

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 13

David R. Williams

*Flagler Beach City Manager
Candidate Report*

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Cover Letter and Resume

David R. Williams

247David.Williams@gmail.com

**63 Summer St. Framingham, MA 01701
508.963.1705**

June 13, 2023

City of Flagler Beach, Florida

Recruit37@cb-asso.com

Re: Flagler Beach, FL, City Manager position

Mr. Baenziger and the Honorable City Commission:

Please accept this cover letter and resume as an expression of my interest in the City Manager position. I am very excited about the possibility of working with the Commission in building on Flagler Beach's foundation of good governance and smart development; as well as helping to maintain Flagler Beach's reputation of community engagement and protection of its natural resources.

I believe that I am a strong candidate for this position due to a background of extreme multi-tasking in various municipal roles. This includes more than a decade of professional management experience supervising and directing a broad portfolio of departments and services in various size local governments. Over the years, I have learned that successful delivery of municipal services is dependent on clear communications, teamwork, responsiveness, and integrity, as well as accepting that there is an obligation to do more, better, with less resources.

My most recent municipal management position was as Town Administrator at the Town of Sherborn for nine years – the longest serving administrator in Sherborn in modern memory. In accordance with the bylaws, I had many titles and duties as you can see in my resume. My resume includes details of my full municipal career, including positions, duties, and communities served. It does not include specifics about my most recent employment.

My most recent non-municipal position was as the Chief Financial Officer at Brockton Housing Authority, which is an Authority with sixteen properties and four thousand tenants. I was responsible for financial operations and funding of ongoing capital projects. The largest project was the financing and development of two mid-rise towers, with an estimated price tag of \$175 million. Although I was at the Authority less than a year, every day I learned something new about cashflow, alternative funding, affordable housing, and procurement. Unfortunately, the substantial commute from my home was not something I could continue to do longterm, which is why I resolved that I was going to search for a position that would be more sustainable, either locally or relocating for a desirable opportunity.

Please contact me at anytime if you have any questions. Take care and thank you in advance for your consideration.

Sincerely,



David R. Williams

DAVID R. WILLIAMS

E: 247david.williams@gmail.com
Ph/Txt: (508) 963-1705

63 Summer St., Framingham, MA 01701

SUMMARY

Proven municipal leader with expertise in the following areas:

- Financial and Personnel Leadership
- Buildings / Facilities Management
- Procurement, Contracts, Leases
- Capital Planning, Debt, Bonds
- Intergovernmental, Regional Cooperation
- Community Preservation and Land Use
- Transparency, Media Relations
- Grants, Alternative Funding

A creative and resilient local government executive with extensive managerial, financial, and decision-making experience. A proactive team-builder who leads by example and displays a great sense of humor as needed. Communicates efficiently and establishes credibility with employees and the public, so residents can feel informed, involved, and proud of their local government.

RELEVANT LOCAL GOVERNMENT EXPERIENCE

Town Administrator, Town of Sherborn, Massachusetts

2013 - 2022

Incorporated in 1674, Sherborn is a small, desirable, rural town of 16 square miles with more than half of it being classified as recreational open space and agriculture. It has a population of only 4,500, and is uniquely located in MetroWest Boston (Greater Boston metro population is roughly 8 million). Approximately 35,000 commuters pass through Sherborn's primary commercial area each business day, which creates a high demand on public safety personnel and roads maintenance. Residents are highly educated, affluent, professionals, who are among the wealthiest residents in the Commonwealth. Sherborn was governed by an open town meeting and a Board of Selectmen consisting of three members for more than 300 years before expanding to five members in 2015. I facilitated this transition with no increase in budget or staffing.

Duties and Responsibilities as Town Administrator:

- Chief Administrative Officer of a municipal government with a \$26 million budget (including town schools) and 100 employees.
- Served as Human Resources Director, Chief Procurement Officer, Technology Manager, Buildings and Facilities Director.
- Supervisory responsibility for the following functions: emergency services, public safety communications, public works, environmental issues, beach, and strategic planning.
- Operations budget development. Also developed capital budgets for buildings, vehicles, and roads, and presented projects for consideration at an annual town meeting. Capital budgets annual total ranged from \$300k to over \$1 million.
- Served as a primary spokesperson to the media and the public, as well as received and responded to public document requests from legal entities and special interest groups.

Achievements:

- Served as Town Administrator longer than anyone in Sherborn's modern history.
- Prior to my arrival in 2013, the community had a reputation of instability and residents

were paying the highest tax rate in the Commonwealth, which increased each year. Immediately addressed the Town's financial and organizational challenges, making positive changes that resulted in stability and a tax rate that has a downward trend since 2018.

- Facilitated the largest housing development the Town has ever supported (140+ units). Led multi-faceted affordable housing project involving a Legislative Special Act, complex utility infrastructure, multiple inter-municipal agreements, and memos of understanding with the two primary developers.
- Redeveloped public eyesore property containing dilapidated structure into affordable housing; maintained positive relations with developers of several affordable housing projects, formed affordable housing committee and trust.
- Negotiated shared water system between senior housing development and private condo association, utilizing \$180,000 federal ARPA funds to complete project construction.
- Obtained \$100,000 legislative earmark three years in a row to hire a Sustainability Coordinator and fund the creation of the dedicated department under the Town Administrator. The Coordinator provided internal and external consulting, as well as developed and managed its own website.
- Routinely identified, applied, and obtained grants, legislative earmarks, and other funding for projects exceeding \$1 million. Projects included technology upgrades at Town Hall; power surge protectors installed on all buildings; public safety traffic calming equipment; technical assistance for housing production plan, capital planning, and road projects prioritization; public safety equipment purchases such as Jaws of Life and air-packs; implemented full network connectivity between all town buildings; other safety and structural improvements.
- Coordinated funding of a 'community playground build', working with a local non-profit. Renovation was about \$250,000 using privately raised funds and in-kind labor.
- Transformed email system and accounting package to cloud-based, thereby enhancing remote capabilities long before the pandemic hit. Town Hall staff was immediately responsive with no loss in business when switching to home offices.
- Implemented an online document request system so the Public could have easier access to Town documents, thereby improving transparency and the Town's customer service reputation.
- Statewide award for best small-town website after implementing a major overhaul of website design and capabilities.
- Revised personnel policies and created new position rating and classification and compensation system, which saved consultant cost estimated at about \$50,000.

Assistant Town Manager, Town of Framingham, Massachusetts

2010 - 2013

Framingham has a population of about 70,000 residents, and a large population requiring public housing and services. It is an urban city about 20 miles west of Boston with dense residential, but also areas of farmland. It had a five-member executive body and was known as Massachusetts' largest town. Framingham has an approximate budget of \$300 million, and more than 3,400 employees with about twelve non-educational union contracts (Police, Fire, Public Works, Recreation and Technical Staff). It is home to the world headquarters of Staples, Bose, TJX Corporation, as well as several large biotech companies, such as Genzyme.

Duties and Responsibilities as Assistant Town Manager:

- Served as Human Resources Director, Chief Procurement Officer, Buildings / Facilities Director, and Disability Coordinator.
- Supervisory and Oversight responsibility for the following functions: town hall operations, capital projects (vertical), parking lots/garages, media services, information technology services, government channel, human services, veteran services.

Achievements:

- Integral member of team that analyzed and defended privatizing school bus drivers. This resulted in seventy-five terminations and more than \$250,000 in first year savings.
- Launched competitive bid process for property insurance and coordinated transition, which saved \$400,000 in first year.
- Maintained and negotiated twelve union contracts, concurrently, and maintained positive relations throughout. Held down increases to the same percentage as annual non-union cost of living adjustment.
- Supervised multiple projects involving restoration and renovation of dilapidated historic buildings while exploring suitable economic development options. The Maynard Building rehabilitation was an ailing, vacant, historic building that was renovated within four months and then leased to a local university. Return on investment was less than five years.
- Reorganized maintenance personnel to deliver services more efficiently and privatized certain custodial tasks, which improved building appearance and reduced complaints.

Assistant Town Manager, Town of Weston, Massachusetts

2006 - 2010

Weston is an affluent, rural suburb about 12 miles west of Boston. It has a population of 11,000 and is home to professional athletes and many of the best doctors, attorneys, and finance people in the Boston area. Schools were among the best in the nation. There is a very small downtown area of less than fifty businesses. Weston is recognized across the Commonwealth as being highly desirable and a leader in local government management. It is managed by a three-member Select Board, a 'strong' Town Manager, and an annual town meeting. Weston's non-education budget was around \$40 million, and had about 150 non-school employees.

Duties and Responsibilities as Assistant Town Manager:

- Served as Director of Finance & Administration, and Chief Procurement Officer.
- Oversaw the following functions: town clerk, information technology services, assessing, collective bargaining, enterprise operations, debt, investments.

Achievements:

- Teamed with economic development group to attract a corporate relocation that added more than \$100 million to the town's total valuation.
- Provided analysis and advised on \$22.5 million land purchase and presented several redevelopment options.
- Enhanced main shopping area with LED lighting that saved energy costs, lowered carbon footprint, and enhanced streetscape. Moved the entire town streetlight system to full LED

- using incentive grant funds. Negotiated cost to purchase street lights was \$1 (one dollar).
- Facilitated a switch in health insurance carrier that generated year-one savings of more than \$2 million.
- Consolidated dispersed technical services offices into an organization-wide Information Technology Department under a single Director.

Finance Director, City of Bath, Maine

2003 - 2006

The City of Bath is Maine's smallest city, and is located on midcoast Maine, approximately 30 miles north of Maine's largest city, Portland. Bath was managed by a nine-member city council and a 'strong' city manager. Bath had around the clock public safety personnel and operated its own paramedic-level rescue department with four ambulances so that it could also serve neighboring communities. Bath had a population of about 8,300. Streets are treelined with many large Victorian and Greek Revival homes dating back to 1835. The Bath non-education budget was about \$20 million, and there was about 110 employees. The largest employer was Bath Iron Works (BIW), a General Dynamics company, with about 6,500 employees. BIW was the largest employer in the state and built Destroyers for the U.S Navy.

Duties and Responsibilities as Finance Director:

- Tax Collector - Treasurer, Chief Procurement Officer.
- Supervisory and Oversight responsibility for the following functions: human resources, building services, city bus system, general assistance (welfare), economic development corporation, community development, midcoast center for higher education development.

Achievements:

- As Finance Director and Collector-Treasurer, I was responsible for maintaining positive relations with BIW, as well as issuing and collecting on its complicated property and personal property tax bill of around \$10 million, which was based on an assessed valuation of more than a half billion dollars.
- Researched, planned, and implemented an automated tax collection lockbox and payment system, saving enough time that I was able to reduce collection office staff by 20%.
- Initiated a plan to make the City Bus fully self-supporting by selling advertising located on the inside and outside of the busses, and replaced the small fleet through state grants.

Town Administrator, Town of West Bath, Maine

2000 - 2003

I started my career in municipal management at the small, waterfront town of West Bath, Maine, as it's first Town Administrator in January 2000. West Bath was governed by a three-member Board of Selectmen and an annual town meeting. It had commercial aquaculture operations, and miles of Atlantic Ocean shoreline. The year-round population was about 2,200 people, with about an additional 800 seasonal residents each summer. Overall budget was small, and there were less than 22 employees, but a variety of motivated committees and boards formed for special purposes kept me very busy.

