3/11/2025.

Exhibit B: Base Zoning Map of proposed RL-7 district to be extended 3, 6, 8, 10, 12, 14, 18, 40, 42, & 44 Malden Street, 1-6 Malden Terrace, 1-3, 5-7, 8, 9, 11, 12, 14, 15, 16, 17, & 18 Reynolds Street, and 885, 915, 919, 921, and 923 West Boylston Street

T&G Publication Dates: April 16, 2025 & April 23, 2025



Produced by: russo@ww Date Saved: April 10, 2025 File: MaldenSt_Tr_ReynoldsSt_WBoylstonSt

Z:\wood\Russo\mmZMA Postcard\ZA-2025-005 - Malden St, Malden Ter, Reynolds St, Webo St

cc2024may02042927

CITY OF WORCESTER

In Committee

November 19, 2024

The Committee on Economic Development to whom was referred September 10, 2024 the Report of the Planning Board Upon the Petition of Joshua Lee Smith, on behalf of Sahil Properties LLC, request Zoning Map be amended by changing the zoning designation of the property located at 66 Southgate St. and 91 Canterbury St. from RG-5 to BL-1.0; having considered the same, most respectfully reports recommending passage of the accompanying proposed Ordinance.

For the Committee

Clerk

Amendment XXXX

AN ORDINANCE AMENDING ARTICLE III OF THE WORCESTER ZONING ORDINANCE ADOPTED APRIL 2, 1991, RELATIVE TO EXTENSION OF THE BUSINESS, LIMITED-1.0 (BL-1.0) ZONING DISTRICT IN THE VICINITY OF 66 SOUTGATE STREET & 91 CANTERBURY STREET.

Be it ordained by the City Council of the City of Worcester as follows:

Article III, Section 2 of the Worcester Zoning Ordinance is hereby amended to alter the official Zoning Map by changing the area within the boundaries hereinafter described to be included within the Business, Limited - 1.0 (BL-1.0) Zoning District:

Beginning at the Southeasterly most point of the property now or formerly owned by SAHIL PROPERTIES LLC at the intersection with the existing boundary line separating the property now or formerly owned by TRANG, ANDY + TRAN, THAM and the Northerly sideline of Southgate Street;

Thence Southeasterly 22 feet, more or less, along a line perpendicular to Southgate Street, to a point on centerline of Southgate Street;

Thence Southwesterly 44 feet, more or less, along the centerline of Southgate Street, to a point on the centerline of Southgate Street;

Thence Northwesterly 22 feet, more or less, along a line perpendicular to Southgate Street, to the point on the northerly sideline of Southgate Street at the intersection with the existing boundary line separating the property now or formerly owned by SAHIL PROPERTIES LLC and the property now or formerly owned by DURAN, RAULENNE;

Thence Northwesterly 132 feet, more or less, along the existing boundary line separating the property now or formerly owned by SAHIL PROPERTIES LLC and the property now or formerly owned by DURAN, RAULENNE to the point of intersection with the existing boundary line separating the property now or formerly owned by BRAZILIAN CHURCH ASSEMBLY OF GOD;

Thence Southwesterly 38 feet, more or less, along the existing boundary line separating the property now or formerly owned by SAHIL PROPERTIES LLC and the property now or formerly owned by BRAZILIAN CHURCH ASSEMBLY OF GOD to the point of intersection with the existing boundary line separating the BL-1.0 and RG-5 zoning districts;

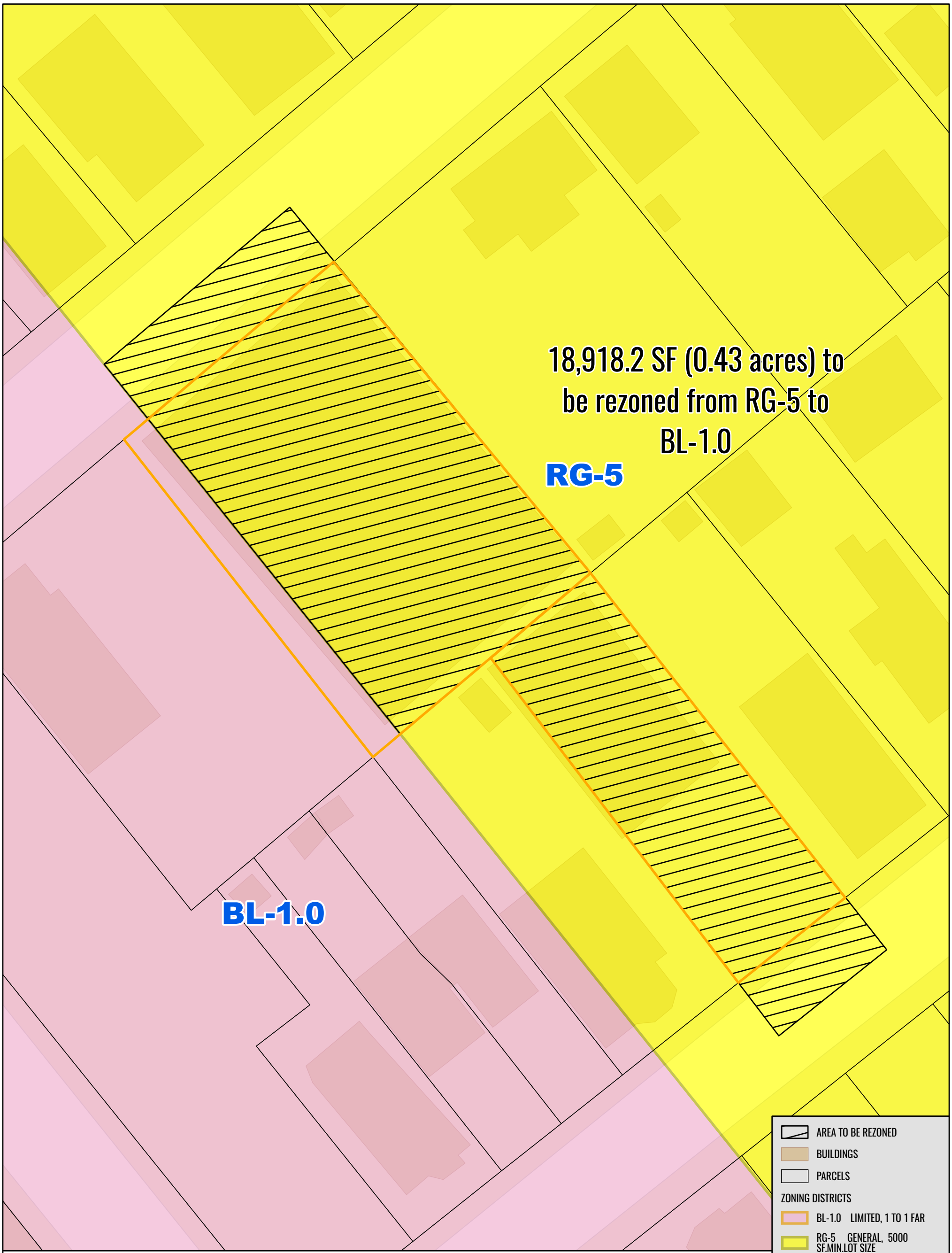
Thence Northwesterly 152 feet, more or less, along the existing boundary line separating the BL-1.0 and RG-5 zoning districts to a point on centerline of Canterbury Street;

Thence Northeasterly 79 feet, more or less, along the centerline of Canterbury Street, to a point on the centerline of Canterbury Street;

Thence Southeasterly 22 feet, more or less, along a line perpendicular to Canterbury Street, to the point on the southern sideline of Canterbury Street at the intersection with the existing boundary line separating the property now or formerly owned by BRAZILIAN CHURCH ASSEMBLY OF GOD and the property now or formerly owned by HUGHES, AILAN NGUYEN + THERESA NGUYEN;

Thence Southeasterly 131 feet, more or less, along the existing boundary line separating the property now or formerly owned by BRAZILIAN CHURCH ASSEMBLY OF GOD and the property now or formerly owned by HUGHES, AILAN NGUYEN to the point of intersection with the existing boundary line separating the property now or formerly owned by SAHIL PROPERTIES LLC;

Thence Southeasterly 133 feet, more or less, along the existing boundary line separating the property now or formerly owned by SAHIL PROPERTIES LLC and the property now or formerly owned by TRANG, ANDY + TRAN, THAM to the point of the beginning.



91 CANTERBURY STREET & 66 SOUTHGATE STREET

Proposed Rezoning

MAY 21, 2024

PRODUCED BY THE CITY OF WORCESTER
DIVISION OF PLANNING & REGULATORY SERVICES
WORCESTER, MASSACHUSETTS

The City *of* WORCESTER

N W E S

0 25 50
Feet

DATA SOURCES:
All data: City of Worcester Geographic Information System
Original Data - Digitized at 1:480 scale (Data true resolution: 1 inch = 40 feet).
Updated Using Spring 2003 Aerial Photography at 1:1,200 scale (1 inch = 100 feet).
Further Updates Using City of Worcester Information.

COORDINATE SYSTEM:
All map data is in the Massachusetts State Plane Coordinate system, North American Datum of 1983, Massachusetts Mainland Zone (4151). Units are measured in Feet.

Considerable effort has been made to ensure the accuracy, correctness and timeliness of data presented; however, this information is only as accurate as its sources and may not reflect the most current information. The City of Worcester assumes no liability for any errors, omissions or inaccuracies and makes no warranty, representation or guaranty of any kind, express or implied, as to the content or for any decisions made or actions taken or not taken by the user based upon any information provided on this map.

Produced by: russellrm Date Saved: May 21, 2024 File: 91 Canterbury Street & 66 Southgate Street

Z:\eoed\CaryS\Zoning Map Amendments\91 Canterbury St. & 66 Southgate St/91 Canterbury Street & 66 Southgate Street.aprx

cm2025may09021201

CITY OF WORCESTER

In Committee

June 3, 2025

The Committee on Economic Development to whom was referred May 13, 2025 the Communication of the City Manager requesting adoption of the Housing Development Certified Project Application/Tax Increment Exemption Agreement for 17 Pearl St.; having considered the same, most respectfully reports recommending adoption of the accompanying Resolution.

For the Committee

Clerk

CITY OF WORCESTER

RESOLUTION
APPROVING HOUSING DEVELOPMENT CERTIFIED PROJECT APPLICATION
OF HHM CUBE PROPERTIES, LLC

WHEREAS: HHM Cube Properties, LLC (the Developer) has applied for designation as a Housing Development Certified Project under the Massachusetts Housing Development Incentive Program (HDIP) created by Chapter 40V of Massachusetts General Laws; and

WHEREAS: The Developer's project meets the minimum standards of the HDIP and the local economic development goals and criteria that comprise the City of Worcester HDIP; and

WHEREAS: The proposed Housing Development Certified Project is located within the boundaries of the City's Urban Density Residential District at 17 Pearl Street, Worcester, MA 01608, City Assessor's Map 03, Block 031, Lot 00012 with a base value of $261,200; and

WHEREAS: The Developer will be investing approximately $35,800,000 in the property, and the project involves the construction of 139 mixed-income apartments; and

WHEREAS: The City of Worcester has agreed to offer a Tax Increment Exemption (TIE) Agreement to the Developer (the property owner and taxpayer of record), and the following is a summarization of the amount of residential taxes to be paid to the City of Worcester for the 12-year term of the TIE Plan:

Year 1: Base assessed value plus 15% of the increase in the new value;
Year 2: Base assessed value plus 20% of the increase in the new value;
Year 3: Base assessed value plus 20% of the increase in the new value;
Year 4: Base assessed value plus 30% of the increase in the new value;
Year 5: Base assessed value plus 40% of the increase in the new value;
Year 6: Base assessed value plus 50% of the increase in the new value;
Year 7: Base assessed value plus 65% of the increase in the new value;
Year 8: Base assessed value plus 75% of the increase in the new value;

Year 9: Base assessed value plus 80% of the increase in the new value;
Year 10: Base assessed value plus 85% of the increase in the new value;
Year 11: Base assessed value plus 90% of the increase in the new value;
Year 12: Base assessed value plus 90% of the increase in the new value;

Exemption Schedule: Average of 45% Over 12 Years

WHEREAS: The TIE Agreement will be valid for a period of 12 years, anticipated to begin on July 1, 2027, following the increase in value to the aforementioned parcel as determined by the City of Worcester Assessor's Office and Final Certification from the Massachusetts Executive Office of Housing and Livable Communities. While billing will continue to occur on a quarterly basis, the exemption for each TIE Year will be calculated annually and will be reflected in the third quarter actual tax bill issued in December upon the realization of an increase in property value.

