

BOARD OF SELECTMEN NEWSLETTER

TOWN OF SUDBURY

INCOMING TOWN MANAGER HENRY L. HAYES, JR.

By Dan Carty, Chair

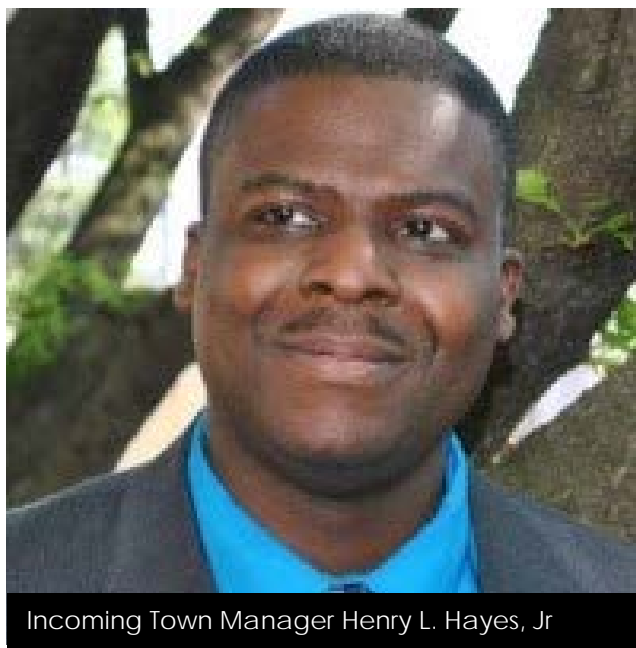
Recently I had the opportunity to sit with incoming Town Manager Henry Hayes, Jr and asked him some questions about himself, his background, and his transition to Sudbury.

You've had an impressive career in the military. What made you want to get into local government administration?

I had a conversation with my boss back in February of 2018 where we were just catching up, and the discussion turned to what local governments do. It led to a comparison game as far as positions go, and when we talked about my position specifically, it got me thinking "This could be a good fit." Initially it was a fleeting thought, but it persisted, and I started to really look into what it is I would need to do to prepare myself to transition from federal government to local government.

People in Sudbury may want to know how running a military installation like Hanscom is similar to managing a town like Sudbury. What would you tell them?

The primary function of each organization or location is the same. For example, when it comes to things like Parks and Rec and the civil engineering function that you call DPW. We have to maintain buildings and roads and the infrastructure that will allow for various activities and for people to be safe and comfortable. We also have to support development and educational programs for our staff.



Incoming Town Manager Henry L. Hayes, Jr

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There are a whole lot of similarities, but I've found that military members tend to think more about transitioning from active service to Federal Government rather than local if they want to continue to serve the people.

You mentioned education of staff but have you had much interaction with the Primary and Middle Schools located on base at Hanscom?

Absolutely. Lincoln manages those schools under an education contract with the Department of Defense, and we are over there all the time, whether it's for programs or discussions about events, issues or challenges. I've been actively involved with both Principals as well as with Dr. McFall [Lincoln Superintendent of Public Schools].

What do you look forward to most in coming to Sudbury and what do you think is going to be your biggest challenge?

I look forward to learning about the people in the community. I'm a firm believer that it's the people that make the machine

work to give us the greatest sense of joy and success. The challenges lie in the transition piece. I have been very purposeful over the last three years to prepare myself to exit the military, and have worked with mentors who are retired military so that I am best equipped to go into the civilian sector. I will also have to get to know the lingo. Much of what we do is the same, it's just known by different terms.

Kind of like what you called Civil Engineering we call DPW?

Yes, good example.

Speaking of people, how do you plan getting to know the community?

I have great intent to be as present as reasonable. I want to attend committee meetings to get to know those who serve and what they work on. I want to get to know the employees so that I can best serve them. I see that I have three populations that I need to serve in Sudbury – the Select Board, the employees, and the community as a whole. I grew up as an Army brat, then I joined the Air Force at age 17,

so I have moved around my entire adult life. I've desired to be in one place for quite some time and become part of a community long-term. I see this as an opportunity to do just that.