Duties and Responsibilities as Town Administrator:

- Chief Procurement Officer, General Assistance (Welfare) Director, Disability Coordinator.
- Supervisory and Oversight responsibility for the following functions: town clerk, tax

collector-treasurer, town buildings, building inspector, roads commissioner, public works, fire, ambulance, shellfish warden, harbormaster, and code enforcement.

Achievements:

- Applied for and managed a state grant program to clean up overboard discharge septic systems along the coastline. I utilized more grant funds than any other community along Maine's more than 3,000 miles of tidal shoreline.
- Worked with local energy developer to establish a midcoast propane depot in proximity to the highway with no adverse impact to the coastline or residential areas. The depot began as West Bath's most controversial business proposal, and eventually became West Bath's most successful commercial business.

EDUCATION

James Madison University Graduate School Master's in Public Administration (MPA)

Internship: U.S. Social Security Administration - Healthcare Financing Administration's Longterm Planning Division (HCFA/Medicare); Graduate Teaching Assistantship in Political Science Department

University of Maine, Orono Campus Bachelor's in Public Management

Internship: U.S. Senator William S. Cohen's Office

New England School of Communications Certificate in Broadcasting

Award: Writing for Broadcast

Leadership Development Academy Master Certificate in Cybersecurity Leadership

Twelve-week course focused on cybersecurity leadership.

PROFESSIONAL AFFILIATIONS (Current)

- International City/County Management Association (ICMA)
- Florida City/County Management Association (FCCMA)
- Massachusetts Municipal Association (MMA)
- National Association of Housing Redevelopment Officials (NAHRO)
- Pi Alpha Alpha Honor Society

PERSONAL

Originally from Bangor, Maine. Interests include family time, exercise, golf, music, movies, photography, travel/sightseeing, and fishing.

Candidate Introduction

David Williams

EDUCATION

Professional Degrees:

Master of Public Administration (MPA), James Madison University, Harrisonburg, VA
Bachelor of Arts (BA) in Public Management, University of Maine, Orono, ME

Technical Training:

Master Certificate in Cybersecurity Leadership, Professional Development Academy, ICMA;
& Certificate for Cybersecurity Threat Leadership Simulation, Nat'l Assoc. of Counties
Certificate for Ethics Review, Florida City & County Management Association
Certificate for Housing & Urban Development (HUD) Accounting, BDO USA
Certified Public Purchasing Officer, MCPPO, MA Office of the Inspector General
Designation as ADA/Community Access Officer, MA Office of Disabilities and Access Board
Certified Maine Public Manager, Maine Municipal Association
Certificate in Broadcasting, New England School of Communications, Bangor, ME

EXPERIENCE

Town Administrator/CAO, HR Dir., IT Mgr., Bldgs. Dir., CPO Sherborn, MA, 2013 – 2022
Assist. Town Manager/HR Dir., ADA Coord., Bldgs. Dir., CPO Framingham, MA, 2010 – 2013
Assist. Town Manager/Dir. of Admin. & Finance, CPO Weston, MA, 2006 – 2010
City Finance Director/Collector – Treasurer, CPO Bath, ME, 2003 – 2006
Town Administrator/General Assistance Dir., CPO West Bath, ME, 2000 – 2003

BACKGROUND

The Town of Sherborn, Massachusetts, is located in the southwest corner of MetroWest Boston. Because of its close proximity to Boston, the community consists of highly educated, affluent, white-collar professionals. It is an easy twenty-minute commute into Boston along winding, tree-lined backroads. Even though the MetroWest area is considered to be densely populated, Sherborn actually has very rural characteristics, in that there is no public water supply, nor public wastewater utility. The lack of public utilities purposefully inhibits residential and commercial development. Growth is further curbed by most zones having a three-acre minimum lot size. Sherborn has a sensitive eco-system consisting of large open spaces conducive to farming and horse ownership, as well as delicate wetlands throughout town. There is a Great Pond completely bordered by waterfront properties, except for a small area of about six acres maintained by the Town for recreational purposes (water/beach access and parking). This area is home to the Farm Pond Reservation with Town-hired lifeguards and management staff reporting to the Town Administrator. The Town hosts the operations of the Sherborn Yacht Club at this facility by

David Williams

issuing a special operations license.

Sherborn has a population of about 4,500 year-round residents, with an annual budget of around \$26 million, including education budgets. The Town has about 100 Town (non-school employees). Sherborn is widely recognized in Massachusetts as having the top school system, which is nationally competitive. Due to the limitations on development, a high dependence on property taxes, and a high demand for public education and services, Sherborn residents were known to have the heaviest tax burden statewide. The tax rate was on a slow but steady, upward trajectory for years prior to my arrival. Recognizing this trend, I creatively held personnel and operational budgets nearly flat or reduced each year of my tenure without cutting services. These efforts resulted in the stabilizing and reduction of the tax rate. Prior to my departure from Sherborn, the town no longer had the highest property tax in the Commonwealth.

As you can see, the major issues facing Sherborn are controlling development, affordable housing, maintaining open space, and managing environmental sensitivities and challenges year-round. These are similar matters of concern to Flagler Beach, in addition to maintaining a healthy and safe population, personnel, and infrastructure. As a juxtaposition to my time in Sherborn, and more relevant in scale to the Manager role at Flagler Beach, I served as the Assistant Town Manager and Human Resources Director in neighboring Framingham. Framingham has a population of about 70,000 residents, and a large population requiring public housing and services. Framingham has an approximate budget of \$300 million, more than 3,400 employees (2020 data, including education), with about twelve non-educational union contracts (Police, Fire, Public Works, Recreation and Technical Staff). Framingham is home to the world headquarters of TJX Corporation, Staples, and Bose, and is home to several large biotech companies, such as Genzyme. Framingham has one of the highest corporate tax rates in the Commonwealth due to these corporations being highly dependent on modern infrastructure. I was a productive part of the Town's management team involved in maintaining positive corporate relationships.

I should note that I started my career in municipal management at the small, waterfront town of West Bath, Maine, as its first Town Administrator in January 2000. West Bath had a small commercial oyster aquaculture, and miles of Atlantic Ocean shoreline. The year-round population was about 2,200 people, with about an additional 800 seasonal residents each summer. While I was at West Bath, I applied and managed a state grant program to clean up overboard discharge septic systems along the coastline. I utilized more grant funds than any other community along Maine's more than 3,000 miles of tidal shoreline.

I left West Bath to go to the larger bordering community of the City of Bath, which had a population of about 8,300 residents. I served as the Finance Director and Collector-Treasurer. The Bath non-education budget was about \$20 million, and there were a little more than 100 non-school employees. The City of Bath was a full-service city where I was also responsible for managing the bus service, which operated on a citywide route. The City Bus became fully self-supporting by selling advertising, and I replaced the small bus fleet through state grants. The

David Williams

largest employer was Bath Iron Works (BIW), a General Dynamics company, with about 6,500 employees operating over three shifts. BIW was the largest employer in Maine. BIW valuation was more than a half billion dollars. As Finance Director and Collector-Treasurer, I was responsible for maintaining positive relations with BIW, as well as issuing and collecting on its tax bill of around \$10 million.

In 2006, I left the City of Bath to become the Assistant Town Manager and Director of Administration and Finance at the Town of Weston, Massachusetts. Weston had a population of about 11,000 and a non-education budget of around \$40 million. Weston had top schools and was the richest town in Massachusetts. It's high median household income made it one of the wealthiest communities in the nation. As the person in charge of the Town's finances, including debt issuance, I had the luxury of having my financial management efforts scrutinized by a volunteer Finance Committee consisting of some of the country's most successful business leaders.

Lastly, and certainly not least, in all of my positions since beginning my career in 2000, I have served as the Chief Procurement Officer (CPO), American with Disabilities Act (ADA) Coordinator, and directed or supervised departments of human services, buildings, facilities, and technology.

GENERAL MANAGEMENT STYLE AND EXPERIENCE

Due to the diversity of populations and personnel I have managed, I have developed an eclectic style of management that at its core is 'lead by example' and to treat everyone with respect. I always maintain that no matter what the issue is, if someone is taking the time to talk to me about it, I need to actively listen and parse out what unique perspective they can bring to the decision-making table. I believe in frequent and near continuous communications with Staff, as well as weekly 'catch-up' meetings so each department understands what the other is working on, and how they might be able to assist. Lastly, making sure all Staff understand how they fit into 'the big picture' so they can better understand what impact their day-to-day routines have on the whole Town is paramount to successfully developing an organization. Oftentimes, depending on the severity of the circumstances, I draw on a good sense of humor to pull people through difficult situations.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Ethical
- Creative
- Resilient
- Responsive
- Succinct (in communications)
- Empathetic (as a leader)

REASON FOR DEPARTING MY MOST RECENT LOCAL GOVERNMENT POSITION

My departure from the Town of Sherborn in January 2022 included personal (family) and professional reasons. In advance of leaving after the conclusion of my fourth consecutive employment contract, I began discussing an exit plan with the Board approximately six months in advance (July 2021). My departure was professional and amicable. I left Sherborn with no negative evaluations and without ever having any incidents that could harm the reputation of the Board members or the Town. I was the longest serving Administrator in the Town's modern memory. I have a letter of recommendation from the Town's longest serving Select Board member, who is a graduate of Harvard Law, has served on many state committees appointed by the Governor, and is a longtime, respected municipal attorney for several communities in the greater Boston metropolitan area.

[Note: My most recent employment at the Brockton Housing Authority, from June 2022 through April 2023, was as Chief Financial Officer. I was the fourth CFO in the prior two years at the Authority. This position was more desk-bound in accounting duties than I had expected, and due to the rigors and distance of the commute, it was not a sustainable situation. I informed my employer that I would be seeking employment back in local government management where my strengths are, and where I have spent the majority of my career. This was an amicable departure and the Executive Director is available to be contacted if needed.]

Section 13

CB&A Background Checks

**Background Check Summary for
DAVID RAY WILLIAMS**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County Middlesex County, MA	No Records Found
State Massachusetts	<i>Records Maintained by County. See Above.</i>

Civil Records Checks:

County Middlesex County, MA	No Records Found
Federal Massachusetts	No Records Found

Motor Vehicle

Massachusetts	No Records Found
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Credit

Excellent

Personal Bankruptcy

No Records Found

Sex Offender Registry

Not Listed

Education

Confirmed

Employment

Confirmed

Social Media

Nothing of Concern Found

**Background Check Summary for
DAVID RAY WILLIAMS**

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

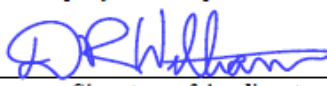
**Background Check Summary for
DAVID RAY WILLIAMS
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: David R. Williams

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
 2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
 3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
 4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
 5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No
 6. Have you ever been charged with driving while intoxicated?
Yes No
 7. Have you ever sued a current or former employer?
Yes No
 8. Please list all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.
LinkedIn, Facebook, Twitter, Instagram, Yelp.
 9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
 10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.
Defendant with the Select Board, Town, and a PD Lt. in a wrongful termination suit from former Sherborn Police Chief after termination of his contract in an open public hearing. Defense provided by Town insurance carrier is expected to be successful [Contact: Atty. John Cloherty, Boston.]
- Attested to:  6/14/2023
Signature of Applicant

Please email this form via PDF DOCUMENT to Monique@cb-asso.com or via fax to

(561) 621-5965 no later than 5:00 PM MST 06/16/2023.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

CB&A Reference Notes

Reference Notes
David R. Williams

Michael Lee – Former Treasurer, Town of Sherborn, MA 781-492-2695

Mr. Lee was a resident of Sherborn. He was elected to the School Committee, which is generally called the School Board in other communities. He worked with Mr. Williams in this capacity as the school budget and the town budget overlaps in some areas. At one point the Treasurer resigned, and Mr. Williams hired Mr. Lee to do some operations analysis and financial review. Mr. Lee did the analysis and brought information to him at certain intervals. Mr. Williams commented and suggested edits but gave Mr. Lee autonomy which was appreciated.

