

Eric Weisman

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Executive Summary

Experienced public works leader with 8+ years of municipal experience and over a decade of operational and data-driven management expertise. Skilled in overseeing large teams (130+ staff), developing policies, managing multi-million-dollar budgets, and ensuring regulatory compliance. Proven success in improving operational efficiency, enhancing interdepartmental collaboration, and implementing innovative solutions to meet growing community needs. Skilled at managing snow operations, infrastructure maintenance, and sustainability initiatives, with a strong track record in budget management and workforce development. Dedicated to delivering high-quality public services through effective leadership and strategic planning.

Leadership & Operations Experience

City of Somerville, Somerville, MA

Interim Commissioner, Department of Public Works (DPW)

Director of Operations, Department of Public Works (DPW)

2017—Present

2026—Present

2019—Present

- Lead daily operations for a 130+ employee, unionized public works department.
- Directed all HR functions for the department, serving as primary hiring manager, interviewer, and staffing authority for recruitment, promotions, onboarding, and workforce planning.
- Developed and implemented department-wide policies and procedures, strengthening accountability, regulatory compliance, and labor contract adherence.
- Oversaw all employee relations and disciplinary processes, including workplace investigations, corrective actions, union grievances, and contract-based bid promotions.
- Served as lead department Workplace Investigator, conducting internal investigations, documenting findings, and issuing recommendations to City HR and executive leadership.
- Led labor-management coordination in a complex union environment, interpreting collective bargaining language, administering union bidding processes, and ensuring contract compliance and reporting accuracy.
- Prepared, presented, and defended divisional budgets within a \$41M+ department, aligning staffing costs, capital planning, and operational funding with City fiscal objectives.
- Acted as interim finance lead when a Finance Director was unavailable, producing budget memos, fiscal narratives, and the annual budget book for City Council review.
- Managed procurement, RFP, and bid processes, overseeing service contracts, vendor performance, promotions via union bidding, and compliance tracking.
- Administered recruitment systems and hiring analytics using JazzHR ATS, maintaining requisitions, candidate pipelines, interview data, and reporting.

- Coordinated interdepartmental operations for public events, city initiatives, emergency response planning, and snow operations, improving cross-agency communication, safety protocols, and response efficiency.

SomerStat Analyst, Office of the Mayor

2017—2019

- Managed operational analytics for a portfolio of six municipal departments, delivering performance insights to Public Works and City executive leadership.
- Designed process maps, work-order trend analysis, and financial models that measurably improved departmental efficiency and resource allocation.
- Led weekly performance review sessions with Public Works directors to resolve operational barriers using data-backed recommendations.
- Supported municipal budget and procurement planning, including cost modeling, vendor analysis, and fiscal alignment with citywide priorities.
- Produced labor analytics to redesign Fire Alarm Call Center shift scheduling, developing and proposing equitable schedule models to resolve staffing inequities and improve operational fairness.
- Participated in collective bargaining side-table negotiations, strategy, contract impact assessments, and schedule equity modeling.
- Authored executive memos and City Council briefing materials translating complex operational, labor, and fiscal insights into strategic decisions.

Peregrine Energy Group, Inc., Boston, MA

2010—2017

Manager of Customer Experience & Data Visualization Development

2016—2017

- Designed interactive Tableau visualizations (Desktop & Server) that informed municipal energy-efficiency strategy and investment decisions.
- Led data acquisition and validation for 300+ municipalities and commercial clients, ensuring governance, accuracy, and delivery timelines.
- Developed analytics system content using Tableau, MySQL, and Ruby on Rails, improving engagement and platform usability.
- Partnered with municipal stakeholders to translate data into operational improvements and measurable service outcomes.

Customer Support Manager

2010—2016

- Managed and scaled customer support operations for a web-based information platform serving 2,000+ active users, ensuring reliable service and user satisfaction.
- Led and developed a support team, establishing response standards, troubleshooting processes, and platform support workflows.

- Owned user training strategy, delivering in-person and virtual training that increased platform adoption across diverse technical skill levels.
- Supported operational staff with data problem-solving and analysis using Excel and internal platform tools, enabling accurate data entry, reporting, and system usage.

Education & Professional Development

- Conducting Workplace Investigations Certification, Clifford and Kenney, LLP, 2024
- American Public Works Association (APWA) Winter Maintenance Supervisor Certification, 2022
- Massachusetts Certified Public Purchasing Official (MCCPO) Public Contracting Overview Course, 2020
- Master of Library and Information Science, University of Pittsburgh, 2009
- Bachelor of Arts in Linguistics & Japanese, University of Massachusetts–Amherst, 2005

Core Competencies

- HR Leadership & Talent Acquisition
- Labor Relations & Union Contract Interpretation
- Workplace Investigations & Employee Relations
- Municipal Budget Governance & Fiscal Planning
- Procurement, RFP & Public Contracting
- Policy Development & Regulatory Compliance
- Workforce Strategy & Organizational Development
- Training & Technical Enablement for Large User Bases

Technical Proficiencies

- **Systems & Data:** JazzHR ATS, MUNIS HR/Payroll & Financials, Tableau Desktop & Server, MySQL, Microsoft Access
- **Budget & Reporting:** Microsoft Excel (advanced), Financial Modeling, Workforce Cost Planning, Data Governance
- **GIS & Asset Management:** ArcGIS

Leadership & Public Works Operations

- Director-level management of 130+ staff workforces
- Union bid promotions, grievance resolution, and contract compliance
- Interim finance leadership for \$41M+ operating environments
- Procurement oversight, vendor contracts, RFP development
- Cross-department coordination for public events and emergency operations
- Staffing equity analysis and schedule redesign initiatives