Final Question - What would you like the people of Sudbury to know about Henry Hayes that they may not pick up from reading your bio or perusing your resume?

That's a great question. I know that I have a high level of commitment, but also that this will be different than being a uniform wearer. Some of the challenges I will face will cause me to grow in ways I have desired for some time. I lost my first name a long time ago when I became Airman Hayes. I then went on to Sergeant Hayes, and lost my last name when I became First Sergeant. And now that I'm a Chief, that's what I'm known as. It's now time for me to be Henry again, and I look forward to Sudbury getting to know me.

Henry will be starting in April of this year. I look forward to working together.

ANNUAL TOWN ELECTION

MONDAY, MARCH 30, 2020

POLLS OPEN 7 AM – 8 PM

FAIRBANK (P 1, 1A, 2 & 5) and TOWN HALL (P 3 & 4)



THE PROPOSED ADDITION AT FIRE STATION 2

By Pat Brown, Vice-Chair

The warrant for the 2020 Annual Town Meeting this spring will include an article asking for construction funding for an addition to Fire Station #2 on Route 20. What is this project, and why should you support it?

We want to keep an ALS (Advanced Life Support) ambulance on Route 20 to respond faster to emergencies along that corridor. Particularly given the recent development on the former Raytheon property and the Coolidge at Sudbury, we have a greater demand for prompt emergency service. Garaging an ALS ambulance at Fire Station #2 rather than at Town Center would improve ALS response times.

What keeps us from just moving an ALS ambulance to Route 20 now? We'd need to staff it. There's currently a fire truck kept at Fire Station #2, and there are quarters in the station for the two firefighters necessary to staff that. There is no further space to house the two-member ambulance crew in the existing building. The proposal is to expand the administrative/living space, adding living quarters for two new members. We'd then have capacity for two crews of two people each: one crew for the fire truck, and one for the ALS ambulance. We would also gain



the ability to house female crew at Station #2.

Given space for two crews, we could transfer one of the two ALS ambulances currently at the main fire station in Town Center to Fire Station #2 and keep the fire engine currently at Station #2 there as well. The second ambulance would remain closer to central and north Sudbury in Town Center, along with another ladder truck and fire engine. This does not require purchasing new equipment.

In 2017 the voters rejected a proposal to entirely reconstruct

Fire Station #2. After considering the objections to the scope and expense of that project, the response is a phased approach that divides the Station #2 upgrade into two separate independent projects. Rather than tackle the entire building at once, the Phase I proposal before 2020 Annual Town Meeting builds an addition which will house administrative and living space. Upgrading the existing garage space (Phase 2) can then occur later without compromising the new space. In the interim, we would still have the ALS ambulance stationed on Route 20


with a crew using the living quarters constructed in Phase 1.

The stand-alone Phase 1 design can also be used at Fire Station #3 on Route 117 to support increased staff there; no second design effort is required. The two future projects, Phase 2 garage on Route 20 and new living quarters on Route 117, are independent. This allows maximum flexibility in accommodating increased demand as Quarry North comes online.

What would the Phase I addition to Fire Station #2 contain, and what would it cost? The Site Plan shown on page 3 outlines the design for the new addition. The Cost Estimate shown right is based upon Town Meeting approval in 2020 and completing the construction about three years from now.

For more in-depth information, you can review Fire Chief Whalen's presentation to the Select Board on January 7, 2020—available both on SudburyTV and as supporting materials for Agenda Item #2.

I'll close by saying that the target response time on a 911 call is four minutes—and if you're waiting that is a very long time. This proposal is meant to locate an ALS ambulance on Route 20 to minimize that time.