Sherborn has a Town Meeting form of government which dates back to prerevolutionary war times. Consultants who have reviewed their structure have recommended that they simplify it, it is very difficult to accomplish anything. The Selectman do not have as much decision-making capacity as one would expect. Financial and other major decisions are decided by registered voters who participate in the Town Meeting on the matter. Thousands of people can show up to any such meeting, which creates an interesting and complex structure. In addition, most of their Boards are elected, as well as Town Officials with day-to-day duties like the Treasurer, Town Clerk, and Board of Health official. Every elected official has its own fiefdom that Mr. Williams had to work with. In addition to dozens of elected officials, he worked with three committees in the school district. Mr. Williams had to keep the bus going down the road, and collaboratively work through issues. The Town Administrator position historically has a frequent turnover, and Mr. Williams' longevity in such a complex situation is commendable.

In the environment that Mr. Williams worked, making any change was a challenge. He understood what changes needed to happen but could not always move them forward because of the collective decision making. Transitioning the Treasurer from being an elected position to an appointed position took years. The more complex the government structure is, the more the position fits in Mr. Williams' wheelhouse. Managers or Administrators who came from a more conventional government structure flounder in Sherborn.

The Finance Committee was a group of nine people who analyzed the Town budgets, and they created a booklet to render their opinion on Town budget items. Employees had to defend their budget and answer odd questions from the public. When public works was giving justifications for the purchase for a new plow, anyone in the Town could ask questions about the purchase. Mr. Williams was always present at town meetings, and frequently presented on initiatives. He is excellent with the public.

Due to the nature of the personalities, and having so many people involved in Town governance, the situation was more than stressful. Some elected officials were not supportive of anyone at Town Hall being successful, which is no fault of Mr. Williams, it just shows the type of people that he worked with. They only seek to protect their fiefdoms and viewed any items from the Selectman's office as suspect. Mr. Williams did not create any controversy, but he had to manage it. Nothing in his background or conduct would concern a reasonable person.

Reference Notes
David R. Williams

Mr. Williams long tenure in Sherborn was extraordinary. Mr. Lee is currently trying to hire Mr. Williams for a short-term project while he looks for his next full-time position. If a community has a complex government and many perspectives to manage, Mr. Williams is the perfect choice. He developed a great skillset in Sherborn.

Words or phrases used to describe David Williams:

- Loyal,
- Great at dealing with complexity,
- Strong people skills,
- Experienced,
- Not a micro-manager, and
- Quick on his feet.

Strengths: Dealing with complexity and keeping the town moving forward. Strong at managing people and herding cats. Understood that managing water quality was a high priority as one third of the Town is a wetland.

Weaknesses: None identified.

Neil Kessler – Chairman, Conservation Chair, Town of Sherborn, MA 617-448-3982

Mr. Kessler has known Mr. Williams for some time but they worked closely together on conservation matters for about eighteen months, from 2020 to 2021.

Mr. Williams was an excellent administrator; the job was busy and thankless. He had many stakeholders to consider and did a good job balancing the interests, taking care of what was most important, and doing the right thing in any given circumstance.

The Conservation Agent position was a part time position and had been vacant for ten months. They could not attract the quality of candidates that they wanted. Mr. Kessler spoke with Mr. Williams to ask for more hours for the position, in an effort to attract more candidates. Mr. Williams recommended that they turn the position from a part time, 19 hour a week job with no benefits, to a full time, 35 hour a week job with benefits. He then explained the process which was first talking to the personnel board and then presenting to the Selectboard. Mr. Williams was an ambassador along the way and validated their recommendation while also explaining how they could fund the position. The committee could not have achieved success without him, he was a real champion and guided them through a very complex process. The position was made full time, and a new conservation agent was hired who has been wonderful.

Decisions made by Mr. Williams are good. He likes to put processes in place and keep everyone functioning within that structure. He was at every event that Mr. Kessler attended. Mr. Williams

Reference Notes
David R. Williams

works very well with the public. He is very friendly and was always ready to talk to people and be an ambassador for the Town.

Mr. Williams was great about communicating any information that pertained to their committee. He has excellent financial skills, and he accomplished every task in a timely manner. He is a veteran of working in government and is very good at separating the noise from what really needs attention. He rolled with everything that occurred, knew what was important, remained cordial and respectful, but understood the priorities. He remained unflappable in the chaos of Town government.

Mr. Kessler is not aware of anything controversial that relates to Mr. Williams. Mr. Kessler does not know why Mr. Williams left for sure but heard that the Board had decided to have Mr. Williams reapply for the position while opening up the application process to others, without discussing the matter with him or explaining their reasons. Mr. Williams decided not to reapply, and he began looking for other opportunities. Mr. Kessler had a limited sphere in interacting with Mr. Williams but has never heard any criticism of him.

Mr. Kessler would hire Mr. Williams and misses him. While the interim manager is a fine person, she does not have the knowledge, background, understanding, or connections in the community that Mr. Williams had. Sherborn is a smaller town, and he did a good job. He is extremely knowledgeable and kind. He would be an asset to any municipality or organization. Mr. Kessler wholeheartedly endorses Mr. Williams for any role that fits his experience.

Words or phrases used to describe David Williams:

- Friendly,
- Knowledgeable,
- Practical,
- Dedicated,
- Loyal, and
- Ethical.

Strengths: He was driven to do the right thing in any situation, rather than satisfying any one person, and see every project through to completion.

Weaknesses: Tasks of a lower priority did not get as much attention, but that was more of a function of the job and the circumstances rather than a reflection of Mr. Williams. He could communicate better about what his priorities are.

Reference Notes
David R. Williams

Chuck Yon – Former Selectman, Town of Sherborn, MA 508-479-7826

Mr. Yon was active in the community for several years. He was on the Selectboard for six years and also served on the Planning Board. He worked with Mr. Williams in both a professional and volunteer capacity.

More knowledgeable of municipal law than most administrators, Mr. Williams made good decisions. One Selectman's entire practice was in law, but Mr. Williams was a good second opinion and Mr. Yon trusted his recommendations.

Sherborn voted to increase the authority of the Administrator which Mr. Williams handled very well. Also, they went from a three-member Board to a five-member Board, which was a fairly major structural change, and he handled that implementation very well. The Administrators in the area unanimously felt that a three-member board was hard to work with. Mr. Williams could not and did not take a position, but he did a great job implementing and handling the change.

Mr. Williams was very active on the Council of Aging, and the members were positive and supportive of him. When dealing with personnel or volunteer staffing issues, Mr. Yon universally heard good things about Mr. William's involvement. The library community was critical of Mr. Williams, but they were in the middle of a very difficult project that was heading to litigation and will cost twice as much as the library trustees said it would. The situation was difficult and included a fair amount of finger pointing. Volunteers do not really know how things work and often feel like their agency has more autonomy than it does. Mr. Williams was much better at handling personnel issues than most managers. He was masterful in his handling of a particular personnel issue on the Council of Aging.

Staff in Town Hall dealt with the public more than Mr. Williams did. He was involved in town meetings. He was very good about keeping the Board informed. He tends to relay information to the Chairperson, which is the correct chain of command in Sherborn. He always tried to protect the town's interests and do a good job, and he was also very loyal to the Selectboard. He did not like stress all that much, but he handled it fairly well.

The selection of a Deputy Public Works Director became very political. One candidate was a prior Selectman and while he was a contractor, he had no experience in public works. Another had worked in the public works department in Framingham but then turned the position down when the process became political. Mr. Williams was very good during the assessment process and did a nice job handling a delicate situation. He was very non-emotional and matter of fact. He did an outstanding job.

The Police Chief was the subject of several allegations which the Town investigated with an outside lawyer and human resource consultant. The investigators found that the Chief lied on a few occasions. The termination of his employment was very political and controversial. While the Board took the lead, Mr. Williams was involved and handled it well.

Reference Notes
David R. Williams

Sherborn is primarily made up of million-dollar homes, and the residents are very affluent. The Town approved a large condominium apartment project to create affordable housing. The initiative was passed at a special Town Meeting with a large turnout and 87% approval. Mr. Williams was an integral part of the process, as was the Housing Board and the Selectboard.

Mr. Yon is a lawyer for pharmaceutical companies. He believes that commitment is higher in the private sector than in the public sector. Mr. Williams's commitment level is good but not the best Mr. Yon has ever seen. Mr. Yon worked with several Town Administrators. Four were okay and three of them were good to very good. Mr. Williams was in the latter category, but he was not the strongest of the three.

Mr. Yon would hire Mr. Williams in the right situation. A smaller community is right in his sweet spot.

Words or phrases used to describe David Williams:

- Knowledgeable,
- Personable,
- Good sense of humor,
- Great EQ,
- Good at reading and understanding people,
- Loyal.

Strengths: Good at working with people, good at handling human resource matters and issues, great with the complicated government structure in Massachusetts.

Weaknesses: He juggles many responsibilities and when his plate is full his performance is not as strong as when he has a routine workload, but that is true for most of us.

Paul DeRensis – Selectman, Town of Sherborn, MA 617-840-2074

Mr. DeRensis has been on the Selectboard since 1995. Mr. DeRensis was on the Board that interviewed and hired Mr. Williams. They worked together from 2013 to 2022.

Mr. Williams is very personable and very approachable. He is good with numbers and is thorough and methodical when working with the budget. He made good decision both in general and when hiring personnel.

Mr. Williams was visible in the community but not as much as Mr. DeRensis wanted, but Mr. Williams also has four young children and he needed to be there for his family, too. Also, there is no end to what the public wants, he could work morning, noon and night if he wanted. Everyone in the community who knows him, likes him. He is very personable.

Reference Notes
David R. Williams

Communication can be complicated. Mr. Williams did not always keep the Board informed, but usually it was because the Department Head did not keep him informed. For example, a constituent called Mr. DeRensis about a road that was closed. Mr. DeRensis called Mr. Williams and he did not know the road was closed. He called the Police Chief and learned there was a fatality, and the newspaper already knew about the accident and road closure. Mr. Williams and the Board should know about matters before the local news. Communication needed to be better all the way around, but Mr. Williams cannot report what he does not know.

The conservation commission that regulates wetlands and storm water was led by a person in a part time position. The position had a high turnover, and the commission was not functioning well. Mr. Williams spoke with potential applicants and analyzed the situation. He felt that they needed to make an investment in the position, making it full time and offering benefits. He worked through the process and hired a wonderful employee who is happy and plans to stay. He changed the structure of the commission.