NOW, THEREFORE, BE IT RESOLVED

1. That the Worcester City Council hereby approves the Housing Development Certified Project application of the Developer and forwards said application for certification to the Massachusetts Executive Office of Housing and Livable Communities for its approval and designation;

2. That the City Manager be and is hereby authorized to file the necessary information and application with the Massachusetts Executive office of Housing and Livable Communities;

3. That the City Manager be and is hereby authorized to execute any actions necessary to carry out the Housing Development Certified Project designation.

cm2024mar29112725

CITY OF WORCESTER

In Committee

May 6, 2025

The Committee on Economic Development to whom was referred April 2, 2024 the Communication of the City Manager transmitting informational communication on Discover Central MA and the agency's impact as it relates to the tourism industry; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2025mar07040129

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred March 11, 2025 the Communication of the City Auditor transmitting an informational communication of a notification from the Worcester Retirement System (WRS) to the City Council to provide a Cost-of-Living Adjustment (COLA) to its retirees of 3% of the COLA base effective July 1, 2025.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2024dec31115935

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred January 7, 2025 the Communication of the City Auditor transmitting an informational communication listing all city vehicles acquired since 2022, for the period of July 1, 2021, through November 30, 2024.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2025mar07040950

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred March 11, 2025 the Communication of the City Clerk transmitting an information communication relative to Rule 14 of the City Council, concerning information that any ruling of the chair shall be subject to an appeal by a motion of any city councilor.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2024jul05083453

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred July 16, 2024 the Communication of the City Clerk transmitting an informational communication concerning the November 7, 2023 Municipal Election, along with information concerning strategies implored to increase voter turnout.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2024jul05084305

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred July 16, 2024 the Communication of the City Clerk transmitting an informational communication concerning the process and costs associated with the hand recount of all the Republican ballots cast at the Presidential Primary Election held on March 5, 2024 for the office of Republican, State Committee Woman, First Worcester District.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025mar14011430

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred March 18, 2025 the Communication of the City Manager transmitting informational communication relative to the 2024 gross payroll for City of Worcester and Worcester School Department employees.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025feb21102114

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred February 25, 2025 the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Dec. 31, 2024.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025jan31035442

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred February 4, 2025 the Communication of the City Manager transmitting informational communication relative to a presentation on the preliminary Fiscal Year 2026 Budget.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025jan16025346

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred January 21, 2025 the Communication of the City Manager transmitting informational communication relative to new borrowing for the DCU Special Tax District in accordance with MGL Chapter 422 of the Acts of 2006.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2024dec05052512

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred December 10, 2024 the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Oct. 31, 2024.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2023jul10010433

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred July 18, 2023 the Communication of the City Manager transmitting informational communication relative to a report concerning costs incurred by the city through court judgements and settlements made by the city, broken down by the department associated with the settlement.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2025jan16115001

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred January 14, 2025 the Order of Councilor Thu Nguyen – Request City Manager work with the Governor and Attorney General to ensure an extension of the allowance of remote participation options such as Zoom at public meetings.; having considered the same, most respectfully reports recommending Order be placed on file.

For the Committee

Clerk

cc2025jan02020615

CITY OF WORCESTER

In Committee

May 1, 2025

The Committee on Municipal And Legislative Operations to whom was referred January 7, 2025 the Order of Mayor Joseph M. Petty - Request Standing Committee on Municipal and Legislative Operations hold a public hearing relative to public officials using remote participation at City Council and Standing Committee meetings that includes a review of any potential limitations and/or options associated with participating in meetings in such a manner.; having considered the same, most respectfully reports recommending Order be placed on file.

For the Committee

Clerk

cc2025mar14025505

CITY OF WORCESTER

In Committee

May 29, 2025

The Committee on Municipal And Legislative Operations to whom was referred March 18, 2025 the Communication of the City Auditor transmitting the single audit report for the year ended June 30, 2024, required by the U.S. Office of Management and Budget (OMB) and conducted by the certified public accounting firm of CliftonLarsonAllen, LLP (CLA) in accordance with the OMB's Uniform Guidance; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2025jan09032622

CITY OF WORCESTER

In Committee

May 29, 2025

The Committee on Municipal And Legislative Operations to whom was referred January 14, 2025 the Communication of the City Auditor transmitting the City's Annual Comprehensive Financial Report (ACFR) for the year ended June 30, 2024, prepared by the Auditing department and audited by the Certified Public Account firm of CliftonLarsonAllen, LLP; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025apr24055026

CITY OF WORCESTER

In Committee

May 29, 2025

The Committee on Municipal And Legislative Operations to whom was referred April 29, 2025 the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Feb. 28, 2025; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025apr24054332

CITY OF WORCESTER

In Committee

May 29, 2025

The Committee on Municipal And Legislative Operations to whom was referred April 29, 2025 the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Jan. 31, 2025; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025jan15023102

CITY OF WORCESTER

In Committee

May 29, 2025

The Committee on Municipal And Legislative Operations to whom was referred January 21, 2025 the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Nov. 30, 2024; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2024nov07123727

CITY OF WORCESTER

In Committee

May 29, 2025

The Committee on Municipal And Legislative Operations to whom was referred November 12, 2024 the Communication of the City Manager transmitting informational communication relative to the Fiscal Year 2025 financial update, as of Sept. 30, 2024; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2025may02015701

CITY OF WORCESTER

In Committee

May 29, 2025

The Committee on Municipal And Legislative Operations to whom was referred May 6, 2025 the Order of Councilor Morris A. Bergman - Request Standing Committee on Municipal and Legislative Operations hold a meeting to review the previously approved City Manager Evaluation Form, for the purpose of updating said form prior to the City Manager Evaluation in 2025; having considered the same, most respectfully reports recommending Order be placed on file.

For the Committee

Clerk

cm2025mar14113302

CITY OF WORCESTER

In Committee

June 3, 2025

The Committee on Public Health and Human Services to whom was referred March 18, 2025 the Communication of the City Manager transmitting informational communication relative to educational efforts tobacco stores provide to customers; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025feb21102750

CITY OF WORCESTER

In Committee

June 3, 2025

The Committee on Public Health and Human Services to whom was referred March 18, 2025 the Communication of the City Manager transmitting informational communication relative to an update on homelessness; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2024jun14010950

CITY OF WORCESTER

In Committee

June 3, 2025

The Committee on Public Health and Human Services to whom was referred June 18, 2024 the Communication of the City Manager transmitting informational communication on five year homeless strategic plan; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2024jun14010950

CITY OF WORCESTER

In Committee

June 3, 2025

The Committee on Public Health and Human Services to whom was referred November 26, 2024 the Chairman's Order from the Committee on Public Health and Human Services - Request Standing Committee on Public Health and Human Services hold a discussion with representatives from the city's zoning taskforce and community stakeholders relative to preventative strategies around evictions as it relates to homelessness in the city; having considered the same, most respectfully reports recommending Chairman's Order be placed on file.

For the Committee

Clerk

cm2025apr10044020

CITY OF WORCESTER

In Committee

May 14, 2025

The Committee on Public Safety to whom was referred April 15, 2025 the Communication of the City Manager transmitting informational communication relative to a report on 2024 hate crimes; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2024dec13032125

CITY OF WORCESTER

In Committee

May 14, 2025

The Committee on Public Safety to whom was referred December 17, 2024 the Communication of the City Manager transmitting informational communication relative to a report detailing a United States Department of Justice Investigation of the Worcester Police Department and the City of Worcester; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025feb28052158

CITY OF WORCESTER

In Committee

May 14, 2025

The Committee on Public Safety to whom was referred March 4, 2025 the Communication of the City Manager transmitting informational communication relative to an update on the U.S. Department of Justice's pattern-or-practice report on the municipality and Worcester Police Department; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cm2025may09023000

CITY OF WORCESTER

In Committee

May 28, 2025

The Committee on Public Works to whom was referred May 13, 2025 the Communication of the City Manager transmitting informational communication relative to Water and Sewer rate recommendation; having considered the same, most respectfully reports recommending passage of the accompanying two (2) proposed ordinances.

For the Committee

Clerk

CITY OF WORCESTER

AN ORDINANCE AMENDING CHAPTER SEVEN SECTION SIXTEEN OF THE REVISED ORDINANCES OF 2008 RELATIVE TO WATER RATES USE CHARGES
(*FY 2026*)

Be it ordained by the City Council of the City of Worcester, as follows:

1. Chapter 7, § 16, of the Revised Ordinances of the City of Worcester, as most recently amended, is hereby further amended by deleting in paragraph (c) thereof, the rates for "Basic" and "Outside City Limits" and inserting in lieu thereof the new rates as follows.

Basic	$ 3.85
Outside City Limits	$ 4.12

2. This amendment shall be effective as of July 1, 2025 and shall apply to all bills issued after such effective date in accordance with subsection (f) of section sixteen of Chapter 7 of the Revised Ordinances of 2008.

CITY OF WORCESTER

AN ORDINANCE AMENDING CHAPTER FIVE SECTION TWENTY-SIX OF THE REVISED ORDINANCES OF 2008 RELATIVE TO SEWER USER CHARGE
(*FY 2026*)

Be It Ordained by the city council of the city of Worcester as follows:

1. Chapter 5, § 26 of the Revised Ordinances, as most recently amended, is hereby further amended by deleting in paragraph (g) thereof, the rate for "Basic Rate" and inserting in lieu thereof the new rate as follows.

Basic Rate. . . . . $ 9.49

2. This amendment shall be effective as of July 1, 2025 and shall apply to all bills issued after such effective date in accordance with subsection (f) of section sixteen of Chapter Seven of the Revised Ordinances of 2008.

cc2024oct18025636

CITY OF WORCESTER

In Committee

February 26, 2025

The Committee on Public Works to whom was referred January 28, 2025 the Report of the Planning Board Upon the Petition of Mark A. Borenstein request the discontinuance of certain portions of Garland St. and Veterans Ave. as depicted on the attached plans and as follows: 1) Discontinuance of the southerly portion of Veterans Ave.; 2) Discontinuance of the westerly and southerly portion of Garland St. and; 3) The abandonment of the City's property rights in the discontinued portions of Veterans Ave. and Garland St.; having considered the same, most respectfully reports recommending adoption of the accompanying Order.

For the Committee

Clerk

cc2024oct18025636

CITY OF WORCESTER

WHEREAS: Mark Borenstein, as attorney for and on behalf of the Worcester Housing Authority, has petitioned the city council to discontinue and remove from the official city map portions of the Veterans Avenue and Garland Street layouts;

WHEREAS: Section 15 of chapter 40 of the General Laws provides that any land, easement, right or part thereof acquired by the city that is no longer required for public purposes may be disposed of and conveyed upon terms and conditions as authorized by said provisions; and

WHEREAS: By virtue of section 20 of chapter 444 of the Acts of 1893 and section 21 of chapter 82 of the General Laws, the city council has authority to discontinue, alter and layout anew all streets, ways and public highways or town ways previously laid out or established within the limits of the city; and

WHEREAS: The city council has adopted the Official Map of the city of Worcester on June 9, 1953, under the provisions of section 81E of chapter 41 of the General Laws; and

WHEREAS: The commissioner of public works has reported his determination that the portions of the Veterans Avenue and Garland Street layouts petitioned for discontinuance, are no longer needed for public street purposes and recommended that it be discontinued as public ways with conditions that easements for sewer, water, and drainage purposes be retained, there is no modification to existing public infrastructure, and no buildings or other permanent structure be placed over existing public infrastructure or proposed utility easements, except as otherwise provided herein; and

WHEREAS: The planning board, pursuant to G.L. c. 41, §81G, has reported favorably on said petition; and

WHEREAS: The public works committee of the city council held a public hearing on February 26, 2025, after due notice and publication of the same in accordance with G.L. c. 82, §2, at which hearing parties in interest had an opportunity to be heard; and

WHEREAS: The public works committee, at such hearing, did vote to recommend approval of said petition; and

WHEREAS: Said portion of Veterans Avenue, from Lakeside Avenue to approximately 268 feet north, shown as "Veteran's Avenue To Be Discontinued" and said portion of Garland Street, from Lakeside Avenue east approximately 693 feet, shown as "Garland Street To Be Discontinued" on a plan entitled "Discontinuance Plan of a Portion of Lakeside Avenue and a Portion of Veterans Avenue" dated December 1, 2023, prepared by Feldman Geospatial (the "Plan"), filed of even date with the recording of this instrument in the Worcester District Registry of Deeds in Plan Book _____, Plan _____ (the "Plan") and described in the legal descriptions attached hereto and incorporated herein by reference;

NOW THEREFORE, it is hereby ADJUDGED and DECREED that common necessity and convenience no longer require that a particular portion of Veterans Avenue, identified as "To Be Discontinued" on the Plan for a length of approximately two hundred sixty-eight (268) feet is hereby **discontinued** as a public way; and

BE IT FURTHER ADJUDGED and DECREED that common necessity and convenience no longer require that a particular portion of Garland Street, identified as "To Be Discontinued" on the Plan for a length of approximately six hundred ninety three (693) feet is hereby **discontinued** as a public way;

BE IT ORDERED, *that*

1. the Official Map be and the same is hereby altered, pursuant to G.L. c. 41, §81H, by removing the portion of Veterans Avenue identified as "To be Discontinued," on the Plan as a public way while reserving a thirty foot easement for drainage purposes and by removing the portion of Garland Street identified as "To be Discontinued" on the Plan as a public way while reserving thirty foot easements for sewer, drainage and water purposes (up to 15 feet on either side of the utility line except that the easement area shall only be located in the right of way to be discontinued);
2. there shall be no modification to existing public infrastructure, including fire hydrants, gate valves, distribution or collection mains, manholes, or any other related appurtenances within the lengths of the streets proposed for removal from the official map, without the prior approval of the City of Worcester;
3. there shall be no buildings or other permanent structures are placed over existing public infrastructure or the proposed utility easements in the lengths of both streets proposed for removal from the official map, provided however that the easement rights reserved herein shall be modified in the future to allow for the construction of buildings or permanent structures, among other purposes, if the existing public infrastructure or utilities are decommissioned

and/or removed from subject easement areas, and such modifications to the reserved easements shall be documented in an instrument executed by the City of Worcester and the property owner and recorded with the Worcester District Registry of Deeds;

4. the city manager be and he is hereby authorized and requested to declare abandoned the easements for street purposes the city of Worcester holds in said areas to be discontinued; and

3. the petitioner shall pay all legal, administrative, engineering and recording costs of the discontinuance and abandonment.