Sudbury Fire Station 2

September, 2019

Opinion of Probable Costs
Schematic Design Level: PHASE I

KAESTLE BOOS
associates, inc

Description	Subtotals/ Total	Comments
Construction Costs		
Demolition	\$0	NIC - Phase I
Hazmat Abatement	\$0	NIC - Phase I
Sitework	\$563,620	
New Building Construction	3,526 SF \$1,695,849	
Subtotal:	\$2,259,469	
Schematic Level Estimating Contingency @ 10.0%	\$225,947	
Subtotal Direct Construction Costs:	\$2,485,416	
General Conditions & Overhead @ 8.00%	\$198,833	
Insurance @ 1.00%	\$26,842	
Bonds @ 0.65%	\$17,622	
GC Fee (Profit) @ 3.00%	\$81,861	
Permit Fee @ 1.50%	Waived by Town	Confirm
Escalation (Bid 1st Quarter of 2021) @ 8.75%	\$246,424	
Subtotal Construction Cost:	\$3,057,000	
Indirect Project Costs		
Land Survey	\$5,000	(incorp. additional land)
Geotechnical Investigation	\$15,000	
Arch. & Eng. Fees	\$260,000	
Add Services & Reimbursables	\$50,000	
Peer Review	\$4,000	
Owner's Project Manager	\$152,000	
Furniture & Furnishings	\$42,000	Allowance
Communications Equipment	\$50,000	Owner's Allowance
Network & Computers	\$25,000	Owner's Allowance
Utility Backcharge	\$25,000	Allowance
Moving	\$10,000	
Bid Doc Reproduction / Miscellaneous	\$5,000	Assume OnLine Service
Legal/Advertising	\$5,000	
Material Testing	\$25,000	
Subtotal Indirect Project Costs:	\$673,000	
Owner's Contingency	(10% of all costs): \$373,000	
Total Phase I Cost:	\$4,103,000	

The Cost Estimate for Phase 1 of the proposed Fire Station #2 addition.



A Perspective for Phase 1 of the proposed Fire Station #2 addition.

ANNUAL TOWN MEETING & ELECTION

By Bill Schineller, Member

You know Spring is coming when you see campaign signs start sprouting up on lawns throughout Sudbury! Get to know the candidates (for 12 open positions) and the issues, and mark your calendars this Spring for Sudbury's Annual Town Election (March 30), Annual Town Meeting (May 4), and a possible Special Election (ballot vote) to ratify perhaps over \$33 million of new debt for town projects.

Annual Town Election: March 30

The following positions will be included on the ballot:

For Three Years: Board of Selectmen (1), Board of Assessors (1), Goodnow Library Trustees (2), Board of Health (1), Park and Recreation Commission (1), Planning Board (1), Sudbury School Committee (2). For One Year: Planning Board (1).

Also Included as part of the Annual Town Election will be an election of 2 members for three years to the Lincoln-Sudbury Regional School Committee.

The 64th annual League of Women Voters of Sudbury's Candidates' Forum will be recorded in studio at the end of February and will be available for viewing via Sudbury TV throughout the month of



Voters at the Town Meeting which was held on January 2, 2020. L-SRHS Auditorium was near capacity with the strong turnout.

March. Submit questions for the candidates in the contested race (the Board of Selectmen seat is the only contested race at this year's election) from Feb. 11 to Feb. 25 at 5 p.m. via the question boxes at Goodnow Library and the Senior Center or via email at sudburycandidatesnight@gmail.com. A list of candidates in the contested race will be available on the question boxes, via the League of Women Voters of Sudbury's Facebook page at <https://www.facebook.com/LWVSudbury/> and their web page at www.sudburyleague.com.

Annual Town Meeting: May 4

If the Select Board is our Executive (policy setting)

branch, Town Meeting - made up of every registered Sudbury voter who shows up to the meeting - is our Legislative (law making and budget approving) branch.

19 Budget/Finance articles, 12 Capital spending articles, 6 bylaw articles, 3 Conservation Commission articles, 9 Community Preservation Commission articles, and 7 Citizen Petition articles are up for consideration in the Warrant. As of this writing, the Town Manager's recommended FY21 operating and capital budgets total \$106,635,615, an increase of \$4,132,581 (4.03%) from the FY20 budget. Major projects expected to require borrowing (and therefore a 2/3 vote)

include a new Fairbank Community Center (\$28.8M) and an addition to Fire Station #2 on Route 20 (\$4.1M). A Town Forum has been scheduled for March 28, in advance of Town Meeting, and will be made available for viewing on SudburyTV to educate residents about the proposed Fairbank Community Center project.