Numbers and finance are Mr. Williams' strongest skillset. He is usually very timely in completing assignments but sometimes disasters or higher priority items occur, and he has to divert his attention to those issues. Everything he was asked to do was ultimately done, but perhaps not always in the timeline first set out. However, the environment he works in did not allow him to focus entirely on projects. He is very personable and approachable, but he internalizes stress and loses sleep over it. However, his relationships with people were good.

Mr. Williams did not break any laws or do anything wrong in their community. He resigned from the position. Sherborn does not pay top dollar and they cannot attract the managers with the big degrees and awesome resumes. Mr. Williams rates a B on Mr. DeRensis' scale in comparison to other managers in the country. However, he stayed longer than anyone else and did better than any other administrator for the Town.

Mr. DeRensis recommends Mr. Williams, he did well for Sherborn.

Words or phrases used to describe David Williams:

- Personable,
- Approachable,
- Methodical,
- Numbers oriented, and
- Observant.

Strengths: Personable, approachable, good with numbers and budgeting, methodical, thorough.

Weaknesses: None identified.

Reference Notes
David R. Williams

Judy Caron – Human Resources Analyst, City of Framingham, MA 508-532-5490

Ms. Caron was the Assistant Human Resources Director and she reported to Mr. Williams when he became the temporary Human Resources Director while they were in the hiring process for a Director. They met in 2010.

Mr. Williams is very organized, and he can handle any type of pressure he is under. He made great decisions when hiring staff. They always discussed the applicants and he had great insight. He asked the right questions and checked references. He is a great people person. His decisions in general are also good. He is very innovative.

Mr. Williams was often out in the community, and he worked very well with the public. Residents listened to him and were attentive to what he had to say. He was a great communicator and there were no surprises when working with him. He does not show stress when a situation is very challenging, and he has a very calming personality.

Finance is a good strength of Mr. Williams. He is great at managing budgets. As interim Director he managed the human resource budget as well as dealing with budgets for all the departments. He promptly responded to inquiries and was always available to help the staff.

Mr. Williams dealt with controversial matters, like the pond and conservation lands. Nothing in his background or conduct would concern an employer. He left Framingham to advance his career. When his name comes up, everyone has good things to say about him.

Ms. Caron would definitely hire Mr. Williams; he is a good manager. He is a great pick for any community and will do good things for them.

Words or phrases used to describe David Williams:

- Personable,
- Kind,
- Very motivated, and
- Very organized.

Strengths: Great communication, dependable, very organized.

Weaknesses: He is willing to take on more and sometimes takes on more than he should. However, he always got the job done and was available to sign paperwork or meet with the staff. He was very on task with whatever he needed to do.

Reference Notes
David R. Williams

Diane Moores – Assistant Town Administrator, Town of Sherborn, MA 508-651-7851

Ms. Moores has known Mr. Williams since 2013. She is the Assistant Town Administrator and reported directly to him. His job performance was great.

Mr. Williams makes good decisions both when hiring and in general. He thinks matters through to avoid making a rushed decision, and he often sees factors that others miss. He believes in the adage “drink no wine before its time”. He is methodical and while he may have wanted to do something one way, he realized when the timing or circumstances were not ready for that initiative. He is also very innovative.

Many of the meetings in the community were attended by Mr. Williams, but the Town has so many volunteer groups that an administrator cannot spread themselves that thin and still complete their work. He attended advisory meetings, budget meetings, library construction meetings, Board meetings, and committee meetings. He works very well with the public.

They met every day and Mr. Williams was always good about providing information. He is both a leader and a manager for the organization. He is very customer service oriented. Finance is one of his strengths. He completes work on time and manages stress well. His sense of humor often helps lighten the load.

Mr. Williams has not been involved in anything controversial. His background and conduct are clear of controversy. He resigned because he felt it was time, he lasted much longer than most Administrators. Ms. Moores does not know anyone who would disagree with the statements in this reference.

Ms. Moores would definitely hire Mr. Williams; he is a good manager and a great person. He is very missed in Sherborn.

Words or phrases used to describe David Williams:

- Personable,
- Innovative,
- Approachable, and
- Very methodical.

Strengths: He is likeable, and people gravitate towards him.

Weaknesses: He takes on too much and could delegate more.

Reference Notes
David R. Williams

Susan Tyler – Former Cemetery Commission Member, Sherborn, MA 508-314-3961

Ms. Tyler has lived in Sherborn since 1968 and met Mr. Williams in 2013 when he was hired. She has served on the Traffic Safety Committee, the Cemetery Commission, the Agricultural Commission, the Conservation Commission and was an elected official for five or six years. Of all the administrators she interacted with in her years of community service, Mr. Williams was the most responsive and helpful. He was more than willing to make time and answer any questions that she had.

Sherborn is a small and very affluent community with old New England money. The community is younger now, but still has many old money residents. Mr. Williams has always been able to relate to everyone in the town, the people who want change and the people who do not. He is very easy to work with.

The Board has many strong personalities, and some members like to micromanage. Mr. Williams was tasked with human resource functions because they do not have a dedicated human resource person. The Board pushed for hiring a local resident who was not qualified. He listened to others and stated his opinion even though he was under great pressure.

Mr. Williams attended Traffic Safety meetings, many of the Planning Board meetings, annual meetings, Financial Advisory Committee meetings, and Selectboard meetings. He attended the luncheon for the Council on Aging to answer questions from the seniors in town. Everyone loved it when he attended, he is enjoyable to be around.

Ms. Tyler and Mr. Williams worked together on a \$410,000 project for new roads and storm drainage, which was the last project completed in Sherborn on budget and ahead of schedule. While she likes to take the credit for the project, she could not have done it without Mr. Williams' knowledge and assistance.

Sherborn has had many personnel issues, but Ms. Tyler does not have direct knowledge of them, just hearsay. Mr. Williams always seemed to bring the parties together to work through the issues, and the staff members who had difficulties with each other are all still employed by the Town. He handles stress by digging into his work.

Mr. Williams background is clear of anything that would concern an employer. Ms. Tyler is not sure why Mr. Williams resigned but feels it had to do with one Selectman. This Selectman never has a kind word for anyone and stated that Mr. Williams was the worst Town Administrator he had ever seen. Ms. Tyler found a newspaper article written in the early 2000s where this same Selectman said that that Town Administrator was the worst one they had ever had. Ms. Tyler sent Mr. Williams a copy of the article so he could see that this Selectman has said the same thing about every Administrator in Sherborn. Some may grumble when they do not get their way, but they do not say anything negative about Mr. Williams. He holds his ground when needed, particularly with municipal law. The rules are the rules, and they apply to everyone.

Reference Notes
David R. Williams

Ms. Tyler has been involved in politics and knows the stakeholders. She would hire Mr. Williams. You cannot go wrong with him; he is very helpful.

Words or phrases used to describe David Williams:

- Enjoyable,
- Comical,
- Business like,
- Responsive,
- Dedicated to the work and moving things along, and
- Quiet.

Strengths: Relates to everyone, helpful, responsive.

Weaknesses: He is always working with many people and projects, so his desk is often cluttered with paper which is not a great presentation when someone walks into his office. However, he knows where everything is and stays on top of his work.

Zackary Fentross – Principal Auditor, Melanson Heath, Sherborn, MA 603-533-0727

Mr. Fentross worked with Mr. Williams for six to seven years on the annual audit. The auditing staff does not work with Administrators in Massachusetts, they interact with the finance staff. However, Mr. Fentross and Mr. Williams generally met for an hour or two every year. If Mr. Fentross needed additional time, Mr. Williams was always available. He was a pleasure to work with. Mr. Fentross was not comfortable providing information about the audit, but states that management letters are a public record and can be requested from the Town.

Alex Dowse – President, Sherborn Business Association, Sherborn, MA 508-479-1220

Mr. Dowse was a Conservation Commissioner and had some interactions with Mr. Williams in this regard. When Mr. Dowse had a question or needed information, Mr. Williams was easy to approach and did his best to fulfill the request.

Success for an Administrator is often determined by the support they receive from the Selectboard. Mr. Williams had many responsibilities, but he did well and was very likeable. His decisions were good. He maintained the organization at the level set by the Commission.

Mr. Williams was most often found at Town hall or providing information to the Selectboard, rather than being out and about in the community. His plate was kept very full by the Board, and he kept them informed. He did not attend the Business Association meetings because they are

Reference Notes
David R. Williams

private affairs. However, when the members were working on projects, he was always accessible to answer questions and assist.

For the most part their interactions were face to face and Mr. Williams was always very responsive. His entire job was stressful and challenging, but he handled it well every single day.

Everything in Sherborn was controversial and Mr. Williams was the focal point because of his position in the Town. However, he was always professional in his behavior and conduct. He enjoyed a long tenure, which is a strong testament of his ability.

Mr. Dowse would hire Mr. Williams for an administrative job, he needs the right situation where he can really show his skillset better than he was able to in Sherborn.

Words or phrases used to describe David Williams:

- Attentive,
- Truthful,
- Committed,
- Accessible despite his workload,
- Genuinely nice person, and
- Well prepared for meetings.

Strengths: Diligence – he showed up every day and worked very hard to fulfill the mission.

Weaknesses: None identified.

Sandi Charton – Former HR Director, City of Framingham, MA 781-789-5939

Ms. Charton has known Mr. Williams since around 2013. Mr. Williams was hired in the position that Ms. Charton held and that is how they first connected. They have stayed in touch. Mr. Williams takes on challenging jobs and stays longer than anyone else.

In positions that are challenging and not very fun, Mr. Williams is easy to work with. He is a great listener, very thorough, is personable and has a great sense of humor. While they have not worked directly together, what Ms. Charton has observed based on her background in law and human resources, his decisions are reasoned, and he does not have a personal agenda or vendetta.

Mr. Williams has been innovative in Sherborn and has received some nice feedback for his innovations. He is always very responsive and if he cannot answer the call immediately, he responds shortly.

Reference Notes
David R. Williams

Ms. Charton is not aware of anything in Mr. Williams' background that would embarrass an employer. She does not know anyone who has a negative opinion of him.

Ms. Charton would hire Mr. Williams; he would do well in a smaller community. He is a wonderful person.

Words or phrases used to describe David Williams:

- Ethical,
- Personable,
- Fair,
- Hard working,
- Good listener, and
- Intelligent.

Strengths: Great listener, thorough, very personable, easy and fun to work with.

Weaknesses: He is too trusting and assumes the good in everyone, he believes that they will be as fair and as up front as he is which is not always the case. However, his long tenure in Sherborn is incredible.

Prepared by: Lynelle Klein
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **David R. Williams** is listed below.]

<https://www.amherstindy.org/2022/09/16/town-manager-nominates-twenty-for-appointment-to-town-committees-and-commissions/>

AmherstINDY
September 16, 2022

Town Manager Nominates Twenty For Appointments To Town Committees

Author: Art Keene

In memos to the town clerk dated between August 31 and September 15, Town Manager Paul Bockelman announced his nominations of 20 people to be appointed to the following committees and Commissions. Community Preservation Act Committee, Conservation Commission, Council on Aging, Local Historic District Commission, Public Art Commission, Public Shade Tree Commission, Recreation Commission and the Residents Advisory Council

The nominations were endorsed unanimously by the Town Services and Outreach Committee at their meeting on September 16, and will now be forwarded to the full Town Council for approval with a likely vote at the council's next meeting on September 19. The individuals nominated were as follows.