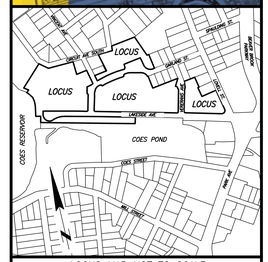
RESERVED FOR REGISTRY USE

FELDMAN GEOSPATIAL

BOSTON HEADQUARTERS
152 HAMPDEN STREET
BOSTON, MA 02119

WORCESTER OFFICE
27 MECHANIC STREET
WORCESTER, MA 01608

(617)357-9740
www.feldmangeo.com



LOCUS MAP NOT TO SCALE

I CERTIFY THAT THIS PLAN CONFORMS WITH THE RULES AND REGULATIONS OF THE REGISTERS OF DEEDS.

I CERTIFY THAT THIS PLAN IS BASED ON AN ACTUAL FIELD SURVEY AND THE LATEST PLANS AND DEEDS OF RECORD.

TIMOTHY R. AGURKIS, PLS (MA# 52782)
TAGURKIS@FELDMANGEO.COM

12-4-23
DATE

COMMONWEALTH OF MASSACHUSETTS
TIMOTHY R. AGURKIS No.52782
REGISTERED PROFESSIONAL LAND SURVEYOR

MASSACHUSETTS STATE PLANE COORDINATE SYSTEM NAD 1983

GARLAND STREET (PUBLIC – VARIABLE WIDTH) (H-9791-1) (TO REMAIN PUBLIC) 435.06' TOTAL 40.00' 184.93' WH(FD/HELD) S11°32'49"E 40.05' LOVELL (PUBLIC – VARIABLE WIDTH) (H-32-3321)

Now or Formerly BRENDA D PHAN BOOK 34215, PAGE 344 PARCEL ID 08-045-00008

Now or Formerly VAN LAM VU BOOK 33372, PAGE 27 PARCEL ID 08-045-00013

Now or Formerly NGAN T TO & LOI H TRAN BOOK 56823, PAGE 31 PARCEL ID 08-045-00012

Now or Formerly TRAVALLE LIM NICY & LUDALLE BRYANT BOOK 2051, PAGE 125 PARCEL ID 08-045-00011

S11°12'27"E 121.45' 17.42' NT WH(FD) 88.26' S11°28'23"E R=55.19' L=83.08' CHB=S55°34'27"E CHD=75.45' Δ=86°15'21"

LOT 2B LOT 2A

SEWER EASEMENT BOOK 4947, PAGE 493 BOOK 4560, PAGE 481

GARLAND STREET (TO BE DISCONTINUED) AREA=37,386 SQ. FT.

R=814.00' L=239.74' CHB=N77°05'53"E CHD=238.87' Δ=16°52'29"

N85°32'07"E 32.70' N04°55'07"E 16.64' 133.93' N79°12'57"E N10°36'23"W 20.40'

S85°32'07"W 16.57' 94.24' N76°03'23"W

R=18.03' L=28.10' CHB=S40°53'14"W CHD=25.34' Δ=89°17'47"

R=763.00' L=183.80' CHB=S79°01'31"W CHD=183.35' Δ=13°48'06"

R=18.00' L=58.00' CHB=N85°15'29"W CHD=18.55' Δ=18°24'14"

R=54.49' L=60.44' CHB=N44°11'02"W CHD=57.39' Δ=63°33'17"

#20 3 STORY BRICK

Now or Formerly WORCESTER HOUSING AUTHORITY BOOK 3170, PAGE 332 PARCEL ID 08-046-00001

Now or Formerly KIMBERLY LUONG BOOK 43125, PAGE 172 PARCEL ID 08-045-00017

Now or Formerly KIMSENG CHAU BOOK 33957, PAGE 224 PARCEL ID 08-045-00016

Now or Formerly LAM & MARY T CHAU BOOK 41170, PAGE 217 PARCEL ID 08-045-00015

Now or Formerly NGUYEN NGUYEN AND NGOC THIEU M BOOK 40624, PAGE 24 PARCEL ID 08-045-00014

VETERANS AVENUE (TO REMAIN PUBLIC) 100.00' (H-9791-2) N09°42'46"W 140.00' N82°42'46"E

Now or Formerly HUE TAT BOOK 19388, PAGE 1 PARCEL ID 08-045-00004

S81°13'28"W 57.65' S06°46'32"E 40.00' WH (FD) 212.07' WH(FD)

S53°44'30"E 56.54' N30°59'02"E 65.70' WH (FD) S13°36'47"W 47.70' L40

Now or Formerly WORCESTER HOUSING AUTHORITY BOOK 3170, PAGE 332 PARCEL ID 08-045-00002

NT R=15.00' L=29.47' CHB=N42°27'49"W CHD=24.95' Δ=112°34'02"

VETERANS AVENUE (TO BE DISCONTINUED) AREA=13,425 SQ. FT.

N13°49'12"E 180.78' S13°49'12"W 178.67'

R=10.00' L=15.72' CHB=N58°43'31"E CHD=14.15' Δ=90°03'29"

R=10.00' L=15.65' CHB=S30°46'34"E CHD=14.10' Δ=89°38'51"

67.89' N76°09'36"W WH(FD) 278.99' TO P.C.

LOT 1

N13°56'37"E 54.92' NT R=176.00' L=55.37' CHB=N77°40'24"E CHD=55.14' Δ=18°01'31"

NT R=10.00' L=15.71' Δ=90°00'00"

N13°56'37"E 116.83'

R=10.00' L=15.71' CHB=N58°33'09"E CHD=14.14' Δ=90°00'42"

NT 67.99' N76°09'36"W

WH(FD) S13°56'37"W 135.50'

R=86.00' L=80.63' CHB=N48°58'31"E CHD=75.71' Δ=69°59'47"

R=15.00' L=20.51' CHB=N56°52'49"W CHD=18.95' Δ=78°21'34"

R=10.00' L=15.71' CHB=S31°22'19"E CHD=14.14' Δ=90°00'42"

#30 3 STORY BRICK

#12 3 STORY BRICK

632.16'

LAKESIDE (PUBLIC – VARIABLE WIDTH) (H-9791-1) AVENUE

DRAWING NAME:

DISCONTINUANCE PLAN OF A PORTION OF LAKESIDE AVENUE AND A PORTION OF VETERANS AVENUE

WORCESTER, MASS.

DATE:	DECEMBER 1, 2023
REVISIONS:	
FILENAME:	2300944-DISC-GARLAND.dwg

RESEARCH:	CLQ	FIELD CHIEF:	KF
PROJ MGR:	TRA	APPROVED:	TRA
CALC:	CLQ	CADD:	TRA
FIELD CHK:	CLQ	CRD FILE:	2300482

40 0 20 40 80

SCALE: 1"=40'

SHEET NO. 1 OF 1

cc2025apr04111701

CITY OF WORCESTER

In Committee

May 28, 2025

The Committee on Public Works to whom was referred April 8, 2025 the Petition of Rebecca Hemenway request installation of new public improvements and utilities including sewer line, water line, storm drain, street lighting and electrical conduit, within public ways of Great Brook Valley Ave., Brookview Dr., Service Rd., Tacoma St. and Joseph P. Carlson Way as part of the Phase 2 Curtis Apartments Redevelopment Project.; having considered the same, most respectfully reports recommending adoption of the accompanying Order.

For the Committee

Clerk

cc2025apr04111701

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to request the Commissioner of Public Works and Parks work with the appropriate parties to install new public improvements and utilities including sewer line, water line, storm drain, street lighting and electrical conduit, within public ways of Great Brook Valley Ave., Brookview Dr., Service Rd., Tacoma St. and Joseph P. Carlson Way as part of the Phase 2 Curtis Apartments Redevelopment Project.

cm2024nov07030855

CITY OF WORCESTER

In Committee

May 28, 2025

The Committee on Public Works to whom was referred November 12, 2024 the Communication of the City Manager recommending adoption of an order to transfer City-owned 51 and 61 Sever St. from the Department of Public Facilities to the Office of the City Manager for disposition purposes and authorizing the conveyance of properties.; having considered the same, most respectfully reports recommending adoption of the accompanying Order.

For the Committee

Clerk

cm2024nov07030855

CITY OF WORCESTER

BE IT ORDERED, that the city-owned properties located at 51 Sever St. (MBL 02-047-00051) and 61 Sever St. (MBL 02-047-00089) having been determined to be no longer required for public purposes, are hereby transferred from the jurisdiction of the Department of Public Facilities to the jurisdiction of the Executive Office of the City Manager for disposition purposes in accordance with the terms of this Order; and,

BE IT FURTHER ORDERED, that the City Manager is hereby authorized to dispose of said properties through a request for proposals for the minimum amount of $4,905,000, that the subsequent use of the properties be limited to educational or institutional uses, and upon such other terms the City Manager deems in the best interests of the city of Worcester; and

BE IT FURTHER ORDERED, that the City Manager be and is hereby authorized, upon completion of the public bidding process, to execute a deed and all documents relevant thereto conveying all right, title and interest of the city of Worcester in said properties.

cc2024nov15025059

CITY OF WORCESTER

In Committee

May 28, 2025

The Committee on Public Works to whom was referred November 19, 2024 the Petition of Aaron Blum request existing street light pole be relocated from the vicinity of 16 and 30 Winfield St. to allow for the installation of a new driveway at the property.; having considered the same, most respectfully reports recommending adoption of the accompanying Order.

For the Committee

Clerk

cc2024nov15025059

CITY OF WORCESTER

ORDERED: That

The Commissioner of Public Works and Parks be and is hereby requested to relocate the existing light pole in the vicinity of 16 and 30 Winfield St. at the applicants cost to a new location on Winfield St. to be selected by the Department of Public Works and Parks.

cc2024dec13104350

CITY OF WORCESTER

In Committee

May 28, 2025

The Committee on Public Works to whom was referred December 17, 2024 the Petition of Andre Rosendo request partial removal of the guardrails in front of 12 Sears Island Dr.; having considered the same, most respectfully reports recommending adoption of the accompanying Order.

For the Committee

Clerk

cc2024dec13104350

CITY OF WORCESTER

ORDERED: That

The Commissioner of Public Works and Parks be and is hereby requested to remove a portion of the guardrails in front of 12 Sears Island Dr. to accommodate a single-car driveway at the applicant's cost.

cm2025apr11125640

CITY OF WORCESTER

In Committee

May 28, 2025

The Committee on Public Works to whom was referred April 15, 2025 the Communication of the City Manager transmitting informational communication relative to a proposed disposition of 51 and 61 Sever Street.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2024sep20022113

CITY OF WORCESTER

In Committee

May 28, 2025

The Committee on Public Works to whom was referred April 29, 2025 the Communication of the City Manager transmitting informational communication relative to the history and reasons for the merger between the Parks Department and the Department of Public Works.; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

AN ORDINANCE AMENDING THE WORCESTER ZONING ORDINANCE ADOPTED APRIL 2, 1991, RELATIVE TO THE FLOODPLAIN OVERLAY DISTRICT

Be it ordained by the City Council of the City of Worcester as follows:

The Worcester Zoning Ordinance, adopted April 2, 1991, be and is hereby amended by deleting Article VI in its entirety and inserting the following new Article VI in lieu thereof:

ARTICLE VI FLOODPLAIN OVERLAY DISTRICT

Section 1 – Purpose

A. The purposes of this Article are as follows:

1. To preserve, protect and maintain floodplains.

2. To ensure public safety through reducing the threats to life and personal injury.

3. To reduce damage to public and private property resulting from flooding waters.

4. To control land uses which cause damaging increase in erosion, siltation, turbidity, flood heights and flood velocities.

5. To preserve the natural flow pattern of watercourses providing safe and adequate flood water storage and runoff capacity.

6. To protect, preserve and maintain the water table and water recharge areas.

7. To encourage a suitable system of ponding areas to permit the temporary retention of water runoff.

8. To prevent the development of structures unfit for human usage by reason of danger from flooding, unsanitary conditions or other hazards.

9. To consider floodplain management programs in neighboring areas.

10. To help preserve and enhance property values.

11. To provide for public awareness of the flooding potential.

12. To require that uses vulnerable to floods, including facilities which serve such uses, be protected against flood damage at the time of initial construction.

13. To eliminate costs associated with the response and cleanup of flooding conditions.

14. To prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding.

15. To minimize the need for rescue and relief efforts associated with flooding.

16. To eliminate new hazards to emergency response officials.

17. To prohibit nonessential or improper installation of public facilities and utilities in flood prone areas.

18. To avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding.

19. To divert development to areas safe from flooding in order to reduce flood damages and prevent environmentally incompatible floodplain uses.

20. To preserve flood prone areas for open space purposes.

21. To insure that potential buyers are notified that property is in a flood prone area.

22. To eliminate costs associated with .

23. To achieve these purposes in a manner consistent with all other applicable ordinances of the City of Worcester, the General Laws of the Commonwealth of Massachusetts and laws of the United States of America.

Section 2 – Definitions

A. **BASE FLOOD -** A flood having a one (1) percent chance of being equaled or exceeded in any given year. This is the regulatory floodplain, also referred to as the "100-year flood".

B. **BASE FLOOD ELEVATION (BFE)**– The elevation of surface water resulting from a flood having a one (1) percent chance of equaling or exceeding that level in any given year. The BFE is shown on the Flood Insurance Rate Map (FIRM) and detailed in the Flood Insurance Study (FIS).