The Warrant, listing all articles to be voted upon, will be mailed to all households. This year, look for the Warrant to include links (URLs) to specific pages on the town website (<http://sudbury.ma.us>) where details, including budget line item information, can be reviewed in advance. To learn more about Town Meeting procedures, see

<https://www.sec.state.ma.us/cis/cistwn/twnidx.htm>

For more on Annual Town Meeting and Annual Town Election, see the 2020 Sudbury Voting Calendar at <https://sudbury.ma.us/clerk/?p=2346>.

TOWN MEETING & ELECTION: IMPORTANT DATES

FEBRUARY 11-25	Deadline to submit questions for the candidates in contested race
MARCH 10	Last day to register to vote in the Annual Town Election
MARCH 27 @ 5 PM	Absentee ballot application deadline for Annual Town Election (no early voting)
MARCH 28 @ 10 AM	TOWN FORUM: Fairbank Community Center Project L-SRHS Auditorium
MARCH 30 @ 7 AM – 8 PM	ANNUAL TOWN ELECTION Town Hall (P. 3 & 4) and Fairbank Community Center (P. 1, 1A, 4 & 5) There is <u>no</u> early voting for this election. Absentee voting is available to those who qualify.
APRIL 14	Last day to register to vote in the Annual Town Meeting
MAY 4 @ 7:30 PM	ANNUAL TOWN MEETING L-SRHS Auditorium

NEW FAIRBANK COMMUNITY CENTER PROPOSAL FOR MAY TOWN MEETING

By Jennifer Roberts and Janie Dretler, Members

At this year's May Town Meeting, the Select Board is putting forward an article with a solution to renovate and improve the Fairbank Community Center. This project is a result of over a year of hard work by the Fairbank Working Group comprised of members

of the three primary user groups of the Fairbank building: the Park and Recreation Commission, the Council on Aging, and the Sudbury Public School Committee as well as the Select Board and Town Staff.

The Fairbank Community Center serves a variety of important needs for Sudbury:

- The [Sudbury Senior Center](#) offers numerous programs and services for Sudbury's senior population (currently 23% of population and growing) including wellness

and fitness classes, life-long learning, health services, and financial counseling.

- [Park and Recreation](#) provides affordable recreational programming for youth and adults through early childhood programs, summer/vacation camps, after school programs and sports, arts, and science sessions.
- The [Atkinson Pool](#) is utilized by both residents and local swim and diving teams.
- [Sudbury Public Schools](#) (SPS) administration work takes place at Fairbank which serves as the hub of the wheel for Sudbury's four elementary schools and Curtis Middle School.
- Fairbank is also a key town voting place and emergency shelter.

The Current State of The Center

In order to weigh the merits of the proposed project, it is important to understand the current state and limitations of the building. The Fairbank facility is deteriorating and in need of continuous repairs and maintenance. The aging roof is prone to leaks and resulting water damage, periodically necessitating the use of tarps and buckets inside offices and program rooms by Town employees. The boiler system and pumps have constant challenges. Overall, the energy

management system is limited in its ability to control temperatures in the building, leading to inefficient and increased energy consumption. The plumbing system is old and faulty, and the locker rooms are dilapidated. The main section of the existing building which houses SPS and Park and Recreation is part of the original 1958 building (once a school) and has a very worn and dated interior.

In addition to the many maintenance challenges, the current Fairbank Center does not meet the programming needs of the user groups. Frequently, the Senior Center must limit program participants and cannot do numerous other programs due to insufficient space. The affected offerings include would-be beneficial health programs. Park and Recreation space is dated and compartmentalized, making staff oversight more challenging for programs that utilize multiple parts the facility (i.e. vacation and afterschool youth programs). The old and worn locker rooms deter from the pool user experience. The SPS administrative space is a sub-optimal working environment for the town staff with small, disconnected offices and only one conference room along an extensive hallway. Essential collaboration to support