Community Preservation Act Committee
Appointed for one-year terms expiring June 30, 2023:

David Williams (representing the Housing Authority)

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

<https://www.wickedlocal.com/story/thepress/2021/12/08/sherborn-select-board-sets-town-tax-rate/6434485001/>

WICKEDLOCAL.COM

December 8, 2021

Sherborn sets Town Meeting warrant deadlines

Author: Sarah Freedman

The Sherborn Select Board set a preliminary date to close the 2022 annual Town Meeting warrant at their Dec. 2 meeting and discussed several details such as how to facilitate the submission of articles like citizen petitions. The board voted to open the warrant that night and close it Jan. 10. The decision to extend the deadline past Jan. 6 was influenced by potential citizen petitions, as Select Board Vice Chair Jeff Waldron noted the petitioners are often surprised by the deadline.

Select Board Clerk Marian Neutra argued the time between opening and closing was too short, even for town boards who may want to submit a notice of intent. “They’re probably only thinking of it now, and it’s almost the deadline,” she said. She expressed a need to more widely advertise the deadline. Select Board member George Morrill suggested Nextdoor.com as an option.

At their next meeting, Morrill also said there should be discussion of what Select Board article they might want to submit, and Town Administrator **David Williams** noted it could be a reoccurring agenda item for the board.

Select Board member Paul DeRensis introduced the idea of sending out a form, or a notice of intent, to all departments and boards to see what they were working on. **Williams** said the NOIs can confuse the process of opening and closing, but could work if sent out much earlier than December.

Neutra raised the issue of citizen petitions being underdeveloped and failing at Town Meeting. “I wonder if we could just think about a way, when a citizen petition notice comes in, to maybe find a mentor who had been through the process of writing warrant articles to help them refine their warrant articles,” she said.

DeRensis said in other communities where he serves as Town Counsel, a time is scheduled for the public to talk to him and get advice about how to fix and refine their article ideas. “If you don’t have that process, and the only time you see that article is when it arrives with the signatures, you have limited options,” he said.

Select Board Chairman Eric Johnson said they could have an unofficial date for the legal review of CPs. Town Clerk Jackie Morris did note that she “highly encouraged” the petitioners at last year’s Town Meeting to talk to Town Planner Gino Carlucci and the Planning Board before the

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

submission of their petition. “I counsel everyone to try to get a sponsor, but that is the best way to do the citizen petition because they cannot reach out to Town Counsel,” Morris said.

Johnson said that some of the citizen petitions they received are not written by professionals, but by well-intentioned people with ideas. He suggested having a mechanism for them to have the ideas reviewed prior to being submitted or an earlier deadline of Dec. 30 for this purpose. Morrill made the suggestion of talking to Town Counsel Chris Petrini about having office hours to talk to residents about their ideas and petitions, and DeRensis concurred.

Tax Classification

Town Assessor Wendy Elassy delivered some positive news about the town’s tax rate and property growth. She said the projected preliminary tax rate for Fiscal Year 2022 in Sherborn is \$19.03 per thousand , a 60 cent decrease from 2021. While the tax rate is down, the assess property values are up, meaning a higher tax bill in some cases. In 2021, 74 single family homes have sold with an average price of \$1,070,000, a statistic Elassy called “significant.”

The Select Board voted to have a single tax rate where all categories of taxable property would be taxed the same, meaning business and residential property were not taxed differently.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

<https://www.wickedlocal.com/story/thepress/2021/06/01/sherborn-select-board-discusses-end-pandemic-regulations/5278911001/>

WickedLocal.com

June 1, 2021

Sherborn Select Board discusses end of pandemic regulations

Author: Sarah Freedman

With the 2021 Annual Town Meeting accomplished on May 15, Town Moderator Mary Wolff shared her gratitude that a democratic tradition had continued even with a pandemic. “I would like to thank all those who took time on the season’s first beautiful Saturday to actively participate in one of our purist forms of democracy — the Annual Town Meeting,” she said. “The voters can be proud of the way in which they conducted themselves, and I am grateful to be part of this community.” It was with the same spirit that the Sherborn Select Board discussed the end the local declaration of emergency enacted on April 2020 and the reopening of Town Hall and other public buildings at its May 27 meeting.

At the beginning of the COVID-19 pandemic, Town Administrator **David Williams** said employees were able to work from home based on Governor Charlie Baker’s 2020 guidelines. In July, **Williams** started an effort to allow employees back into Town Hall, to which the Board of Health and members of the COVID-19 team advised that it was “too soon.” He decided to follow this recommendation.

Select Board Clerk Jeff Waldron explained the intent of the recommendation as “it was intended to cover all town issues” in public buildings due to COVID-19.

Select Board Vice Chairman George Morrill believed they should follow the guidance of the state. If the current deadline for the state of emergency ending was June 15, he said they should go by that guideline. Of an earlier date, he said, “We don’t need to have anything special in Sherborn.”

Fire Chief Zach Ward said the state of emergency gave certain town officials the authority to intervene on issues at a private place. Ward added he had such authority to act if needed.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The Milford Daily News (MA)

May 22, 2021

State grant helps Sherborn get EV charging station for Town Hall

Author: Sarah Freedman

Town officials recently learned they are receiving a \$7,200 grant to install a so-called "level two" electric vehicle charging station at Town Hall. Town Planner Gino Carlucci said Town Administrator **David Williams**, along with Administrative Assistant to the Select Board Jeanne Guthrie, initiated the effort two years ago. Eversource would install the infrastructure, which has a value of at least \$50,000, for free, but money was needed for the actual charging station.

Earlier this year, the Massachusetts Department of Environmental Protection debuted a grant program with four categories, including a public access category for a level two station. Carlucci said Sherborn applied for grants for both a level two and level three station, with the difference being the amount of time it takes to charge a vehicle. The level three station works faster, while the level two station "takes a while to charge." "You can get a pretty darn good charge in about 30 minutes with (the level three station)," he said.

Officials learned a couple of weeks ago that Sherborn won a grant for the level two station. "So that's moving forward," Carlucci said. "We're ready to go to have that level two station." In regards to the town's level three application, Carlucci received an inquiry from Mass DEP for more information about the infrastructure needed for installation. With the infrastructure being installed by Eversource, the other grant is "in process." "I'm hopeful on that one," the administrator said.

In what he called "a great benefit to have" in town, the station would have two ports, which would occupy two parking spaces. Carlucci said the station would be installed late this summer, as engineering is expected to take eight weeks. "I'm very pleased, and actually proud of Sherborn having a charging station here," said Select Board Chairman Eric Johnson. Carlucci said Eversource would own the station, and the town would have to sign an agreement with the utility.

Sustainability Coordinator Dorothea von Herder has set up a sustainable Sherborn website, www.sustainable.sherborn.org, where information about lowering one's carbon footprint can be achieved, such as facts about EVs and the options available for one. Fifty-four EVs are registered in Sherborn and even thoughts about doing an electric car show. She discussed with the Energy Committee the idea of an information calling service for Sherborn residents so they could get facts about "the (EV) models out there."

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

May 15, 2021

Ousted Police Chief Richard Thompson files suit against Sherborn

Author: Norman Miller

Former Sherborn Police Chief Richard Thompson said the allegations used against him by the town to fire him in October have made him “unemployable” to ever work in law enforcement again. “This has been an extremely trying experience,” said Thompson on Friday. “I’ve dealt with and fought cancer twice in my life. Without question, this was far more taxing on myself and my family, my friends and my colleagues. I’ve never been more uncomfortable, sick to my stomach, embarrassed belittled.”

Through his attorney Joseph Sulman, Thompson filed a lawsuit in Middlesex Superior Court earlier this month against the town of Sherborn, Town Administrator **David Williams**, Interim Police Chief David Bento, the then-members of the Selectboard who terminated his contract – Jeff Waldron, Charles Yon, George Morrill and Paul Derenis – as well as an attorney hired by the town, Maura Gallagher. Thompson became Sherborn chief in 2009 after more than a decade with the Framingham Police Department.

Thompson alleges he was targeted

The complaint alleges Bento and **Williams** worked together to get Thompson fired. The suit claims they forced a female police officer to be a “pawn,” to discuss “wrongdoings” by the chief. She never wanted to make reports about alleged wrongdoing and believed she was being questioned anonymously. That led to 11 different allegations brought by the town to fire Thompson in October of last year after he had been on paid administrative leave since February. The allegations were:

Violating the equal opportunity policy.

Sexual harassment policy.

Violating the department’s policy on ethical conduct.

Violating the state’s conflict of interest law.

Violating the department’s Rule 4:02 – conduct unbecoming of a police officer.

Violating Rule 4:03 – conflict of interest.

Violating Rule 4:06 – undue influence.

Violating Rule 4:15 – abuse of position.

Violating Rule 6:1 – incompetence.

Violating Rule 7:1 – truthfulness.

Violating Rule 10.10 – cooperation with investigators.

The allegations included that Thompson ordered a sergeant to place the female officer on a less desirable shift and replace her with a male officer; that he singled out the same female officer based on her gender when he repeatedly communicated with her, including by sending her a copy of the department’s sexual harassment policy and equal opportunity policy; and commented

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

about her appearance to the same female officer and later repeated the comments to other officers. In addition, Sherborn officials alleged Thompson “placed pressure” on the same female officer to file a complaint against another department head and undertook the investigation himself. Thompson and the other department head have a “well-known history of negative interactions.”

Bento angered over succession plan

The suit alleges that problems with Bento surfaced in 2017 when Thompson asked Bento’s son, Will Bento, to resign as a special police officer in the town. The problems were exacerbated in 2019 when Bento learned about the department’s succession plan. “In September 2019, Chief Thompson discussed an on-going staffing study with Bento and a five-year succession plan for the Department,” according to the suit. “The plan did not call for Bento to take over as Chief, but for Sergeant (Luke) Tedstone to assume the leadership role. Upon information and belief, Bento was upset with learning that he was not in the succession plan.”

Thompson, in 2017, had verbally questioned whether it was a conflict of interest for then-Selectboard member Sean Killeen to be a candidate to become the town’s new public works director, which he was eventually hired to do so. Thompson also filed an Open Meeting Law complaint with the state Attorney General when he heard Killeen and two selectboard members discussed Killeen’s contract outside of a meeting. Killeen and Thompson often butted heads, and eventually **Williams** ordered the chief to undergo management training. The suit alleges several different counts:

- Violation of the Massachusetts Whistleblower’s Act.
- Two counts of Tortious Interference with Contract Negotiations
- Breach of Contract
- Negligence.

Thompson said he was forced out from the department after modernizing it, including rewriting the policies and procedures that had not been updated since 1977; joining a regional jail diversion program and having all officers wear body cams. “I had an outstanding working relationship with my personnel,” said Thompson. “I had many opportunities to move on from Sherborn, but I chose to remain. That all came tumbling down. I’ve become unemployable in my profession.” Although filed in court, the lawsuit has not been served to any of the defendants. **Williams** and Bento did not return emails seeking comment.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **David R. Williams** is listed below.]