C. **DEVELOPMENT** - Any man-made change to improved or unimproved real estate, including but not limited to buildings or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials.

D. **FLOOD OR FLOODING** – A general and temporary condition of partial or complete

inundation of normally dry land from: (1) the overflow of inland waters; or (2) the unusual and rapid accumulation of runoff of surface waters from any source.

E. **FLOOD INSURANCE RATE MAP (FIRM)** - Official map of a community on which FEMA has delineated the Special Flood Hazard Areas (SFHAs), the Base Flood Elevations (BFEs) and the risk premium zones applicable to the community.

F. **FLOOD INSURANCE STUDY (FIS)** – The official report provided by the Federal Emergency Management Agency (FEMA) which contains flood risk data for specific watercourses, lakes, etc. in a community and detailed flood elevation data in flood profiles and data tables, including water surface elevations of the base flood used for the FIRM.

G. **FLOODPLAIN** – Any land area susceptible to being inundated by floodwaters from any source.

H. **FLOODPLAIN DEVELOPMENT PERMIT** – Any permit issued by the City of Worcester for development in the floodplain.

I. **FLOODPROOFING** – Any combination of structural and non-structural additions, or adjustments to structures or land which reduce or eliminate flood damage to real estate, or improved real property, water and sanitary facilities, structures and their contents.

J. **FLOODWAY** – The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than a designated height.

K. **FUNCTIONALLY DEPENDENT USE** - A use which cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and ship building and ship repair facilities, but does not include long-term storage or related manufacturing facilities.

L. **HIGHEST ADJACENT GRADE** - The highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure.

M. **HISTORIC STRUCTURE** – Any structure that is:

(a) Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;
(b) Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic or a district preliminarily determined by the Secretary to qualify as a registered historic district;
(c) Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior; or
(d) Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either:

(1) By an approved state program as determined by the Secretary of the Interior or
(2) Directly by the Secretary of the Interior in states without approved programs.

R. **NEW CONSTRUCTION** - Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction, including any subsequent improvements to such structures. *New construction includes work determined to be substantial improvement.*

S. **RECREATIONAL VEHICLE** – A vehicle which is:
(a) Built on a single chassis;
(b) 400 square feet or less when measured at the largest horizontal projection;
(c) Designed to be self-propelled or permanently towable by a light truck; and
(d) Designed primarily not for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use.

T. **REGULATORY FLOODWAY** – See "**FLOODWAY**".

U. **SPECIAL FLOOD HAZARD AREA** - The land area subject to flood hazards and shown on a Flood Insurance Rate Map as Zone A, AE, AO, AH.

V. **START OF CONSTRUCTION** - The date of issuance for new construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns.

Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual "start of construction" means the first alteration of any wall, ceiling, floor or other structural part of a building, whether or not that alteration affects the external dimensions of the building.

W. **STRUCTURE** - For floodplain management purposes, a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home.

X. **SUBSTANTIAL REPAIR OF A FOUNDATION** - When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building

official shall determine it to be substantial repair of a foundation. Applications determined by the building official to constitute substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR.

Y. **VARIANCE** - A grant of relief by a community from the terms of a flood plain management regulation.

Z. **VIOLATION** - The failure of a structure or other development to be fully compliant with the community's flood plain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in §60.3 is presumed to be in violation until such time as that documentation is provided.

Section 3 – General Provisions

All applications for building permits shall insure that such activity as proposed is consistent with the need to minimize flood damage.

Any new construction or substantial improvement to be undertaken in the Floodplain Overlay District shall be in accordance with the State Building Code and such other controls as are herein provided.

All subdivision proposals and development proposals in the floodplain overlay district shall be reviewed to assure that:

(a) Such proposals minimize flood damage;
(b) Public utilities and facilities are located & constructed so as to minimize flood damage; and
(c) Adequate drainage is provided.

When proposing subdivisions or other developments greater than 50 lots or 5 acres (whichever is less), the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

Section 4 – Definition and Establishment of the Floodplain Overlay District

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the City of Worcester designated as Zone A, AE, AH, AO, on the Worcester County Flood Insurance Rate Map (FIRM) dated July 8, 2025 issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The exact boundaries of the District shall be defined by the 1%-chance base flood elevations shown on the FIRM and further defined by the Worcester County Flood Insurance Study (FIS) report dated July 8, 2025. The FIRM and FIS report are incorporated herein by reference and are on file with the City Clerk, Planning Board, Conservation

Commission, and Department of Inspectional Services.

Section 5 – Administrative Authority of the Director of Code Enforcement in the Floodplain Overlay District

A. The Director of Code Enforcement of the City of Worcester, the designated official floodplain administrator, is hereby authorized to do the following:

1. Require a permit for all proposed construction or other development in the floodplain overlay district, including new construction or changes to existing buildings, placement of manufactured homes, placement of agricultural facilities, fences, sheds, storage facilities or drilling, mining, paving and any other development that might increase flooding or adversely impact flood risks to other properties.

2. Review permits for proposed development to assure that all other necessary permits have been obtained from those Federal, State or local governmental agencies from which prior approval is required.

3. Notify adjacent communities and the State coordinator at the Division of Water Resources, Water Resource Commission, Massachusetts Department of Environmental Management and the Worcester Conservation Commission prior to any alteration or relocation of a watercourse and submit evidence of such notification to FEMA.

4. Assure that maintenance is provided within the altered or relocated position of any watercourse so that the flood carrying capacity is not diminished.

5. Obtain and maintain records of elevation certificates and floodproofing certificates for all new or substantially improved structures, whether or not such structures contain a basement.

6. Obtain certification from a registered professional engineer and/or architect when floodproofing is used for a particular structure.

7. Obtain certification from a registered professional engineer, land surveyor, and/or architect on an elevation certificate when elevation is used for a particular structure prior to construction or substantial improvement and upon completion thereof.

8. Determine the exact location of the Floodplain Overlay District and the areas of special flood hazards, particularly where there is a conflict between a mapped boundary and actual field conditions.

9. Obtain and review any base flood elevation data available from a Federal, State or other source in order to administer the provisions of this article.

Section 6 – Development Permit Application and Development Standards

A floodplain development permit is required prior to commencement, for all proposed construction or other development in the floodplain overlay district, including new construction or changes to existing buildings, placement of manufactured homes, placement of agricultural facilities, fences, sheds, storage facilities or drilling, mining, paving and any other development within the floodplain overlay district, that might increase flooding or adversely impact flood risks to other properties. Where applicable, a floodplain development permit may be substituted by a building permit and/or a permit from the Conservation Commission,

Each application for a floodplain development permit subject to the provisions of this Article shall be made to the Director of Code Enforcement on forms furnished by the Director and shall include the following:

A. Site Plan

A site plan drawn to a scale not less than forty (40) feet to the inch which is prepared by a registered professional engineer or professional land surveyor shall be submitted by the applicant. The site plan shall show at least the following information:

1. The location, boundaries, elevations and dimensions of each lot.

2. North-point-basis of bearing, date, scale and legend.

3. The name and address of the record owner, developer and the registered professional civil engineer or professional land surveyor.

4. Names and addresses of owners of adjacent lots as disclosed by the most recent records of the Department of Administration & Finance, Assessing Division.

5. Location, names, elevations and dimensions of adjacent streets.

6. Two (2) foot contours of the existing and proposed land surface.

7. Locations and elevations of existing and proposed structures, fill, storage of materials, watercourses, drainage easements, means of access, water supply, drainage and sewage disposal facilities.

8. The locations and elevations of existing flood boundary and floodway.

B. Zone Specific Standards

In Zone AE, along watercourses that have a regulatory floodway designated on the City of Worcester's FIRM encroachments are prohibited, including fill, new construction, substantial improvements to existing structures, and other development within the adopted regulatory floodway unless it has been demonstrated through hydrologic and hydraulic

analyses performed in accordance with standard engineering practice that the proposed encroachment would not result in any increase in flood levels within the community during the occurrence of the base flood discharge.

In Zones A and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

In A Zones, in the absence of FEMA BFE data and floodway data, the building department will obtain, review and reasonably utilize base flood elevation and floodway data available from a Federal, State, or other source as criteria for requiring new construction, substantial improvements, or other development in Zone A and as the basis for elevating residential structures to or above base flood level, for floodproofing or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.

Within Zones AH and AO on the FIRM, adequate drainage paths must be provided around structures on slopes, to guide floodwaters around and away from proposed structures.

In A, AH, AO, AE Zones, all recreational vehicles to be placed on a site must be elevated and anchored in accordance with the zone's regulations for foundation and elevation requirements or be on the site for less than 180 consecutive days or be fully licensed and highway ready.

C. Compliance

All development in the Floodplain Overlay District, including structural and non-structural activities, whether permitted by right or by special permit must be in compliance with **Chapter 131, Section-40** of the Massachusetts General Laws and with the following:

1. that section of the Massachusetts State Building Code which addresses floodplain construction requirements ;

2. Wetlands Protection Regulations, Department of Environmental Protection (DEP) (currently 310 CMR 10.00);

3. Inland Wetlands Restriction, DEP (currently 310 CMR 13.00); and

4. Minimum Requirements for the Subsurface Disposal of Sanitary Sewage, DEP (currently 310 CMR 15, Title 5).

Section 7 – Use Regulations

A. Permitted Uses

The following uses shall be permitted within the Floodplain Overlay District provided they do not require any construction of new primary or existing structures, substantial alterations to existing primary or existing structures, dumping, filling, excavating, earth transfer or storage of materials or equipment. Said uses shall not adversely affect the capacity of the channels or floodways of any tributary to the main stream, drainage ditch or any other drainage facility or system. Said uses shall be compatible with the policies expressed in this Article.

1. Outdoor recreation, including but not limited to driving ranges, archery ranges, picnic grounds, boating, swimming areas, parks, nature preserves, fish hatcheries, target ranges, hunting and fishing areas, foot paths, horseback riding trails and bicycle trails. Said uses must be otherwise legally permitted.

2. Agricultural uses including grazing, outdoor plant nurseries, crop farming, horticulture, truck gardening, pasture and harvesting of crops.

3. Forestry, including landscaping, and accessory uses such as flower or vegetable gardens and lawns.

B. Other Uses Permitted in the Underlying Zoning District

Any uses other than those provided for in **Section-7(A)** of this Article, permitted in the portions of the zoning districts which are overlaid by the Floodplain Overlay District, are permitted, provided the following criteria are met:

1. Said use shall not adversely affect life and property due to water or erosion hazards, or which cause damaging increase in erosion, flood heights or flood velocities.

2. Said use shall not overload any public water, drainage or sewer system or any other municipal system to such an extent that these systems are hindered from promoting the health, safety and general welfare of the community.

3. Said use has received from the Conservation Commission an Order of Conditions or a negative Determination of Applicability which establishes that the use meets the standards administered by that body.

Section 8 – Variances

A. Variances to Building Code Floodplain Standards

The City of Worcester will request from the State Building Code Appeals Board a written and/or audible copy of the portion of the hearing related to the variance and will maintain this record in the City's files.

The City shall also issue a letter to the property owner regarding potential impacts to the annual premiums for the flood insurance policy covering that property, in writing over the signature of the appropriate official in the Department of Inspectional Services that (i) the issuance of a

variance to construct a structure below the base flood level will result in increased premium rates for flood insurance up to amounts as high as $25 for $100 of insurance coverage and (ii) such construction below the base flood level increases risks to life and property.

Such notification shall be maintained with the record of all variance actions for the referenced development in the floodplain overlay district.

B. Variances to the Worcester Zoning Ordinance Related to Community Compliance with the National Flood Insurance Program (NFIP)

A variance from the provisions of this Article VI must meet the requirements set out by State law, and may only be granted if:

(1) Good and sufficient cause and exceptional non-financial hardship exist;
(2) the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and
(3) the variance is the minimum action necessary to afford relief.

Section 9 – Miscellaneous

A. Requirement to Submit New Technical Data

If the City of Worcester acquires data that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the City will, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s.) Notification shall be submitted to:

- NFIP State Coordinator, Massachusetts Department of Conservation and Recreation
- NFIP Program Specialist, Federal Emergency Management Agency, Region I

B. Watercourse Alterations or Relocations in Riverine Areas

In a riverine situation, the director of code enforcement shall notify the following of any alteration or relocation of a watercourse:

- Adjacent Communities, especially upstream and downstream
- Bordering States, if affected
- NFIP State Coordinator, Massachusetts Department of Conservation and Recreation
- NFIP Program Specialist, Federal Emergency Management Agency, Region I

C. Abrogation and Greater Restriction

The floodplain management regulations found in this Floodplain Overlay District section shall take precedence over any less restrictive conflicting City of Worcester ordinance.

D. Disclaimer of Liability

The degree of flood protection required by this ordinance is considered reasonable but does not imply total flood protection.

E. Severability

If any section, provision or portion of this ordinance is deemed to be unconstitutional or invalid by a court, the remainder of the ordinance shall be effective.

cc2025may02022830

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to provide City Council with a report that details an accounting of the CSX Neighborhood Improvement Fund. Said report should include information concerning: 1) How much is currently in the CSX Neighborhood Improvement Fund?; 2) What is the total amount of funds that have come into said fund?; 3) How were said funds disbursed in previous years?; 4) What/who have the funds been disbursed to?; 5) Who decides where said funds go?; 6) Are there any committees or community members who help decide where said funds go?; and 7) How much revenue is generated from the annual container fee donation and is there tracking mechanism in place to know where these funds go?

