

BOARD OF SELECTMEN
2018 ANNUAL REPORT

The Board would like to express its appreciation and thanks to the many Wayland citizens who have donated their time and expertise as volunteer members of Town boards and commissions, and who play a crucial role in the operations of our Town. Similarly, we appreciate and acknowledge the dedicated Town employees who routinely go above and beyond expectations in their efforts to make Wayland operate smoothly.

This was a year of many department head retirements and changes. In February, John Senchyshyn retired after 15 years of service as Human Resource Director/Assistant Town Administrator. We are grateful that over the course of his career in Wayland, John lent his strong expertise and experience, including advocating on behalf of the Town through countless contract negotiations, and overseeing human resource tasks and responsibilities. His skills, wit, and tireless energy will be missed.

The Town welcomed new School Superintendent, Arthur Unobskey and new Library Director, Sandra Raymond. Fire Chief Robert Irving retired after 16 years and in September was replaced by Lieutenant Patrick Swanick. Director of Assessing, Ellen Brideau, resigned and was replaced by Bruce Morgan.

In March, Nan Balmer, Town Administrator, announced her plans to retire in September. Nan has served as Wayland's Town Administrator over the course of the last four years, guiding our staff and volunteers through a number of changes that have enhanced operations. She provided the Board with six months' notice as required in her contract providing time for the Board to conduct a search for her replacement. Nan continued her efforts on behalf of Wayland to improve Town government, enhance communications between various departments, and strengthen financial management.

Consequently, Nan Balmer recommended to the Board and then implemented a reorganization in the Town Administrator's office. Roles and responsibilities were shifted to provide for a smooth transition period, improve efficiency and to better utilize skills and talents of the staff: Nan assumed the responsibilities of Acting Human Resource director; Elizabeth Doucette was named Assistant Town Administrator, and David Porter stepped in as an assistant to the Town Administrator replacing long-serving MaryAnn DiNapoli, who retired in September. In June the Board welcomed Teri Hegarty as the permanent assistant to the Town Administrator.

The Board initiated a town administrator search process and in March selected Community Paradigm Associates to guide and assist with recruitment and selection. Community Paradigm solicited community and staff input and feedback regarding desired traits and management styles, and a Screening Committee of town officials and Wayland citizens was selected to review applications, interview candidates, and select a few finalists to be referred to the Board of Selectmen. This dedicated group was able to stick to a tight and ambitious schedule, and by

the end of June were ready to recommend three talented and qualified Town Administrator candidates.

Throughout the 2018 fiscal year, the Board continued its efforts to improve the Town's governing structure and policies. The Town contracted with the Collins Center for Public Management at the University of Massachusetts Boston, and the work was funded by a State Community Compact Grant. The Collins Center conducted a comprehensive study and report including detailed recommendations of best practice budgetary and financial management and presented it to the public in October. The Board continues the major initiative to implement two primary areas of the report— financial policy recommendations and the creation of a Special Act defining the role and responsibilities of a Town Manager. Some of the financial policy recommendations are being incorporated into the fiscal year 2020 budget policy and process. The work on the Special Act to reorganize reporting structures and roles for efficiency, effectiveness, and transparency is ongoing and will continue through education and information-sharing over the coming months.

The Board continued its focus on the financial status of the Town as it worked with its financial advisor, Unibank, on a planning exercise in December and then in February hosted a discussion of the debt exclusion issue and funding options. In February, Moody's Financial Services confirmed the Town's Aaa bond rating while maintaining the negative outlook. The Town's borrowing in February was well received with nine bidders and a financing rate below 2.5%.

The Board spent many hours on a variety of important topics this year:

Plowing private roads: In the fall of 2017, at the request and recommendation of the Board of Public Works, the Selectmen adopted a policy on plowing private roads, expanding an action taken in 2015 that discontinued plowing on selected private roads/driveways. After holding a hearing and receiving input from concerned residents, the Board established a policy and an appeals process identifying which private roads would continue to be plowed based, in part, on the number of houses a particular road serves and whether it could be considered a public way. The policy will be implemented with the upcoming 2018-2019 winter.

Special Town Meeting, November 2017: Residents passed articles giving the Library Trustees permission to file a grant application for a new library building and providing for design fees for renovation of the High School stadium complex, for reconstruction of the High School softball field and tennis courts, and construction of a new synthetic turf field at the Loker Recreation and Conservation Area. A six-month moratorium on non-medical/recreational marijuana establishments passed moving the deadline to December 2018.

Housing: The Board proactively supports the Town's goal to increase the overall percentage of affordable housing. In January the Board signed a contract with Regional Housing Services Office to provide additional support and information for our local affordable housing efforts.

River's Edge: The River's Edge project, previously approved at Town Meeting, is undergoing continued site development and evaluation with the developer, Wood Partners. Currently, the issue of asbestos abatement and mandated clean-up required by the Department of Environmental Protection is being evaluated and addressed. This has delayed the sale and transfer of the property to the developer and created the need for several extensions of the Land Development Agreement.

Town Center: The Board continues efforts to acquire parcels at Town Center, as directed by Town Meeting, for use as a senior and community center. A Settlement Agreement was signed in February; however, it expired this summer. Through the Economic Development Committee, the Board has developed a relationship with the new owner and leasing agent for the retail portion of Town Center.

Annual Town Meeting April 2018: Several articles drew large attendance at this town meeting. Thanks to Facilities, our Public Safety officials and custodial staff for planning for and handling the large attendance. In addition to passing the Town's Fiscal Year 2019 budget, residents approved articles funding several capital projects: design of a Community / Council on Aging Center at the Town Center, major renovations to Fire Station Two, and significant enhancements to Town Building. Articles for construction funding for three major projects – the High School athletic complex renovation, the High School softball field/tennis courts renovation, and the Loker Recreation and Conservation area turf field - were passed over as further information and study were needed before a vote. The Board of Library Trustees had done considerable work regarding the possible construction of a new library, including design as well as securing a \$10 million state grant. However, while the article received a majority vote, it did not receive the two-thirds vote necessary to pass.

Information Technology (IT): Under the direction of our first IT Director, there were significant upgrades made to the Town's IT capabilities. Perhaps the most visible change occurred in January with the rollout of a new Town website with considerable improvements in ease of use, increased content and functionality, and enhanced capability as a communications platform. After serving for 20 months, IT Director Jorge Pazos stepped down in February. The Town contracted with Mike McCann of Advent Consulting, for the provision of IT Director Services, to ensure continuity and flexibility of service.

During 2018, membership on the Board was unchanged with the re-election of Lea Anderson and Mary Antes. Lea Anderson continued as Chair and Cherry Karlson as Vice Chair. All five of us appreciate and thank the many residents who participate in the governance of Wayland – both those who donate their time serving in formal Town positions and those who participate in the meetings and offer advice and suggestions. This is your Town and we welcome your attendance, participation, and input.