Wicked Local
December 27, 2020

Sherborn Select Board ratifies contract for interim Police Chief David Bento

Author: Sarah Freedman

It is official — the contract with interim Police Chief Lt. David Bento has been completed. The Sherborn Select Board ratified the contract for Bento at its Dec. 17 meeting. Town Administrator **David Williams** said negotiations were conducted in executive session prior to the official ratification in an open meeting. “It was voted and agreed upon in executive session,” said **Williams**.

Employee reviews

In the Select Board comments, Morrill raised the issue of personnel evaluations of employees who report directly to the board and whether the reviews, which are in some contracts, are getting done “in a timely manner.” He suggested having a subcommittee to look at the process of completing these evaluations. Select Board Clerk Jeff Waldron believed they should set goals for each year so there can be an expectation, such as doing certain training, to meet in a review.

Morrill inquired if a two-person subcommittee could collect data from the other board members in order to do a review, and Johnson said they would have to be cautious about that approach in terms of the open meeting law. **Williams** did note that the form for reviews by elected committees and department heads do include a component where goals are identified and then followed up in the next year. He agreed there needs to be a focus on setting goals for these reviews. He added, “I would recommend that if you have a concern about it, to express the concern to the Personnel Board to be looking at it.”

Johnson made the suggestion that they have two members talk to **Williams** about the performance review issue and put it on the agenda for a future meeting. DeRensis said they should designate one Select Board member to look at the issue so the open meeting law would not apply, but with the understanding this person could bring in other people if necessary. He added, “We’re designating one person to come back and report to us.”

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

Wicked Local
October 7, 2020

**Sherborn police chief fired
Terminated by selectmen while facing 11 different allegations**

Author: Norman Miller

After two weeks of hearings totaling more than five hours, the Select Board on Tuesday voted to fire Police Chief Richard Thompson, alleging abuse of power, harassment and creating a climate of fear within his department. Thompson had been chief in Sherborn since 2009. His contract, which was extended last year, runs through June 30, 2022. “The chief remains on paid administrative leave until he is formally notified of the results of last night’s decision,” Town Coordinator **David R. Williams** said Wednesday.

Thompson, a former Framingham Police Department sergeant, has been on paid administrative leave since February due to an investigation started stemming from internal complaints. The investigation, conducted by Clifford & Kenny, a Pembroke law firm, was delayed due to the coronavirus, **Williams** said. The Select Board met with Thompson and his lawyer for three hours on Oct. 1 and another two to three hours on Oct. 6. He was facing 11 different allegations:

- Violating the equal opportunity policy.
- Sexual harassment policy.
- Violating the department’s policy on ethical conduct.
- Violating the state’s conflict of interest law.
- Violating the department’s Rule 4:02 – conduct unbecoming of a police officer.
- Violating Rule 4:03 – conflict of interest.
- Violating Rule 4:06 – undue influence.
- Violating Rule 4:15 – abuse of position.
- Violating Rule 6:1 – incompetence.
- Violating Rule 7:1 – truthfulness.
- Violating Rule 10.10 – cooperation with investigators.

In a Sept. 15 letter, **Williams** informed Thompson of the allegations and of the hearing. “Police officers are held to a higher standard of conduct than other employees,” **Williams** wrote. “As the Chief of Police, you are held to an even higher standard of conduct, as it is critical that you set an example at all times for all of the supervisors and patrol officers who are required to follow your lead. “Furthermore, above all else, as the highest-ranking police officer in the town, you are required at all times to obey and to comply with all laws and department rules and regulations,” **Williams** continued. “If proven, the above alleged conduct and/or violations, independent, as well as collectively, constitutes just cause for termination of your employment pursuant to the terms of your employment allegations with the town.”

The allegations include that Thompson ordered a sergeant to place a female police officer on a less desirable shift than a male officer; that he singled out the same female officer based on her

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David R. Williams

(Articles are in reverse chronological order)

gender when he repeatedly communicated with her, including by sending her a copy of the department's sexual harassment policy and equal opportunity policy; and commented about her appearance to the same female officer and later repeated the comments to other officers.

In addition, Thompson is alleged to have "placed pressure," on the same female officer to file a complaint against another department head and undertook the investigation himself. Thompson and the other department head have a "well-known history of negative interactions," according to the letter. Thompson was also alleged of creating a "culture within the Sherborn Police Department of fear of retaliation for coming forward and complaining of discrimination and behavior that violates the town policies and employment laws relating to discriminatory harassment," **Williams** wrote in the letter.

After the conclusion of the hearing on Tuesday, the board voted 4-1 to terminate Thompson's contract. Chairman Eric Johnson voted against it. Thompson could not be reached for comment on Wednesday. Lt. David Bento has been leading the department since February and will continue to do so at least on a temporary basis, **Williams** said.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

June 6, 2020

Sherborn weighs senior center - Town considers buying commercial building

Author: Sarah Freedman

The Select Board is exploring the idea of acquiring a Washington Street property for the purpose of opening a senior center. Following an executive session at its May 28 meeting, the board authorized Town Administrator **David Williams** and Chairman of the Land Acquisition Committee Frank Jenkins to begin negotiating a potential purchase of 5 Washington St. The property, listed as a 2,642-square-foot antique Victorian that's zoned commercial, has not yet been looked at by the LAC, according to **Williams**. The asking price is \$599,000.

"Our senior programs are well-attended, but out of necessity, these programs are housed in many different locations throughout the town," said Chris Winterfeldt, a Council on Aging member. "We have made do because historically we have lacked the dedicated building and the funds to bring this goal to fruition."

The Friends of the COA was founded with that goal in mind, Winterfeldt added, and with an available property within walking distance of Woodhaven, the library, Community Center, Town Hall and the Abbey Road condominiums, the Friends have raised funds to that end. She stressed that "time was of the essence," as this is a private property transaction.

COA Director Sue Kelliher said the current COA office, within Town Hall at 19 Washington St., measures just 420 square feet, with 56 of that for file cabinets. The organization shares a conference room with the Cemetery Commission, and its space is "very limited and cumbersome."

In addition, the current center is not handicapped accessible and must store medical equipment at the Pilgrim Church on South Main Street. Kelliher warned it's possible local seniors will move to other communities that have adequate senior centers. She also noted the cost to build a new center would be "well over \$1 million," an amount that would be difficult to raise. "This building would help answer immediate and future needs for those 60 and over," she said. "We couldn't build a new center for the price of this building."

Select Board Vice Chairman Chuck Yon called it a great opportunity, considering the cost of a new center and asked about parking. Maryann Clancy, the listing agent for the property, said there is no covered parking, but plenty of outside lot space. Clancy noted that the price of \$599,000 is "nothing for an office building," as the current owner paid \$700,000 for it in 2008. With the layout, she said there could be three places to enter the building.

Select Board Chairman George Morrill worries that a COA purchase would make it a municipal building, and thus take it off the tax rolls. He said the property generates about \$10,000 in taxes annually. Select Board member Paul DeRensis said a senior center has been discussed for more

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David R. Williams

(Articles are in reverse chronological order)

than 10 years, and that seniors have supported the schools, even though many of them do not have children in the system. "I think we owe it to the seniors," he said. COA members said they could contribute \$200,000 in funding, and pointed to a state earmark of \$100,000 for which they could apply with an extension.

Select Board member Eric Johnson asked whether the building complies with the Americans with Disabilities Act, to which Kelliher responded, "We are getting a quote." She said the bathroom would need to be re-fitted for wheelchair access, and several doorways would need to be widened.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

<https://www.patriotledger.com/story/thepress/2020/05/19/sherborn-looks-at-lip-project/64664504007/>

The Patriot Ledger
May 19, 2020

Sherborn looks at LIP project proposal

Author: Sarah Freedman

The Sherborn Select Board discussed a number of housing items on its agenda, including the right of first refusal for 31 Hunting Lane and a potential Local Initiative Program via the Department of Housing and Community Development with Coolidge Crossing and Meadowbrook Commons. Town Counsel Barbara Carboni of KP Law explained the LIP process versus a traditional 40B project. She noted that LIP projects are “generally considered an alternative to the 40B process.” She said the town has more negotiating power with a LIP project than one that is “driven solely by the applicant.” She said, “They’re intended to give cities and towns more of a role in shaping the project than is typical for a 40B project that’s ... developer-driven.”

There are two types of projects involved, Carboni noted. One is going through the comprehensive permit process with the Select Board’s support, usually in the form of a letter, and the other is creating housing using conventional zoning in town, i.e. a special permit project with affordable units. “There really are all kinds of LIPs, and it just depends on the needs of the town,” she added.

Select Board member Jeff Waldron asked if there is a difference in the timing of the projects, and Carboni said the review process by the state agencies tend to be more streamlined with a LIP project done by comprehensive permit. She said the steps are the same, as there are appeal opportunities, and timing is not “a large factor.” Select Board Chairman George Morrill said of the Coolidge Street projects, “We are making progress.” He believed the next step is to see a final plan from the developer Pulte Homes and for the Select Board to give a letter of support after reviewing it. Town Planner Gino Carlucci said of the current plans for both developments that “it’s been a tremendous improvement from earlier versions.” He believed a LIP project is “certainly worth considering.”

Town Administrator **David Williams** said the notices of intent were to negotiate an intermunicipal agreement for water and sewer from Framingham and Natick. He noted they have not gotten a direct response from either community yet. At some point, Pulte Homes would be returning with a letter from Framingham and Natick, according to Williams. As for the right of first refusal for 31 Hunting Lane, Carboni said it has not yet been triggered. The issue has not gone away, she said, and Town Counsel has informed Mass Housing of this status. She said when a bonafide purchase-and-sale agreement, meaning the price is realistic, is made the town has the opportunity of meeting that agreement. Dr. John Halamka, an abutter and founder of Unity Farms Sanctuary, said he was strongly interested in the issue and would like to stay

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David R. Williams

(Articles are in reverse chronological order)

involved. Select Board member Paul DeRensis said this “provides a wonderful opportunity for the town to have a nonprofit to whom we can assign our right of first refusal.” Halamka, who is the president of the Mayo Clinic Platform, also updated the board on his efforts co-leading the nation’s private sector response to COVID-19 from Unity Farms and told them to contact him if anything was needed. He added he is involved with the governor on contact tracing issues on the state level.

In development news, Morrill said they received letters from Mass Housing for the initial approval of the sites for Apple Hill Estates at 31 Hunting Lane and Pine Residences at 41 North Main St. Carboni called them “the tickets for the applicant to apply to the Zoning Board of Appeals for a comprehensive permit.” She said they were standard project eligibility letters. DeRensis thanked everyone who contributed to the town’s letters to Mass Housing, and said even though eligibility was found, the points in those letters have been noted as things that need to be addressed by the developer. He added, “We have made progress. We were able to get those issues on the table.”

Select Board Clerk Eric Johnson said the letter was good for two years and asked about extensions that the developer could receive from Mass Housing. Carboni said she has “never seen an applicant unable to get an extension.”

Town Meeting update

The Select Board also addressed COVID-19 related items. While the Select Board kept its vote not to have a town meeting before June 30, they did discuss the possible dates and having only one night for the Town Meeting. Town Administrator **David Williams** said they could set it for Aug. 25 with the understanding that date could move up. Morrill believed they did not need to set it for August yet, and DeRensis said they could set a fall town meeting any time and then postpone the spring town meeting to July and then August. This would be dependent on Governor Charlie Baker’s stay-at-home order regarding COVID-19, he said.