ANNUAL TOWN MEETING

Monday, May 4

7:30 PM

L-SRHS Auditorium

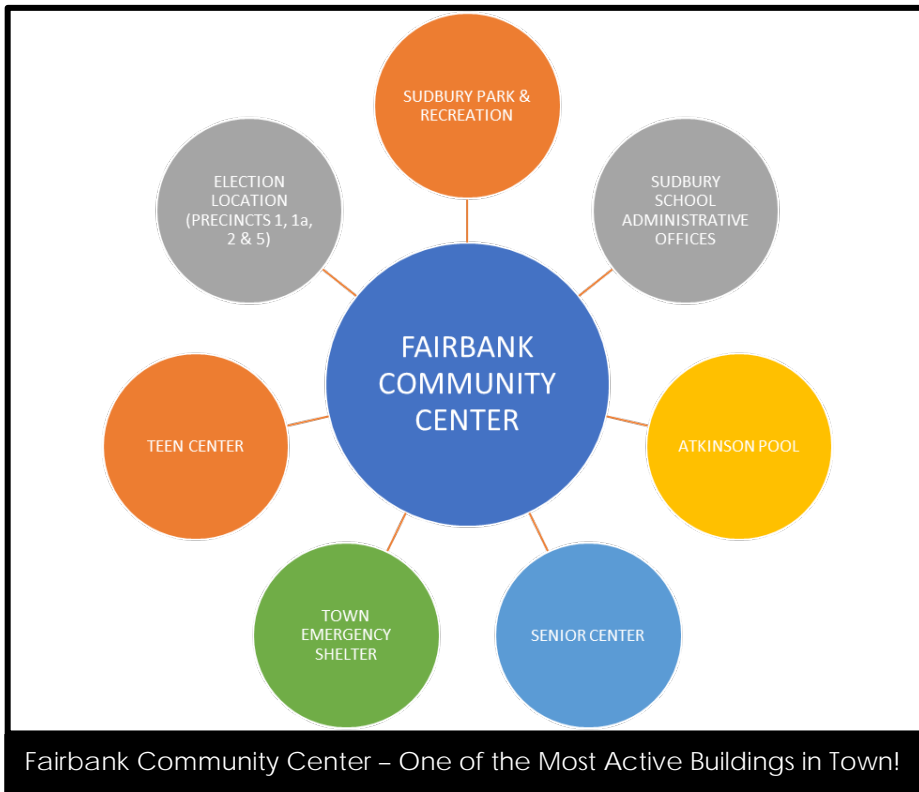
ARTICLE 18: Fairbank Community Center Design & Construction

Sudbury Public Schools is curbed by the isolating layout of the entire department.

The Future Project

In early 2019, former Town Manager Melissa Rodrigues formed the Fairbank Working Group to assess the current and potential future space needs of the [Fairbank Community Center](#). The Fairbank Working Group members include(d): former Town Manager Melissa Murphy-Rodrigues, Interim Town Manager Maryanne Bilodeau, Facilities Director Bill Barletta, Park and Recreation Commissioner Mara Huston; Council on Aging member Jeff Levine; Sudbury Public School Committee member Silvia Nersessian; and Select Board member Janie Dretler.

ICON Architecture was hired in August 2019 to work with the group to formulate a needs-based feasibility study, incorporating shared spaces among building user groups. The study was reviewed by the



user group's respective committees as well as senior town staff including public safety, DPW and building officials. As a result of this study, it is proposed that the Fairbank Community Center will continue to house Park and Recreation, the Senior Center and the Sudbury Public School administrative offices. Fairbank will also continue as the home for the Atkinson Pool, the town's Emergency Shelter, the Teen Center, and the election polling location for Precincts 1, 1A, 2 and 5.

The existing building inclusive of the aquatics area is 40,904 GSF (Gross square feet), and the proposed total building

program with aquatics would be 53,959 GSF. In the proposal for the Fairbank Community Center, both Park and Recreation and the Senior Center will have dedicated program rooms, storage and office space. Additionally, they will have new shared multi-purpose rooms with removable partitions to allow for maximum use of the center and expanded programming. SPS Administration will have dedicated professional office space, storage and meeting rooms.

The enhanced Fairbank Community Center will provide better infrastructure, programming, and advocacy

to support the growing older population of Sudbury.