CITY OF WORCESTER

WHEREAS: Four (4) members of the Department of Public Works and Parks and Department of Transportation and Mobility, during their regular duties, responded in heroic fashion to a circumstance that very likely saved a young life; and

WHEREAS: These individuals noticed a toddler walking alone along the street wearing nothing but a t-shirt in 37-degree weather, immediately recognized the danger, acted without hesitation, and brought the child into a vehicle to keep him safe and warm; and

WHEREAS: These individuals then promptly contacted the Worcester Police Department, which led to the safe and timely reunification of the child with his family; and

WHEREAS: When faced with this danger, these members of the City family showed situational awareness, compassion, and understanding to show the true spirit of public service; and

NOW, THEREFORE, BE IT RESOLVED:

That the City Council of the City of Worcester does hereby commend and honor Justin Hyland, Dickie Collins, Paul Snape and Elijah Johnson of the Department of Public Works and Parks and Department of Transportation and Mobility for their roles in saving the life of a toddler who was found on Chilmark Street.

Introduced by City Councilor Candy Mero-Carlson

cc2019sep13031558

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to request City Solicitor provide City Council with a legal opinion regarding the process of instituting a residential rent control program and the resulting impact of implementing such a program.

cc2021feb05035401

CITY OF WORCESTER

RESOLVED:

That the City Council of the City of Worcester does hereby support Representative Rebecca Rauch, Representative Liz Miranda and Senator Sonia Chang-Diaz's SD 699 HD 1283, An Act effectuating equity in COVID-19 Vaccination Bill.

HOUSE DOCKET, NO. 1283 FILED ON: 2/4/2021

HOUSE . . . . . No.

The Commonwealth of Massachusetts

PRESENTED BY:

Liz Miranda and Mindy Domb

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act effectuating equity in COVID-19 vaccination.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
Liz Miranda	*5th Suffolk*	*2/4/2021*

HOUSE DOCKET, NO. 1283 FILED ON: 2/4/2021

HOUSE . . . . . No.

[Pin Slip]

The Commonwealth of Massachusetts

In the One Hundred and Ninety-Second General Court
(2021-2022)

An Act effectuating equity in COVID-19 vaccination.

Whereas, The deferred operation of this act would tend to defeat its purpose, which is to effectuate equity in COVID-19 vaccination, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public safety and health.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. The governor shall immediately appoint or designate a director of COVID-19 vaccination equity and outreach who shall be a new member of leadership within the executive office of health and human services in its functionality as the COVID-19 command center, who shall report directly to the secretary of the executive office of health and human services, and whose sole and full-time responsibility shall be to plan and implement actions to overcome disparities in COVID-19 vaccination rates rooted in historic and current racism; biases based on ethnicity, income, primary language, immigration status, or disability; geography; or transportation access, language access, or internet access. The director's responsibilities shall include without limitation implementing the provisions of this act. The director shall have significant expertise in public health and experience with a successful mass vaccination campaign, a statewide campaign in the commonwealth, or extensive existing connections with

multiple socially and economically disadvantaged communities across the commonwealth. The director shall be made known to the full membership of the general court and the public no later than the hour of 5 o'clock in the afternoon on Friday, February 12, 2021.

SECTION 2. (a) The director shall immediately establish partnerships, contracts, or memoranda of understanding, as applicable, with trusted community-based organizations, local public health departments or boards of health, community-rooted faith-based organizations, and locally-based health care providers, including without limitation community health centers and primary care physicians, to directly deliver medically and scientifically accurate, culturally competent, and linguistically diverse information about the safety and efficacy of vaccination, including particularly the COVID-19 vaccine, and the pathways to receiving a COVID-19 vaccine to residents of demographic communities disproportionately and negatively impacted by the COVID-19 pandemic. Directly delivered information shall also include transmission prevention measures, including but not limited to ventilation, mask-wearing, and physical distancing. Direct delivery may include phone calls, text messages, physically distanced door-to-door and street canvassing, and digital event-based communication involving live and interactive messengers. Television, radio, newspaper, and other mass media campaigns shall not constitute direct delivery of information for purposes of this section. The provisions of this paragraph shall not in any way interfere with, alleviate, strike, subordinate, supersede, or remove the vaccination education and outreach requirements established in line item 4512-2021 of Chapter 227 of the Acts of 2020.

(b) The director shall undertake similar direct delivery methods and community partnerships to: (i) assist residents of communities described in paragraph (a) in completing self-attestation forms and otherwise preparing for vaccination appointments; and (ii) support transportation-limited residents of communities described in paragraph (a) in getting to vaccination appointments or arranging for vaccinators to otherwise reach said residents.

(c) The director shall expand upon the vaccination education and outreach campaign required by line item 4512-2021 of Chapter 227 of the Acts of 2020 in order to: (i) sustain and, as necessary, increase the penetration of mass media buys in target populations in demographic communities disproportionately and negatively impacted by COVID-19; (ii) communicate the safety, efficacy, science, and benefits of COVID-19 vaccines, as well as pathways to receiving a COVID-19 vaccine, in a manner that is culturally competent and utilizes diverse messengers trusted in target communities. This expansion may utilize, but shall not be limited to, the funds appropriated under said line item 4512-2021.

(d) The vaccination education and outreach requirements set forth in this section and established in line item 4512-2021 of Chapter 227 of the Acts of 2020 shall be maintained until parity is achieved and sustained between vaccination rates in communities disproportionately and negatively impacted by COVID-19 and the statewide average vaccination rate, or the termination of the COVID-19 public health state of emergency, whichever is sooner.

SECTION 3. (a) Notwithstanding any general or special law to the contrary, the department of public health shall immediately deploy, in partnership with local or regional public health officials and experts whenever practicable, no fewer than 30 vans, buses, or other vehicles as vaccination vehicles to municipalities designated in this section for a minimum of 40 hours

per week per vehicle, including some early morning, late evening, and weekend hours, for the sole and express purpose of vaccinating residents of those municipalities. The department shall make reasonable efforts to utilize zero-emissions vehicles to satisfy the requirements of this section. The vaccination vehicles shall be deployed as follows: (i) 1 to the communities in the Cape and Islands region with the highest percent positivity rate in the region in the prior two weeks; (ii) 1 to the communities in the MetroWest/495 region with the highest percent positivity rate in the region in the prior two weeks; (iii) 2 to the communities in southeastern Massachusetts with the highest percent positivity rate in the region in the prior two weeks; (iv) 2 to the communities in the Merrimack Valley with the highest percent positivity rate in the region in the prior two weeks; (v) 2 to the communities in western Massachusetts with the highest percent positivity rate in the region in the prior two weeks; (vi) 2 to the communities in central Massachusetts with the highest percent positivity rate in the region in the prior two weeks; (iv) 3 to the neighborhoods in the city of Boston experiencing the highest percent positivity rates in the prior 2 weeks; and (viii) the remainder to other high-test, highest-contagion communities throughout the commonwealth, provided, however, that the director may deviate from the high-test, high-contagion requirement set forth in this element (viii) only if a strong health equity rationale exists for so deviating and only upon publication of said rationale. For purposes of this Act, the term “high-test, highest-contagion municipality” shall mean a municipality with one of the highest percent positivity rates among the 30 municipalities with the highest test counts in the commonwealth in the prior two weeks.

(b) Residents of the areas designated to be served by the vaccination vehicle program described in paragraph

(a) of this section shall be eligible for vaccination via said program consistent with approvals by the federal drug administration and regardless of phase designations in the commonwealth's vaccine distribution plan.

Residency may be established by self-attestation.

(c) Each vaccination vehicle shall be staffed with at least the following individuals: a medical provider who, acting within the scope of their license, may administer vaccines and deliver basic life support, a medical assistant, a patient services coordinator, and two community health workers, at least one of whom shall have direct experience in the municipality to which the vehicle is deployed. A vaccination vehicle operating in a community that is home to limited English proficiency residents shall also include a language interpreter. All vaccination vehicles shall have telephonic access to language interpretation services. In the event multiple vehicles are deployed in an area designated in paragraph (a), the staff specified in this paragraph (c) may be assigned to any such vehicles, as appropriate.

(d) The department shall partner with local public health departments, local boards of health, and locally-based health care providers to disseminate to target populations accurate, user-friendly, culturally competent, and linguistically diverse information about the vaccination vehicle program, including without limitation how residents can receive a vaccine via a vehicle in their community.

(e) The vaccination vehicle program shall be maintained and operational until a sufficient percentage of the residents of the commonwealth are vaccinated in order to protect the population from the spread of COVID-19.

SECTION 4. The department of public health shall immediately partner with local public health departments, local boards of health, locally-based health care providers, including without limitation community health centers and primary care physicians, and local independent pharmacies to distribute and administer COVID-19 vaccines.

SECTION 5. For all COVID vaccinations requiring a second dose, all vaccination locations shall assist patients in scheduling a second vaccination appointment at the time of the first appointment. This assistance may be provided during the observation period following vaccination administration.

SECTION 6. No later than February 12, 2021, the governor shall appoint an expert on vaccine disinformation to the Vaccine Advisory Group.

SECTION 7. (a) The department of public health shall immediately comply with all data collection and reporting provisions set forth in Chapter 93 of the Acts of 2020, including, but not limited to, finalizing regulations on health care providers collecting COVID-19 data.

(b) Further to the interim draft vaccination plan published by the department on its website in October of 2020 and submitted to and approved by the federal government, the department shall immediately publish on its website any updates to said plan and a detailed set of implementation protocols to overcome the vaccination disparities described in section 1 and ensure that 20 percent of the commonwealth's vaccine supply will be administered to residents of demographic communities with high social vulnerability and disproportionately and

negatively impacted by COVID-19. The vaccination plan and implementation protocols shall be publicly updated within 24 hours of any subsequent modification or change thereto.

(c) To further effectuate transparency and equity regarding COVID vaccination, the department shall: (i) no less than weekly on Wednesdays beginning on February 10, 2021, publish on its website the number of unused vaccine doses in the commonwealth, an explanation for why the doses remain unused, and its plan to redistribute the doses; (ii) no less than weekly on Wednesdays beginning on February 10, 2021, publish on its website the vaccine doses allocated throughout the commonwealth, delineated by vaccination location; and (iii) effective immediately, collect COVID vaccination data by key socioeconomic and demographic indicators, including race, gender, ethnicity, age, disability, sexual orientation and gender identity, primary language, occupation, household income, residence in elder care facilities and other congregate care settings, housing status, and zip code, and publish said data on its website not less than weekly except where publication would result in disclosure of personal information as defined in chapter 93H of the general laws.

SECTION 8. (a) No later than February 26, 2021, the director shall submit to the chairs of the senate and house committees on ways and means, the chairs of the joint standing committee on COVID-19 and emergency preparedness and management, the chairs of the joint committee on public health, and the chairs of the joint committee on state administration and regulatory oversight a budget for effectuating the purposes of sections 1 to 4, inclusive. Said budget shall specify the source or sources of funding, whether state, federal, or both, is planned

for each implementation element and whether any additional state appropriations are necessary to achieve compliance with said sections.

(b) No later than March 26, 2021, and at least on every subsequent final Friday of the month for the duration of the COVID-19 public health state of emergency, the secretary of the executive office of health and human services or her designee shall report to the chairs of the senate and house committees on ways and means, the chairs of the joint standing committee on COVID-19 and emergency preparedness and management, the chairs of the joint committee on public health, the chairs of the joint committee on state administration and regulatory oversight, and the auditor the following financial information pertaining to COVID-19 vaccination in the commonwealth, including without limitation vaccination education and information dissemination and vaccination distribution: (i) funds expended on vaccinating residents of the commonwealth, delineated by spending item and region of the commonwealth; provided, however, that compliance with section 104 of Chapter 227 of the Acts of 2020 shall be considered compliance with the requirements of this section; (ii) any amounts beyond existing state and federal appropriations and reimbursements that may be needed to effectuate the commonwealth's vaccination distribution plan generally, and the purposes of section 1 specifically; (iii) any updates to the budget submitted pursuant to paragraph (a) of this section; (iv) a detailed accounting of all funds, including state and federal funds, distributed to local boards of health, including any body that acts as a board of health, public health commission, regional health district or health department of a municipality, since the last report, indicating whether the funds came from state or federal sources, and a budget plan detailing planned or anticipated distribution of funds to these local health agencies in the coming 3 months, indicating

the source of the funds; and (v) any additional financial information pertinent to the implementation of the commonwealth's vaccination distribution plan and other provisions of this act.

SECTION 9. The department of public health shall implement all reasonable efforts to maximize federal reimbursement for COVID vaccination implementation efforts and efforts pursuant to section 1. Such reasonable efforts shall include consideration of mobilizing the Massachusetts National Guard to staff phone banking efforts undertaken pursuant to section 2.

SECTION 10. The department of public health shall take immediate action to eliminate COVID-19 testing deserts in the commonwealth by launching at least 1 open access, no-appointment, no-cost testing site in every gateway city in the commonwealth, to the extent no such testing site already exists.

SECTION 11. This act shall remain in effect until the termination of the COVID-19 public health state of emergency.

SENATE DOCKET, NO. 699 FILED ON: 2/4/2021

SENATE . . . . . No.