DeRensis said, “It might be easier to do it that way.” Since the Town Moderator can move TM dates by 30 days, he added this is what they could do. He explained this could be the procedure to get to that date. Johnson supported pushing the Town Meeting date as well as adjusting the quorum. He added, “It’s more and more clear that, you know, that a lot of these dates we have for opening and reopening is just going to continue to get pushed, and it’s going to be more and more restrictive.”

As for the concern of Town Moderator Mary Wolff had about complications to the budget, Town Accountant Sharon MacPherson said she was OK with whatever approach they take: having an August Town Meeting or one in the fall. “I’m not afraid of the challenge of what it’s going to bring, so if you want to push it off until the fall, that’s perfectly fine with me,” she said. Select Board Vice Chairman Chuck Yon said, “I think it makes sense that we try to do it in one day if possible.”

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

WickedLocal.com

April 27, 2020

An Eagle Scout project that soars

Author: Maureen Sullivan

You could say that Dover-Sherborn High School senior Andrew Guillette made his project fly like an eagle. With help from Town Administrator **David Williams**, Guillette used his own drone to capture images of Sherborn, then edit the footage into a video of the town. The results may be seen on the homepage of the town’s website, sherbornma.org. “In less than a month, the video has more than 3,400 views on YouTube and about 100 likes, which is a better result than we had expected,” said **Williams**. “We are currently working with the town’s website provider to make the link to the video a permanent part of the town’s website banner.”

According to **Williams**, Guillette contacted the office about six months ago about his idea for an Eagle Scout project. “His idea was to film and edit a video for the town’s website that would introduce Sherborn to the world via the Internet and hopefully make residents feel proud to live in Sherborn.” Guillette said he originally wanted to focus on the town’s cemeteries for his project; he then saw a “Kid California” video that promoted the beauties of the state, and decided to use his skills in videography. “I’ve been interested in photography since I was a kid,” he said; his first recordings were of his brother and friends “jumping off bridges.” He then became interested in drones; his first one smashed into a bridge. Guillette then obtained a commercial drone “with really good video,” he said. Along with the drone, he has received a pilot’s license from the Federal Aviation Administration that allows him to use the drone for commercial projects. When Guillette decided on his Eagle Scout project, he first had to get the idea past the Boy Scouts board that oversees potential projects. Once the board approved the idea, it was time for Guillette and **Williams** to go to work. According to Guillette, the project took about 300 hours, with about 150-200 hours editing. “Andrew and I met about six times to go over video clips and different versions of the video to reach this final product, which I think came out pretty well,” said **Williams**. “It was an unorthodox Eagle Scout project,” he said. “But it was cool, and it has a lasting impact,” said Guillette. This spring, Guillette is working in the Town Administrator’s office for his senior project. “He has volunteered to take additional video footage this spring of some town departments, buildings, and areas of town during a different season. The new footage can be inserted into the original video, replace pieces, or be held as a video record for other purposes,” said **Williams**. “On behalf of the Sherborn Select Board, the town of Sherborn is grateful for Andrew’s dedication and effort in making this project successful.” Like every other student, Guillette has been taking online classes from home because of the coronavirus situation. “It’s been hard for teachers, too ... they have kids. But it hasn’t been terrible, and it’s been nice to be around family,” he said. After graduation, Guillette will be attending Fairfield University in Connecticut. View Guillette’s work on his website, acgaerial.com.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **David R. Williams** is listed below.]

<https://www.wickedlocal.com/story/thepress/2020/04/27/sherborn-to-have-split-town/1286955007/>

WickedLocal.com

April 27, 2020

Sherborn to have split Town Meeting

Author: Sarah Freedman

BOH Chairwoman Daryl Beardsley said they would be anticipating the need for help with flu vaccines and a COVID-19 vaccine once one is developed.

He also shared some good news about getting N95 masks for the town. He thanked Town Administrator **David Williams**, interim Fire Chief Zack Ward, Lieutenant David Bento of the Sherborn Police Department, Doyle, Town Finance Director Sharon MacPherson and the Board of Health for helping him. He said he “became aware of an opportunity” to buy masks from a vendor for the town, specifically for emergency service members in Sherborn and the surrounding areas.

He noted they had to buy a minimum of 10,000 masks, and Ward was able to “cobble together” an effort among several communities such as Ashland, Dover, Framingham, Holliston, Lincoln, Medfield, Millis, Natick, Norfolk and Upton. The final amount was 11,200, and they accepted the delivery of 5,920 already with 1,680 on the way, he added.

Ward has been delivering the masks to other towns, and said they were able to help their neighboring communities who were running low on masks. He added, “There was certainly a need. Luckily, we got that first shipment.”

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David R. Williams

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **David R. Williams** is listed below.]

WickedLocal.com

March 3, 2020

Sherborn gets coronavirus update

Author: Sarah Freedman

Sustainability Coordinator

The Select Board has pared down the candidates for the Sustainability Coordinator position to two. At the last Annual Town Meeting, Article 26 was passed to create the role, and after a search process, two candidates, Town Planner Gino Carlucci and Dorothea von Herder, are being considered.

Town Administrator **David Williams** said they used an outside HR consultant, Mary Beth Bernard, as well as a screening committee of Michael Lesser and Fred Cunningham of the Energy Committee, and Planning Board Chairman John Higley, to narrow the field.

Williams said that von Herder will send something to the board as she was unavailable that night. He added they could schedule her interview for another night. Lesser said there are two candidates who have “gotten very strong recommendations.” He said, “They have some comparative strengths.”

In his interview, Carlucci said he has been doing a great deal of the work a Sustainability Coordinator does already and that “it’s a part of my job that I enjoy quite a lot, and I would very much welcome the opportunity to expand that part of my job.” Carlucci worked for the city of New Orleans in a similar role overseeing environmental affairs. He added, “It’s something that’s near and dear to my heart, so for these reasons, I’m very interested.” DeRensis noted that Carlucci is “excellent at what you do,” but the idea of the citizen’s petition was to focus on sustainability. He asked if Carlucci could focus on one aspect with his job as Town Planner. Carlucci believed that he could as his hours would be increased, and he could “devote that additional time to those specific duties.”

Waldron said he believed they needed to move on the issue since it has been 11 months since the article’s passage, and suggested a motion to authorize **Williams** and those involved in the search to make a decision. As there is interest in both candidates, He said they could consider a team approach where they give Carlucci additional hours and hire von Herder “for a number of hours.” By hiring two people, it would give the town more flexibility, said Waldron. They have complementary expertise as well, he noted, and the town would not be held to the 19.5 hours as the time could be split up. He added the screening committee is supporting this approach. Lesser said, “There is probably a way to work it out amongst the four of us.”

Williams believed the group had “fulfilled their role” of bringing the candidates forward. He said the approach Waldron endorsed could work, but they have to sit down with the Finance

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David R. Williams

(Articles are in reverse chronological order)

Director Sharon MacPherson. **Williams** said, “I want to get the position working with the Energy Committee as quickly as possible, and I think that’s where it should be.” Lesser wanted the screening committee to have more input, and **Williams** said the person will be working with the Energy Committee, not himself. Lesser clarified that he just wanted more communication on the final hiring process. The Select Board voted to delegate the authority to **Williams** to decide who will get the Sustainability Coordinator job with the idea that both could be hired.

In other news:

- In regard to the Pine Hill access road near the Pine Hill Elementary School, **Williams** said they went to State Rep. David Linsky with the request to carry forward the previous fund request for \$1.3 million to finish the road and resolve safety issues. At the time, Linsky said they need a signed letter from all five Select Board members. **Williams** presented a draft letter to that end for comments from the board. They tabled the item until the next meeting so they could review the letter.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News
January 28, 2020

Sherborn fires library expansion contractor - Town terminates contract with Five Star Building Corp. due to shoddy work, delays

Author: Maureen Sullivan

The library on Sanger Street still stands empty, with an expansion left undone. There is no work currently being done on the project, which began in early 2017 and was expected to be completed by the end of that year. As the project entered its third year, with no completion date in sight, the Select Board decided to terminate its contract with Five Star Building Corp., the contractors for the expansion, on Jan. 16. As a result, Five Star and its subcontractors were ordered off the site.

"Five Star was terminated by the town and the bond insurance company, Travelers, was notified," said Town Administrator **David Williams** in a Monday email. "We then notified the Attorney General's office and Massachusetts Library Building Committee, issuer of the grant. "The bond company will investigate the town's complaints, and hopefully will be amicable in working with the town to replace the contractor and get construction under way again," **Williams** wrote. "Things are at about 70 percent completed right now, but town officials were in agreement that we needed to make some changes immediately.

"At the same time as calling the bond, we are replacing the OPM - Owner's Project Manager. The replacement OPM has already been lined up and I am processing that contract now. This OPM was the second lowest bidder when it was originally bid three years ago. We received permission from the Attorney General's office to use the results of the original bid process in order to not have a procurement delay. The original architect remains unchanged. "I am hopeful we will have a new, updated construction timeline and cost estimate within 60 days. But that timeframe is based on my desire, and not a guarantee made by anyone."

'Repeated failure'

The reason for the termination, according to a letter sent by the Select Board, was due to Five Star Building Corp.'s repeated failure to supply enough property skilled workers, failure to perform the work timely and in a workmanlike manner, disregard of applicable laws and codes, performance of and failure to correct defective work, poor workmanship, and other material breaches of the contract. The letter provided further details of Five Star's deficiencies on the project, including:

- failure to properly install the foundation and footings;
- failure to properly install granite curbs, requiring replacement;
- improper fabrication and installation of the library's windows, which required removal;
- substantially defective masonry work, and failure to correct that work;

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David R. Williams

(Articles are in reverse chronological order)

proceeding with interior work in violation of the contract and building code, failing repeatedly to maintain adequate weather protection and heat for the building, resulting in water infiltration and significant water and mold damage;
failure to properly install flashing at the skylight/chimney interface, resulting in water damage;
improper installation of roof decking;
failure to comply with its obligation to procure property insurance as required by Article 11 of the General Conditions and Supplementary Conditions; and failure to keep the building weather tight and maintain and enforce a no-smoking ban, making it impossible to procure adequate property insurance for the library building and work.

"FSBC's poor workmanship has resulted in substantial delay in completion of the project and significant monetary damages to the town," the letter said. The town may have to spend \$1 million for additional costs for architectural, project management, and expert/consultant services, according to the letter.

What happens now

According to an update provided by the Sherborn Library Board of Trustees, town officials are working with the town counsel at KP Law on the next steps, and the library trustees and **Williams** have notified the Mass. Board of Library Commissioners on the project's status. The town is expecting the final portion of the \$3.6 million grant from the commission. The library continues to run out of the first floor of the Sherborn Community Center; its lease runs through February. For updates on the project, visit sherbornlibrary.org.

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David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News
September 8, 2019

Sherborn mulls \$50K sustainability grant - Plan to expand town planner's hours draws some criticism

Author: Cesareo Contreras

Town Planner Gino Carlucci may soon have more work on his plate. Over the last few months, the Sherborn Select Board has contemplated how to bring a sustainability coordinator to town after residents at Town Meeting in May supported a petition article authorizing the board to create the position. In July, the town was given access to \$50,000 from the state for a sustainability coordinator to serve both it and neighboring Holliston. But instead of creating a new position, the Select Board is contemplating expanding the town planner's job description to include the responsibilities of the sustainability coordinator.