[Sudbury's 2019 Livable Sudbury Report](#) highlighted the social isolation that many seniors in Sudbury feel, made even more difficult by the town's rural nature and limited public transportation options if unable to drive. A better Senior Center space will improve and expand opportunities for local seniors to socialize, exercise, get meals, and other important services to help in their day-to-day lives. It will provide additional space so that popular programs such as the Lifelong Learning Series can accept more interested participants. Individual financial, legal, and health counselling services that currently displace staff members from offices will be held in proper private conference areas. Other commonly requested health and recreational services that cannot be provided due to insufficient space will be made possible.

Through Sudbury Park and Recreation, the new Fairbank Community Center will continue to offer important youth after-school programming. Sudbury Extended Day (SED) is experiencing a higher demand in future needs of working families and others due to the planned change in school start times in Fall 2020. Recreation

Fairbank – Needed Improvements



Leak-prone roof above SPS offices



Ceiling water damage in toddler classroom



Concrete pillar in women's locker room

provides programs that may be further expanded to support this demand from the community. Wild Wednesdays is a Park and Recreation program that offers half-day afterschool coverage for approximately 17 half-day Wednesdays for elementary and middle school students throughout the school year. There may also be opportunities in the new space to create a drop-in teen space for afterschool hours.

Youth vacation and summer programs will continue in the new facility through Park and Recreation. Currently addressing the needs of Sudbury's busy families in July-

August are Sudbury Summer Camp, Preschool Pals, and the Sudbury Summer Inclusion Program. Holiday and vacation programs throughout the academic year include sports, science, and art activities.

Ongoing Early Childhood programs will also carry on in the new space. The toddler program, Terrific Twos, is a popular drop-off program for families with young children. It provides a strong introduction to a preschool-like setting. Other programs include drop-in play and exercise sessions. The new building will incorporate child appropriate restrooms inside the classroom as currently

the toddlers utilize adult bathrooms outside their designated program area.

The Aquatics area will receive critical renovation with the new center. There will be new pool locker rooms and the addition of much needed family locker rooms. In the process of the work the Atkinson Pool will receive much needed updates.

Other improved or expanded spaces for both the Senior Center and Park and Recreation include an Arts & Crafts area with storage and a Fitness studio for yoga, tai chi, tap dance, and other low impact fitness programs. A new

full-size gym will be built with dividable partitions to permit various activities by multiple users at one time. These program rooms and gym will be available for community rentals by groups above and beyond the core user groups.

A new Fairbank Community Center will improve Sudbury's Emergency Shelter, an important need as weather becomes more volatile and extreme. The proposed new building will allow for increased capacity in a single location. It will have complete backup emergency power and will facilitate rapid setup and breakdown for shelter operations.

Two additional benefits of a new building will be American with Disabilities Act (ADA) compliance and reduced energy usage. It is estimated that the proposed facility could decrease the current utility expenses by as much as 40%. Additionally, maintaining the three user groups in one location allows for efficiency of scale related to both utilities and maintenance.

In summary, an improved multi-generational Fairbank Community Center can be an affordable and convenient place for people to come to improve their health and wellbeing. It will be a site where the community members of all

ages can gather to learn, play and exercise.

On December 17, 2019, the Select Board voted unanimously to include on the 2020 May Town Meeting Warrant an article (Article 18) to support raising appropriate funding (Total Project Cost is \$28,832,000) to build the Town Manager's Working Group plan. The funds, if approved (2/3 vote required if financed via debt), would be expended for the design, permitting and construction or renovation of a Community Center, including a pool on the Town-owned land located at 40 Fairbank Road. If passed, borrowing for the project will then be voted on at a future town election.

Fairbank - Community Resources



Medical equipment for lending to residents



Atkinson Pool and Dive Well



Toddler Room used for preschool programs

Next Steps

Please learn more about the history, current status and proposed plan for the Fairbank Community Center by visiting the Fairbank Community Center project page

at:
https://sudbury.ma.us/fairbank_project/
You may review the ICON Architecture presentation to the Select Board at:
<https://bit.ly/3767ckB> and watch the Select Board

presentation video at:
<https://bit.ly/2Scdmve>

FUTURE OF FAIRBANK TOWN FORUM

SATURDAY, MARCH 28, 2020

10:00 AM

L-SRHS AUDITORIUM

Come ask questions and learn more
about the proposed Fairbank
Community Center project.