The Commonwealth of Massachusetts

PRESENTED BY:

Rebecca L. Rausch

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act effectuating equity in COVID-19 vaccination.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
Rebecca L. Rausch	*Norfolk, Bristol and Middlesex*	
Sonia Chang-Diaz	*Second Suffolk*	
Liz Miranda	*5th Suffolk*	
Mindy Domb	*3rd Hampshire*	
Joanne M. Comerford	*Hampshire, Franklin and Worcester*	
Adam Gomez	*Hampden*	*2/4/2021*
Steven C. Owens	*29th Middlesex*	*2/4/2021*
Mike Connolly	*26th Middlesex*	*2/4/2021*
Kip A. Diggs	*2nd Barnstable*	*2/4/2021*
Marcos A. Devers	*16th Essex*	*2/5/2021*
Patricia D. Jehlen	*Second Middlesex*	*2/5/2021*

SENATE DOCKET, NO. 699 FILED ON: 2/4/2021

SENATE . . . . . No.

[Pin Slip]

The Commonwealth of Massachusetts

In the One Hundred and Ninety-Second General Court
(2021-2022)

An Act effectuating equity in COVID-19 vaccination.

Whereas, The deferred operation of this act would tend to defeat its purpose, which is to effectuate equity in COVID-19 vaccination, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public safety and health.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. The governor shall immediately appoint or designate a director of COVID-19 vaccination equity and outreach who shall be a new member of leadership within the executive office of health and human services in its functionality as the COVID-19 command center, who shall report directly to the secretary of the executive office of health and human services, and whose sole and full-time responsibility shall be to plan and implement actions to overcome disparities in COVID-19 vaccination rates rooted in historic and current racism; biases based on ethnicity, income, primary language, immigration status, or disability; geography; or transportation access, language access, or internet access. The director's responsibilities shall include without limitation implementing the provisions of this act. The director shall have significant expertise in public health and experience with a successful mass vaccination campaign, a statewide campaign in the commonwealth, or extensive existing connections with

multiple socially and economically disadvantaged communities across the commonwealth. The director shall be made known to the full membership of the general court and the public no later than the hour of 5 o'clock in the afternoon on Friday, February 12, 2021.

SECTION 2. (a) The director shall immediately establish partnerships, contracts, or memoranda of understanding, as applicable, with trusted community-based organizations, local public health departments or boards of health, community-rooted faith-based organizations, and locally-based health care providers, including without limitation community health centers and primary care physicians, to directly deliver medically and scientifically accurate, culturally competent, and linguistically diverse information about the safety and efficacy of vaccination, including particularly the COVID-19 vaccine, and the pathways to receiving a COVID-19 vaccine to residents of demographic communities disproportionately and negatively impacted by the COVID-19 pandemic. Directly delivered information shall also include transmission prevention measures, including but not limited to ventilation, mask-wearing, and physical distancing. Direct delivery may include phone calls, text messages, physically distanced door-to-door and street canvassing, and digital event-based communication involving live and interactive messengers. Television, radio, newspaper, and other mass media campaigns shall not constitute direct delivery of information for purposes of this section. The provisions of this paragraph shall not in any way interfere with, alleviate, strike, subordinate, supersede, or remove the vaccination education and outreach requirements established in line item 4512-2021 of Chapter 227 of the Acts of 2020.

(b) The director shall undertake similar direct delivery methods and community partnerships to: (i) assist residents of communities described in paragraph (a) in completing self-attestation forms and otherwise preparing for vaccination appointments; and (ii) support

transportation-limited residents of communities described in paragraph (a) in getting to vaccination appointments or arranging for vaccinators to otherwise reach said residents.

(c) The director shall expand upon the vaccination education and outreach campaign required by line item 4512-2021 of Chapter 227 of the Acts of 2020 in order to: (i) sustain and, as necessary, increase the penetration of mass media buys in target populations in demographic communities disproportionately and negatively impacted by COVID-19; (ii) communicate the safety, efficacy, science, and benefits of COVID-19 vaccines, as well as pathways to receiving a COVID-19 vaccine, in a manner that is culturally competent and utilizes diverse messengers trusted in target communities. This expansion may utilize, but shall not be limited to, the funds appropriated under said line item 4512-2021.

(d) The vaccination education and outreach requirements set forth in this section and established in line item 4512-2021 of Chapter 227 of the Acts of 2020 shall be maintained until parity is achieved and sustained between vaccination rates in communities disproportionately and negatively impacted by COVID-19 and the statewide average vaccination rate, or the termination of the COVID-19 public health state of emergency, whichever is sooner.

SECTION 3. (a) Notwithstanding any general or special law to the contrary, the department of public health shall immediately deploy, in partnership with local or regional public health officials and experts whenever practicable, no fewer than 30 vans, buses, or other vehicles as vaccination vehicles to municipalities designated in this section for a minimum of 40 hours per week per vehicle, including some early morning, late evening, and weekend hours, for the sole and express purpose of vaccinating residents of those municipalities. The department shall make reasonable efforts to utilize zero-emissions vehicles to satisfy the requirements of this

section. The vaccination vehicles shall be deployed as follows: (i) 1 to the communities in the Cape and Islands region with the highest percent positivity rate in the region in the prior two weeks; (ii) 1 to the communities in the MetroWest/495 region with the highest percent positivity rate in the region in the prior two weeks; (iii) 2 to the communities in southeastern Massachusetts with the highest percent positivity rate in the region in the prior two weeks; (iv) 2 to the communities in the Merrimack Valley with the highest percent positivity rate in the region in the prior two weeks; (v) 2 to the communities in western Massachusetts with the highest percent positivity rate in the region in the prior two weeks; (vi) 2 to the communities in central Massachusetts with the highest percent positivity rate in the region in the prior two weeks; (iv) 3 to the neighborhoods in the city of Boston experiencing the highest percent positivity rates in the prior 2 weeks; and (viii) the remainder to other high-test, highest-contagion communities throughout the commonwealth, provided, however, that the director may deviate from the high-test, high-contagion requirement set forth in this element (viii) only if a strong health equity rationale exists for so deviating and only upon publication of said rationale. For purposes of this Act, the term "high-test, highest-contagion municipality" shall mean a municipality with one of the highest percent positivity rates among the 30 municipalities with the highest test counts in the commonwealth in the prior two weeks.

(b) Residents of the areas designated to be served by the vaccination vehicle program described in paragraph (a) of this section shall be eligible for vaccination via said program consistent with approvals by the federal drug administration and regardless of phase designations in the commonwealth's vaccine distribution plan. Residency may be established by self-attestation.

(c) Each vaccination vehicle shall be staffed with at least the following individuals: a medical provider who, acting within the scope of their license, may administer vaccines and deliver basic life support, a medical assistant, a patient services coordinator, and two community health workers, at least one of whom shall have direct experience in the municipality to which the vehicle is deployed. A vaccination vehicle operating in a community that is home to limited English proficiency residents shall also include a language interpreter. All vaccination vehicles shall have telephonic access to language interpretation services. In the event multiple vehicles are deployed in an area designated in paragraph (a), the staff specified in this paragraph (c) may be assigned to any such vehicles, as appropriate.

(d) The department shall partner with local public health departments, local boards of health, and locally-based health care providers to disseminate to target populations accurate, user-friendly, culturally competent, and linguistically diverse information about the vaccination vehicle program, including without limitation how residents can receive a vaccine via a vehicle in their community.

(e) The vaccination vehicle program shall be maintained and operational until a sufficient percentage of the residents of the commonwealth are vaccinated in order to protect the population from the spread of COVID-19.

SECTION 4. The department of public health shall immediately partner with local public health departments, local boards of health, locally-based health care providers, including without limitation community health centers and primary care physicians, and local independent pharmacies to distribute and administer COVID-19 vaccines.

SECTION 5. For all COVID vaccinations requiring a second dose, all vaccination locations shall assist patients in scheduling a second vaccination appointment at the time of the first appointment. This assistance may be provided during the observation period following vaccination administration.

SECTION 6. No later than February 12, 2021, the governor shall appoint an expert on vaccine disinformation to the Vaccine Advisory Group.

SECTION 7. (a) The department of public health shall immediately comply with all data collection and reporting provisions set forth in Chapter 93 of the Acts of 2020, including, but not limited to, finalizing regulations on health care providers collecting COVID-19 data.

(b) Further to the interim draft vaccination plan published by the department on its website in October of 2020 and submitted to and approved by the federal government, the department shall immediately publish on its website any updates to said plan and a detailed set of implementation protocols to overcome the vaccination disparities described in section 1 and ensure that 20 percent of the commonwealth's vaccine supply will be administered to residents of demographic communities with high social vulnerability and disproportionately and negatively impacted by COVID-19. The vaccination plan and implementation protocols shall be publicly updated within 24 hours of any subsequent modification or change thereto.

(c) To further effectuate transparency and equity regarding COVID vaccination, the department shall: (i) no less than weekly on Wednesdays beginning on February 10, 2021, publish on its website the number of unused vaccine doses in the commonwealth, an explanation for why the doses remain unused, and its plan to redistribute the doses; (ii) no less than weekly on Wednesdays beginning on February 10, 2021, publish on its website the vaccine doses

allocated throughout the commonwealth, delineated by vaccination location; and (iii) effective immediately, collect COVID vaccination data by key socioeconomic and demographic indicators, including race, gender, ethnicity, age, disability, sexual orientation and gender identity, primary language, occupation, household income, residence in elder care facilities and other congregate care settings, housing status, and zip code, and publish said data on its website not less than weekly except where publication would result in disclosure of personal information as defined in chapter 93H of the general laws.

SECTION 8. (a) No later than February 26, 2021, the director shall submit to the chairs of the senate and house committees on ways and means, the chairs of the joint standing committee on COVID-19 and emergency preparedness and management, the chairs of the joint committee on public health, and the chairs of the joint committee on state administration and regulatory oversight a budget for effectuating the purposes of sections 1 to 4, inclusive. Said budget shall specify the source or sources of funding, whether state, federal, or both, is planned for each implementation element and whether any additional state appropriations are necessary to achieve compliance with said sections.

(b) No later than March 26, 2021, and at least on every subsequent final Friday of the month for the duration of the COVID-19 public health state of emergency, the secretary of the executive office of health and human services or her designee shall report to the chairs of the senate and house committees on ways and means, the chairs of the joint standing committee on COVID-19 and emergency preparedness and management, the chairs of the joint committee on public health, the chairs of the joint committee on state administration and regulatory oversight, and the auditor the following financial information pertaining to COVID-19 vaccination in the commonwealth, including without limitation vaccination education and information

dissemination and vaccination distribution: (i) funds expended on vaccinating residents of the commonwealth, delineated by spending item and region of the commonwealth; provided, however, that compliance with section 104 of Chapter 227 of the Acts of 2020 shall be considered compliance with the requirements of this section; (ii) any amounts beyond existing state and federal appropriations and reimbursements that may be needed to effectuate the commonwealth's vaccination distribution plan generally, and the purposes of section 1 specifically; (iii) any updates to the budget submitted pursuant to paragraph (a) of this section; (iv) a detailed accounting of all funds, including state and federal funds, distributed to local boards of health, including any body that acts as a board of health, public health commission, regional health district or health department of a municipality, since the last report, indicating whether the funds came from state or federal sources, and a budget plan detailing planned or anticipated distribution of funds to these local health agencies in the coming 3 months, indicating the source of the funds; and (v) any additional financial information pertinent to the implementation of the commonwealth's vaccination distribution plan and other provisions of this act.

SECTION 9. The department of public health shall implement all reasonable efforts to maximize federal reimbursement for COVID vaccination implementation efforts and efforts pursuant to section 1. Such reasonable efforts shall include consideration of mobilizing the Massachusetts National Guard to staff phone banking efforts undertaken pursuant to section 2.

SECTION 10. The department of public health shall take immediate action to eliminate COVID-19 testing deserts in the commonwealth by launching at least 1 open access, no-appointment, no-cost testing site in every gateway city in the commonwealth, to the extent no such testing site already exists.

SECTION 11. This act shall remain in effect until the termination of the COVID-19 public health state of emergency.

cc2021oct21013527

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to consider prioritizing American Rescue Plan Act (ARPA) funding for REC Worcester's capital project involving the development of the new REC Worcester headquarters and Center for Food Justice and Urban Agriculture (for Worcester and Central Massachusetts), in an effort to support community food security, as well as youth development and employment.

cc2022dec15112241

CITY OF WORCESTER

In Committee

January 5, 2023

The Committee on Public Service And Transportation to whom was referred December 20, 2022 the Order of Councilor Morris A. Bergman and Councilor Candy Mero-Carlson - Request Standing Committee on Public Service and Transportation Committee hold a public discussion with the WRTA Administrator relative to the removal of a bus route that passes the EcoTarium, 222 Harrington Way; having considered the same, most respectfully reports recommending Communication be placed on file.

For the Committee

Clerk

cc2022dec15125524

CITY OF WORCESTER

In Committee

January 5, 2023

The Committee on Public Service And Transportation to whom was referred December 20, 2022 the Order of Councilor Sarai Rivera and Councilor Khrystian E. King - Request Standing Committee on Public Service and Transportation meet with the WRTA Administrator to provide City Council with a report concerning the WRTA's winter weather plan, especially including information as to how snow will be removed at each of the bus stops; having considered the same, most respectfully reports recommending Order be placed on file.

For the Committee

Clerk

cc2023jul14091910

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to work with appropriate departments and stakeholders to establish an Office of Housing Stability in an effort to prevent the involuntary displacement of city residents who are in the process of being evicted or at the risk of losing their housing, as well as to enact policies to combat displacement, homelessness and enhance tenants' rights.

Received
Worcester City Clerk
2024 MAY -8 PM 1:54

PETITION

Worcester City Council

City Clerk

Worcester Massachusetts

455 Main St. Room 201

Worcester MA 01608

May 14, 2024

The undersigned hereby petition the City Council as follows:

Whereas The Disparities in Arrests Report shows a disproportionate number of Black and Latino people arrested in Worcester The Police Chief has said that this systemic racism harms Black and Latino people

Whereas the statement by the Worcester Police Cchief is evidence of a clear and present danger.

We ask City Council to assign to the Public Safety Committee the task of investigating the issue of systemic racism and public safety. The investigation should include public hearings.

Name	**Residence**
Gordon T. Davis	Worcester MA

508 757 5873

Hellowithfire1@aol.com

cc2024sep20021613

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to install metal detector safety equipment at City Hall whenever open, similar to the equipment used at Polar Park, the Worcester District Court and other public places, on or before December 31, 2024.

cc2024dec05032940

CITY OF WORCESTER

ORDERED: That

The City Manager be and is hereby requested to conduct an equity audit of all city departments every five (5) years.

Eric D. Batista
City Manager

City *of* Worcester

April 29, 2025 Attachment for Item #9.13A

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to a report detailing any instances where the account within the Department of Justice (DOJ) Report concerning the Worcester Police Department (WPD) differs from the account of the municipality, as received from Paul B. Saucier, Police Chief, is forwarded for the information of your Honorable Body.

This communication is in response to an order from a March 25, 2025 council agenda that read: "Motion King @ #6a CC – Request City Manager provide City Council with a report detailing any instances where the account within the Department of Justice (DOJ) Report concerning the Worcester Police Department (WPD) differs from the account of the city. Further, request said report include instances when the accounts of the DOJ have been confirmed by the city."

As referenced in the Public Safety Standing Committee meeting on April 15, 2025 by Chief Saucier, the DOJ report does not reflect WPD's current practices including reforms and improvements that have been made since 2022 and there are instances in the DOJ report that mischaracterize practices of the department. The attached report details these instances.

The WPD remains committed to continuing the improvement of practices to promote fair, safe, and unbiased policing in our community. We will continue to update the Council as my Administration works to address recommendations from the DOJ report.

Respectfully submitted,

Eric D. Batista
City Manager

Worcester Police Department
Paul B. Saucier, Chief of Police
9-11 Lincoln Square Worcester, MA 01608
P| 508-799-8600 **F**| 508-799-8680
WPD@worcesterma.gov

To: Eric D. Batista, City Manager
From: Paul B. Saucier, Chief of Police
Date: April 29, 2025
Re: Department of Justice Report

Relative to the City Council's request for a report detailing any instances where the account within the Department of Justice Report concerning the Worcester Police Department differs from the account of the municipality, the following report is transmitted for review.

Sincerely,

Paul B. Saucier
Chief of Police

DOJ Analysis

I. DOJ's Mistakes and Mischaracterizations

WPD cooperated extensively with DOJ for over two years, providing them with access to (1) the Department's Records Management System (RMS), (2) the Evidence.com system where body-worn camera footage and other evidence is stored, (3) Bureau of Professional Standards (BOPS) investigative files, (4) use of force data reports, (5) a sampling of 58 sexual assault incident files, (6) training materials and records from MPTC-mandated student officer and in-service trainings, and (7) Department policies and procedures. To date, DOJ has not specifically identified any of the incidents that it reviewed in its investigation.

1. Use of Force

Over 1,300 records of uses of force exist in the relevant time period, of which approximately 770 records pertained to only displays of a tool or weapon and approximately 530 consisted of actual uses of force.[1] These data points reveal that WPD officers very rarely use actual force: actual uses of force amount to approximately 0.08% of all incidents.

DOJ claims that WPD engages in a pattern or practice of using excessive force in violation of the Fourth Amendment. However, DOJ minimizes or mischaracterizes the practices of the Department, and the individual incidents referenced in its report. For instance:

- DOJ failed to provide important contextual details, such as the officers' knowledge and experience with certain locations or individuals.
- DOJ failed to appropriately describe the subjects' behavior, including their defiance of officer directives, their resistance to arrest, their violent behavior, their agitation, and/or threats to officers immediately preceding the use of force;
- DOJ failed to acknowledge the officers' attempts to de-escalate prior to resorting to force; and

[1] The Commonwealth's definition of "use of force" does not include displays, but WPD has adopted tighter reporting requirements and documents every display of any tool or weapon (including tasers, batons, OC spray, K-9, and firearms).

- DOJ failed to acknowledge the nature of the offenses committed and the danger posed by subjects to officers and to the public.

As the Supreme Court has recognized, "[t]he calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split-second judgments – in circumstances that are tense, uncertain and rapidly evolving – about the amount of force that is necessary in a particular situation." *Graham v. Connor*, 490 U.S. 386, 396-97 (1989). The incidents referenced in DOJ's report were analyzed in hindsight and in a vacuum and lack many key details that would best capture the circumstances of the officers' uses of force. The four examples detailed below illustrate the scope of DOJ's omissions and misstatements.

Example #1: Train Station Incident

DOJ describes an incident in its report that involved the use of a taser in apprehending a male subject at Worcester's Union Station (p.8). DOJ claims that the use of the taser was unreasonable because "the man posed no immediate threat and the only crime the man had committed was loitering." A review of the incident report makes clear that this is an over-simplified and inaccurate mischaracterization of the incident. Union Station is a problematic location with moderate to high crime, including regular arrests for loitering, alcohol and drug violations, assaults, assault and battery, larcenies, and other crimes. Indeed, the City and WPD have designated a portion of the building as a precinct substation to combat crime and ensure public safety. Consistent with WPD's experience in other incidents at this location, the subject involved in this particular incident was disorderly, defiant, and aggressive, and appeared to be under the influence of alcohol.

DOJ's report fails to mention the many attempts made by officers to de-escalate the situation by attempting to explain the loitering laws and providing over a dozen warnings and commands to leave prior to arresting the subject, as well as the increasing aggression of the subject. The incident report indicates that the subject shouted at officers and refused to leave. When the officer attempted to arrest the subject, he resisted—ripping the officer's hand off of his arm, pushing the officer in the chest, and taking a fighting stance. The officer ordered the subject to the ground before retrieving his taser. Pursuant to the Use of Force Policy, tasers are authorized to defend against an assaultive individual and perceived imminent attack. The officer yelled "Taser!" as the subject was facing him and pulled the trigger. At the same time, the subject turned and began to run, causing

the probes to impact the back of the subject's thick jacket. The probe deployment was ineffective, and the subject fled the building. The officer chased the subject into a narrow alleyway blocked by a barbed wire fence. The subject repeatedly kicked and elbowed the officer before the officer was able to pull him from the alleyway and effectuate the arrest. After the arrest, the officer complied with WPD policy (Use of Force, No. 400) and reported all uses of force to his sergeant. This was not a case where WPD "quickly and unreasonably resort[ed] to using tasers"—the officer had probable cause to believe that the subject committed crimes, including disorderly behavior, disturbing the peace, loitering, resisting arrest, and assault and battery on a police officer, and used reasonable and proportional force to apprehend an agitated and assaultive subject.

Example #2: Walmart Shoplifting Incident

DOJ also describes an incident in which an off-duty officer working at a Walmart punched and used OC (pepper) spray against a shoplifter (p.9). According to DOJ, the officer "observ[ed] the shoplifter get into a waiting vehicle" and used force by punching him in the midsection and face and spraying him with OC spray. DOJ claims that these uses of force "were unreasonable in light of the minor nature of the offenses and the officer's failure to note in his report any other attempts to control or handcuff the man before resorting to punches." This description fails to mention the key contextual information that establishes the immediate danger posed to the officer and justifies the officer's actions and use of force.

This specific Walmart location has the highest rate of theft in the region and requires off-duty officers to be present as part of its operation. Officers assigned to this location are familiar with the shoplifting issues at the store and have experience arresting subjects who are often resistant or unwilling to comply with the officers' directives. In this particular incident, the officer observed the subject taking a flat screen television, sound bar, and tool kit (worth a total of $745) from the store without paying. The officer then observed the subject getting into a waiting car with the license plates removed. When the officer stepped in front of the car, the unidentified driver unexpectedly accelerated the vehicle in the officer's direction. This initial encounter occurred so quickly that the officer was unable to attempt to de-escalate the scene. The officer narrowly avoided the car and was able to grab onto the subject, who was partially outside of the of vehicle.

The driver fled the scene with the stolen merchandise, and the officer was left with the subject, who began to elbow and kick the officer. Other officers on the scene described that the subject attempted to head butt and kick the officer and flailed his body to resist arrest. The arresting officer verbally told the subject to stop resisting before resorting to strikes. As the officer used his weight to hold the subject to the ground, the subject continued to resist arrest. The officer warned the subject that he would use OC spray if he did not comply. The subject refused to de-escalate, and the officer deployed his OC spray. Ultimately, with the assistance of two additional officers, the officer was able to arrest the subject. The arresting officer immediately reported his uses of force to his sergeant, as required. This was not a situation where, as DOJ alleges, the subject committed a minor offense or where the officer could have further de-escalated the situation prior to resorting to force. The uses of force employed by the officer were appropriate and proportionate given the subject's volatile and assaultive behavior.

Example #3: Skilled Nursing Facility Incident

DOJ's report also references an incident involving an agitated patient at a skilled nursing facility who needed to be transported to a hospital for psychiatric evaluation and treatment (p.9). According to DOJ, the man was handcuffed, resisted being escorted to the stretcher by pulling his arms to his chest, thrashing, kicking at officers, and spitting on an officer, leading an officer to punch the subject in the face three times. Yet again, DOJ's description of this incident is incomplete.

The officer's incident report reveals that he was both familiar with this skilled nursing facility and with this particular subject, who he had previously needed to involuntarily admit for psychiatric evaluation (known as "Section 12") at the same skilled nursing facility in the past. The subject has a long history with WPD: data available in RMS suggests that he has been arrested approximately 60 times in the past, including for resisting arrest and for assault and battery on a police officer. As it relates to this particular incident, the supervising nurse had described the subject as combative and threatening to assault staff and other patients, and Worcester EMS requested that police respond and secure the scene before they could safely transport the subject for evaluation.

Responding officers made numerous attempts to de-escalate the subject by communicating why they were there and what was going on, but the subject was unwilling

to de-escalate and continued to threaten to attack anyone who touched him. When the officers moved to either side of the subject to escort him to the stretcher, the subject pulled his arms to his chest area, spit on the officers, and thrashed around to break free. Despite DOJ's description of the incident, the subject was not handcuffed at this time. One of the officers attempted to turn the subject onto his stomach to secure him with handcuffs, but the subject tucked his hands underneath him, further resisting the officer's attempts. The subject also kicked at the officers, striking them in the legs. One of the officers delivered three closed fist strikes to the side of the subject's face in response to the subject's behavior. The officer's report describes in detail his intent and intensity of his strikes in his report: the officer used his non-dominant hand (while his dominant hand was trying to maintain control over the subject), and the strikes were used to distract the subject to encourage him to cease assaulting officers. The distraction effort was successful, and the officers were finally able to handcuff the subject. The officers then evaluated the subject for injuries. No injuries were visible, and the subject stated that he was uninjured. The officer immediately notified his sergeant of his use of force, as required.

Example #4: Condemned Building Incident

In connection with WPD's use of K-9s, DOJ describes an incident in which a canine was deployed to search a condemned building and bit a woman hiding under a blanket (p.13). According to DOJ, none of the offenses committed by the woman (breaking and entering, destruction of property, trespassing, and resisting arrests) "involved assaulting or threatening officers or others." DOJ's description fails to capture the danger of the situation encountered by officers at this particular scene and officers' experience with earlier reports of crimes at this specific location.

This incident involved a condemned and unoccupied residence. Officers had responded to 69 separate incidents at this particular property in the previous six months, including 15 calls (4 for trespassing and 2 for breaking and entering) in the month of the incident alone. The management company for the property had boarded up all access points and posted "NO Trespass" signs around the exterior of the property, while Code Enforcement had condemned the building and affixed their own placards around the building. In this incident, officers were called to the scene for a breaking and entering in progress. They were notified by the property owner that at least one individual remained within the building. The owner asked officers to search and clear the property so that he could safely enter the building. The responding officers decided to search the building with the aid of a K-9 for officer safety. This decision was made for three main reasons. First,

officers understood from the property owner that a crime had been and was being committed. Second, officers had conducted searches of this particular building prior to this incident and were aware that the building posed an extreme tactical disadvantage to officers. Third, the officers were aware that the building had an attic space and that, just a few weeks prior to this incident, another officer in Massachusetts was shot and killed (and his K-9 was shot) while searching an attic in similar circumstances.

The officers shouted announcements ("Worcester Police K-9. Make yourself known, the dog will find and may bite you") before entering the building, and the K-9 officer made a total of 11 announcements during the search at five strategic locations throughout the property. The officer waited approximately 5 seconds after each announcement to allow time for any individuals to surrender prior to using force. The subject did not comply with the announcements, and the dog physically apprehended her. The canine was immediately removed once tactically feasible, and the subject was transported to a hospital for treatment. As required, the K-9 supervisor was notified of the use of force and responded to the scene, and photographs were taken.

2. Vice Squad Operations and Public Complaints

The Department's Vice Squad investigates drug- and prostitution-related offenses and consists of 15 officers and 4 supervisors. In total, approximately 2,465 drug- and prostitution-related arrests were made from January 2018 to November 2022, of which approximately 2,100 related to drug offenses (~85%) and approximately 365 pertained to prostitution-related offenses (~15%). Of the prostitution-related offenses, WPD arrested 204 "Johns" and 99 women engaged in prostitution activities. Indeed, Vice Squad conducted only approximately 30 prostitution stings in the relevant five-year period, otherwise devoting its resources to drug enforcement. Moreover, prostitution stings were only conducted in response to neighborhood complaints from members of the community, such as business owners and schools. These figures are consistent with the Department's shift away from supply-targeted enforcement to demand-targeted enforcement in the last 5+ years.

These figures put the Vice Squad's operations into context and make clear the infrequency of the Department's prostitution-related enforcement activities. The Department does not condone sexual misconduct of any kind and takes any allegations of any misconduct very seriously.

In late 2022, the Department was made aware of general allegations of misconduct in local press coverage. In December 2022, WPD received a copy of a term paper prepared by Clark University students that anonymously surveyed women currently or previously engaged in prostitution regarding their experiences with WPD officers or individuals they believed were WPD officers. The paper raised concerning allegations, but relied on anecdotal and anonymized accounts, instructing respondents "not [to] include any identifying information anywhere on the survey . . . includ[ing] your name, address, phone number, or any other personal information." In fact, the students who worked on the report have since attempted to withhold their paper from public disclosure given its limitations and flaws in methodology. *See* Brad Petrishen, *Feds May Investigate Claims of Worcester Police Misconduct Involving Prostitution*, WORCESTER TELEGRAM & GAZETTE (Dec. 18, 2022) ("We do not believe our research methods would hold up as credible due to the time frame and sampling of the study."). Despite its best efforts, WPD has been unable to follow up with any of the respondents about their allegations, and has no information about the identity of the women surveyed, the officers alleged to have engaged in misconduct, the date, time, or location of any alleged misconduct, or any other specific information that would allow it to fully investigate the allegations without the involvement of the anonymous respondents.

Specific complaint information is essential for any kind of comprehensive investigation. Unfortunately, it is not uncommon for members of the public to impersonate police officers during interactions with women engaged in the commercial sex trade in order to avoid paying for their services. For example, less than a month ago, officers arrested an individual driving a de-commissioned unmarked police vehicle (or a vehicle modified to resemble unmarked police vehicle). The vehicle had a state police sticker and charity plate, as well as a police-style antenna on the back. The individual was also found to be carrying a wallet that said, "Mass State Police," as well as a police badge. This particular individual had a prior arrest for sex for a fee and a past reported sexual assault allegation.

The press coverage in late 2022 attributed many of the misconduct allegations to women working with a specific organization, Living in Freedom Together (LIFT), which WPD has worked with closely in the community and supported in the past. Given the seriousness of the allegations, BOPS investigators made several attempts to meet with LIFT leadership to gather additional information so that they could further investigate the allegations. LIFT's leadership declined to cooperate or to participate in its investigation. While WPD it recognizes that it is often difficult for victims to come forward and share

their experiences, it remains committed to treating everyone with respect and to approaching these sensitive matters with empathy and integrity.

Anonymous complaints are taken seriously by WPD. Indeed, the Department offers several pathways for members of the public to make anonymous complaints and respects the confidentiality of complainants. Without specific detail, though, the Department is limited in its ability to investigate and corroborate anonymous accounts. Despite interviewing Vice Squad officers about their work and receiving detailed information related to the anonymous complaints and subsequent investigation of the same, DOJ suggests that the Department should have done more to investigate these allegations, without offering any specific guidance or proposals as to what additional investigative steps WPD could or should have taken.

The Department expressed during its meetings with DOJ that, to the extent DOJ was aware of any other complaints, it hoped that DOJ would share any such relevant information with WPD. Despite writing in its report that it "heard multiple credible accounts" of misconduct, DOJ has not provided any information to WPD beyond what is summarized in its report. WPD supports the investigation and prosecution of any officer found to have engaged in sexual misconduct of any kind.

3. Investigations of Reported Sexual Assaults

The Sexual Assault Unit (SAU) is based out of WPD's Detective Bureau and consists of detectives highly trained in the investigation of sexual assaults. The SAU investigates all reported sexual assaults in Worcester. During the time period relevant to DOJ's investigation, there were 1,674 incidents coded as potential sexual assaults (SA). Because many of the SA files exist only in hard copy and cannot be easily reviewed electronically, DOJ requested a sampling of 58 SA files randomly selected based on case number. WPD provided scanned copies of those files to DOJ. Thus, DOJ's review was limited to only 3.46% of the total SA cases reported during the time period subject to investigation. Such a small sample is insufficient to use as the basis for conclusions about the general practices of the Department, especially in this area where the trajectory of each investigation is so dependent on the facts of the case and the wishes of the victim.

Indeed, DOJ inaccurately describes the practices of the Sexual Assault Unit (SAU) and alleges that the Unit's approach is not victim-centered or trauma-informed, despite detailed information provided directly to DOJ to the contrary. Specifically, DOJ's report broadly mischaracterizes the Unit's practices and procedures as follows:

- DOJ ignored detailed information provided by officers during the investigation regarding their victim-centered and trauma-informed approach to sexual assault investigations, especially that detectives are guided by victims throughout the investigative process.

- DOJ failed to acknowledge WPD's support of victims of sexual assault through direct referrals to and partnerships with community and advocacy organizations and resources;

- DOJ failed to acknowledge the close and collaborative relationship between SAU officers and the District Attorney's Office (DA) and failed to recognize that the SAU's reports are relied upon by the DA's Office in deciding whether a case can be prosecuted; and

- DOJ failed to acknowledge and mischaracterized the SAU's efforts to corroborate and investigate sexual assault allegations by conducting interviews and follow-up with witnesses and collecting and reviewing additional evidence.

Each of these deficiencies is discussed in greater detail below.[2]

Victim-Centered and Trauma-Informed Policing

Contrary to the information provided by SAU officers interviewed during the investigation, DOJ repeatedly and incorrectly suggests that WPD does not investigate sexual assaults with a victim-centered and trauma-informed approach. Officers told DOJ that, consistent with MPTC training and best practices, the SAU explains to victims from the outset of their investigation that the victim holds the ball and is in charge of the investigation, including whether to follow the case all the way to court or to drop the case early. Officers inform victims about the statute of limitations and provide an overview of the investigation and prosecution process but otherwise will follow the lead of the victims and make every effort not to re-traumatize the victims by pressuring them to be interviewed or conducting

[2] Out of respect for the privacy of the victims whose cases are highlighted in DOJ's report, this report will not detail DOJ's shortcomings on an incident-by-incident basis.

multiple interviews. When asked specifically what "trauma-informed" policing means to them, officers expressed that it is understanding where the victims are coming from, where they are in life, the dynamics and relationships they may have with their abusers, and acknowledging that it is difficult and frightening to trust and speak with a stranger about what may be the most traumatic event that has ever happened to them. This general approach to sexual assault investigations is consistent with the Commonwealth's Adult Sexual Law Enforcement Guidelines and MPTC training.[3]

The SA files referenced in DOJ's report demonstrate these principles: several of the investigations involved victims who chose not to proceed, either by explicitly informing officers of their decision or by no showing scheduled meetings or not responding to numerous outreach attempts by officers. In these instances, the SAU respected the wishes of the victims by not pressuring them to proceed and by not further investigating their cases without the victims' permission. However, as investigators indicated to DOJ, should a victim re-engage in the process in the future by reaching back out to WPD, the SAU would reopen the matter and continue its investigation.

Partnerships and Referrals to Support Services

DOJ faults the SAU as being "ill-equipped to connect victims with community victim advocacy services." This is false. As addressed during DOJ's interview of SAU investigators, the Unit partners and connects victims with a wide variety of advocacy and support groups. In cases involving children, WPD partners with the accredited Child Advocacy Center through the DA's Office. The Center's partnership involves several non-governmental organizations that work with child victims, including the Seven Hills Foundation. WPD works extensively with the Worcester Intervention Network through the YWCA to support victims of intimate partner abuse and sexual assault and sits on the boards of the Domestic Violence High Risk Teams (DVHRT) and Domestic Violence Fatality Review Teams (DVFRT) to be able to identify, address, and rectify potential gaps in the system. WPD routinely refers adult victims of non-intimate partner sexual assaults to Pathways for Change, a community advocacy center located in Worcester. Elder

[3] *See* Commonwealth of Massachusetts Executive Office of Public Safety and Security, *Adult Sexual Assault Law Enforcement Guidelines* (2017), https://www.mass.gov/doc/2017-adult-sexual-assault-law-enforcement-guidelines-0/download. *See also* U.S. Dep't of Justice, Office on Violence Against Women (OVW), *Framework for Prosecutors to Strengthen Our National Response to Sexual Assault and Domestic Violence Involving Adult Victims*, https://www.justice.gov/ovw/framework-prosecutors-strengthen-our-national-response-sexual-assault-and-domestic-violence.

victims are referred directly to Elder Services, a state advocacy service with connections to other community services. WPD supplements these referrals as appropriate, including for victims with physical and developmental disabilities.

These referrals and partnerships are thoughtful and victim-centered; indeed, to the extent WPD is a step removed once the referral is made, that distance is created to protect victim confidentiality and to protect disclosures made to clinicians and psychologists from discovery. Many of these organizations and partnerships were referenced by officers in their interviews with DOJ investigators. Some of these resources are even mentioned in the very SA case files that DOJ referenced in its report.

Documentation and Coordination with DA's Office

WPD, and the SAU in particular, has a very close relationship with the Worcester County DA's Office, frequently collaborating on cases and working together to connect victims with support services and other resources. Ultimately, the DA's Office, equipped with the SAU's reports and evidence, decides whether or not to prosecute each case. As such, and as recognized by the Commonwealth's Guidelines, officers have an obligation to make note of important details, including, but limited to, any physical or verbal resistance on the part of the victim, any victim injury, the victim's thoughts before and during the assault, the relationship between the victim and offender, any alcohol or drug use or other incapacitation of the victim, the existence of any physical evidence, any seemingly inconsistent statements made by the victim, any memory blackouts or lapses during or after the assault, and any delays in reporting.[4]

DOJ describes SAU's reports as "seriously flawed" for including these kinds of details, alleging that the detectives "relied on problematic stereotypes" and "uninformed assumptions" (p.25). But including these details—facts that are essential in evaluating whether there is sufficient evidence and probable cause to satisfy the elements of the crime under Massachusetts law—is necessary and important to the SAU's work. These reports are not opinion pieces, nor are victims met with skepticism or disbelief; these

[4] *See* Commonwealth of Massachusetts Executive Office of Public Safety and Security, *Adult Sexual Assault Law Enforcement Guidelines* (2017), at p.16-18, https://www.mass.gov/doc/2017-adult-sexual-assault-law-enforcement-guidelines-0/download.

reports are used to determine what charges, if any, are available for prosecution and must accurately include all potentially relevant facts.

Assessment of All Available Evidence

Contrary to DOJ's assertions, WPD collects, reviews, and analyzes all available evidence in its sexual assault investigations. In the incidents cited in the report alone, detectives interviewed (or sought to interview) victims, requested and reviewed phone records and cell tower "ping" locations, interviewed the victims' friends and loved ones, and reviewed video footage from surveillance cameras.

The SAU's approach to this additional evidence is consistent with its victim-centered model: officers will not put victims in danger or involve others in the investigation without permission from the victim. If officers are unable to reach a victim after making reasonable efforts to do so, they will not proceed with speaking to other witnesses or collecting additional evidence so as not to endanger or retraumatize the victim or to break the trust between the officers and the victim.

4. Enforcement Activities, Data Collection, and Data Analysis

DOJ's report, like the CNA Racial Equity Audit before it, criticizes WPD for its data collection and analysis practices. The Department is fully supportive of additional data collection and sharing of data with the public, but has, to date, been limited by the capabilities of its record management system (RMS). As described more fully in Part III below, the City and Department are in the process of developing and implementing a new RMS system that will allow for more extensive data collection and analysis. WPD informed DOJ of this replacement project several times, including during their first meeting in December 2022. In January 2024, in an effort to align with DOJ on these data-related issues as it worked to configure the new RMS platform, WPD reached out proactively to DOJ and sought their guidance as to best practices related to RMS data capture, reporting, review, and analysis. DOJ recommended three consultants that WPD could consider reaching out to for advice, but did not otherwise offer any specific guidance.

DOJ's conclusion that WPD's enforcement activities disproportionately affect Hispanic and Black people is based primarily on a review of traffic stop, citation, and arrest data. While this trend was also observed in the CNA Audit, DOJ's data analysis is seriously flawed in that it relies on "the overall demographics of drivers *stopped* by WPD" (p.27) (emphasis added). But this conclusion entirely unsupported because WPD does not collect race data on drivers *stopped* by the Department—something that it has been criticized for by both CNA and DOJ. WPD does, however, collect race data for *citations*. In comparing citation data to Worcester census data from 2018 to 2023,[5] the disparities observed by DOJ are much less significant:

Race	% of Citations	% of Population	Difference
White (Not Hispanic)	52.1%	50.5%	+1.6%
Black	15.6%	12.1%	+3.5%
Asian	2.8%	6.9%	-4.1%
Hispanic	27.5%	24.9%	+2.6%

DOJ also relied on data related to arrests for minor offenses in its conclusion that racial disparities exist in WPD's enforcement activities. While the new RMS system will help the Department conduct the kinds of analyses that DOJ sought to review in their investigation, it is worth noting that, as CNA found, the data shows that racial disparities actually *decrease* where officers have greater discretion in issuing citations. This suggests that these disparities cannot simply be explained by officers' discretion alone, and that there are other factors that need to be better understood and accounted for in the analysis.

[5] *See* https://www.census.gov/quickfacts/fact/table/worcestercitymassachusetts/PST045223.