That has members of a local climate change advocacy group that successfully put the petition article on the warrant to believe the board has lost sight of the article's intent. They believe the board should conduct a thorough candidate process to ensure the best person for the job is hired. During its meeting on Thursday, the Select Board will hear from that group and from the public before voting on whether to update the town planner's job description. The Upper Charles Climate Action Node, the group that successfully put the article on the warrant, provided a four-page job description with its petition article that outlines what it believes the sustainability coordinator's responsibilities should be.

The coordinator's main purpose would be to help the town be more environmentally conscious and sustainable. Some of the ways this would be accomplished include working with various town and school employees to promote green projects and initiatives; seeking outside grant funding from the state and other sources; and writing regular reports outlining the town's progress in becoming more sustainable, the group wrote. The group recommends the coordinator work 20 hours a week and be paid an annual salary of \$30,000, with \$9,000 in benefits.

Town Administrator **David Williams** said Carlucci, who works for the town part-time at about 22 hours a week, is already doing some of the work a sustainability coordinator would perform, such as applying for grants. **Williams** said that by expanding Carlucci's role and working hours, the Select Board will not have to go through the lengthy process of conducting a candidate search and training a new town employee. "Although the Sherborn Select Board is still exploring its options, I believe the proposed structure is an expeditious, yet incremental, way of getting the sustainability effort off the ground utilizing the \$50,000 grant from the state for the benefit of both towns, and is a responsible use of the public's tax dollars," **Williams** wrote in an email to the Daily News.

But resident Fred Cunningham, who is part of the Action Node, said it's important the Select Board have more of an official candidate search. He said many in town don't know about the town planner's qualifications, or if he is fit to serve in the position. "So our request on (Sept. 12)

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David R. Williams

(Articles are in reverse chronological order)

is for them to change their focus a little bit and not just put (13) hours on the town planner on top of his part-time job, but to do the right thing, which is complete a job description, post it and get candidates," Cunningham said. **Williams** said as part of the updated job description, he would recommend the Select Board allow the town planner to work up to 35 hours a week, with the added 13 hours to be spent solely on sustainability efforts. Sherborn would use about \$30,000 of the \$50,000 of state money to pay for that increase for the remainder of the year. Holliston would then be able to use the remaining \$20,000 for its own sustainability consultant, he said.

Holliston has not approved any of this in public yet and the two towns are still in the middle of the drafting process of their inter-municipal agreement, which will outline how the money and services are shared, **Williams** said. Carlucci touted his years of experience and his ability to take on the new role, noting he had previously served as director of environmental affairs in New Orleans and that he holds a master's degree in urban regional planning from the University of New Orleans. "I have written millions of dollars worth of grants," he said in a phone interview. "I think I am certainly more than qualified. I have been doing virtually all of the tasks that were listed already and that I have significant qualifications for that position."

Should the board vote in support of the updated job description, it will then be reviewed by the Personnel Board on Sept. 18, **Williams** said. More than a dozen other Massachusetts communities have hired sustainability coordinators in the last decade, including Natick, Framingham, Newton, Medford, Greenfield, Northampton and Somerville.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The Herald News (Fall River, MA)

September 23, 2018

‘The whole system is just a nightmare’ - Frustrated residents trash the system

Author: Eli Sherman

The easy-to-remember slogan, along with the iconic logo of three green arrows chasing each other around Earth, still sticks in the minds of residents across the country. The public-awareness campaign, albeit simple, originated out of the 1970s, and helped fuel a movement to become more environmentally conscious. The slogan still carries weight today, but the last part, “recycle,” has become more complicated, leaving Massachusetts residents confused and frustrated. “Suddenly, the collectors stopped picking up recyclables,” said Sheila Holland, a Malden resident. “No notice, no explanation, but week after week, they skipped collecting them. Finally I went down to the Public Works Department to find out what was going on.”

A town employee told Holland the city had switched to a “dual-stream” system. “I didn’t know watersheds had anything to do with recycling collection,” Holland said. Dual-stream does not in fact relate to water systems, but rather is a model of recycling where different types of material is separated into different containers; paper in one bin, plastic in the other. The approach differs from “single-stream” recycling, which allows residents to combine or comingle different recyclables into the same bin; paper and plastic together.

Ultimately, municipal leaders decide how they want to do it, but the process from there is typically the same. Residents drag the recycling to the curb, a hauling company takes it away to a recycling center where it’s processed and sold as a commodity on the global market. The end part, however, is largely what’s complicating the system. The United States’ biggest buyer of recyclables, China, earlier this year announced it would purchase fewer recyclable goods. The Asian country, which purchased about 40 percent of recyclables from Massachusetts, also said the goods it continues to purchase must be much cleaner than what it accepted in the past.

The impact has squeezed the bottom line of those in the U.S. recycling industry, which in turn impacts the haulers, the municipalities and ultimately the taxpayers. There are roughly 2,000 recycling business employing more than 13,000 people in Massachusetts, according to the Mass. Department of Environmental Protection. Some municipalities, like Malden, pay a flat fee, regardless of the global market price of paper or plastic. Robert Knox Jr., Malden public works director, estimates the flat-fee contract is saving the city roughly \$1 million more on an annual basis than some of the neighboring communities. “Recycling is very difficult right now, and the market is very bad,” Knox explained. “As part of our contract, our hauler owns the recycling for the good or bad, whether the market is up or down.”

The city’s 20-year contract with the Peabody waste-management company JRM Hauling and Recycling Services is helping the community cost-wise, although residents have complained about a decline in services. The company did not respond to a request for comment. On the expense side, other municipalities are not so lucky. In Sherborn, a shipment of recyclables is

Internet – Newspaper Archives Searches***David R. Williams****(Articles are in reverse chronological order)*

costing the town about 30 percent more than it would to haul it straight to the trash. For most cities and towns, the difference of 30 percent can make elected officials think seriously about weighing environmental goals with financial realities. “We don’t want to do that. We care about the environment. But we need help,” Town Manager **David Williams** told the State House News Service.

Sherborn has a single-stream system, meaning residents commingle recyclables into a single bin. Since China has become pickier about what it will buy, however, a lot of the single-stream recycling — unless residents are hyper-meticulous about cleaning and sorting — ends up in a landfill or incinerator anyway. “I like that we have single-stream recycling, but I’m not confident that it actually ends up being recycled because it contains so many non-recyclable products,” said Erin McConaughy, a Medford resident. “People are still confused about what can and can’t be recycled.”

Indeed, nearly five decades of after “reduce, reuse, recycle” first started, uncertainty still swirls around what can and cannot go into the recycling bin. And the mix-up is getting expensive. In May, The Patriot Ledger reported Braintree went from earning \$20 a ton for recyclable material to paying \$50 a ton to have it removed, fueled largely by reduced demand and more non-recyclable contamination. To complicate matters further, The Ardagh Group, an Irish packaging company that owned a bottle manufacturing plant in Milford, recently closed operations, citing a decline in revenue from the beer industry. The closure has had a significant impact on regional outlets’ ability to collect recyclable glass, which the company purchased and repurposed into bottles.

In Wellesley, the town went from earning about \$4 to \$10 per ton for glass recyclables to spending between \$40 and \$50 per ton. To try and address the overarching issues, state officials in August announced Massachusetts would disperse \$2.6 million in recycling grants to 247 cities and towns in an effort to strengthen recycling programs. It also introduced a new initiative called “Recycle Smart,” designed to teach residents what’s allowed in the recycling bin and what’s not. “We know that Massachusetts residents are committed to recycling, but many don’t realize that when they throw items that are not accepted for recycling in their recycling bins and simply hope that they get recycled, they are causing more harm than good,” said Edward Hsieh, executive director of MassRecycle, a nonprofit focused on recycling and waste reduction across the state.

Whether the concerted effort will yield any measurable improvement to the overall system, however, will largely be proven by the practical experience of Massachusetts residents and whether cities and towns can balance recycling budgets. Wicked Local interviewed more than two dozen residents about recycling from across the state. Issues varied somewhat community to community, and a handful of residents detailed some positive experiences. Overall, however, responses were mostly filled with frustration. “Honestly, the whole system is just a nightmare,” Holland said.

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David R. Williams

(Articles are in reverse chronological order)

<https://www.wickedlocal.com/story/thepress/2017/07/25/sherborn-8217-s-complete-streets/20083721007/>

WickedLocal.com

July 25, 2017

Sherborn’s complete streets policy wins national award

Author: Staff Writer

Editor’s Note: The following was submitted by the town of Sherborn.

The National Complete Streets Coalition, a part of Washington, D.C.-based Smart Growth America, has released its list of “The Best Complete Streets Policies of 2016.” Sherborn’s complete streets policy tied for second in the nation with a score of 98.4.

According to the National Complete Streets Coalition, 222 new policies were adopted in 2016, more than ever before, and the 2016 policies are the strongest ever. Only 13 policies were cited for recognition. “This award is a tribute to our staff, who worked together to craft the policy in a manner to address diverse interests on a controversial topic,” said Mike Giaimo, chairman of the Board of Selectmen. “We thank the National Complete Streets Coalition for recognizing our efforts.” Two other Massachusetts communities, Hull and Mansfield, tied with Sherborn for second place, while Brockton tied with Missoula, Mont., for first place. The Massachusetts Complete Streets program encourages municipalities to adopt and implement such policies, which was factor in so many of the state’s communities ranking so high.

John Higley, chairman of the Planning Board, said, “We are honored to receive this award. As the Planning Board works to update the town’s General Plan, the Complete Streets policy helps support our goal of improving pedestrian and bicycle access as well as the needs of the disabled. We want our streets to be safe and convenient for everyone.”

The town has also submitted an application to the Massachusetts Department of Transportation for funding an evaluation of our streets in order to prioritize potential projects that will then be eligible for implementation funds, according to Town Administrator **David Williams**. Among the high-priority projects is a sidewalk on the east side of North Main Street, a long-time goal of the town. The Complete Streets program provides a potential funding source for that and other pedestrian and bicycle-friendly projects.

The town has also been selected as one of the grant recipients for the Municipal Vulnerability Preparedness Program. This program is the initiative of the Department of Energy and Environmental Affairs to assist communities in identifying and preparing for future climate risks. The grant will pay for a consultant to come to town and review our buildings and facilities for opportunities to make improvements that combat ore prepare for climate change. The end product will be a report from the consultant on opportunities and recommendations for Sherborn.

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David R. Williams

(Articles are in reverse chronological order)

<https://www.wickedlocal.com/story/thepress/2017/03/09/sherborn-sees-temporary-spike-in/21992192007/>

WickedLocal.com

March 9, 2017

Sherborn sees temporary spike in free cash

Author: Sarah Freedman

The Sherborn Board of Selectmen had a fruitful and in-depth discussion about the fiscal 2018 budget at its March 2 meeting, tackling the town building capital budget and insurance budget. Town Administrator **David Williams** said that the Capital Budget Committee reviewed the town building capital budget, and noted that when comparing the projects listed, it is a small number compared to what the overall need is. He said the concern was if they “kicking the can down the road.” He did note while this was true for some things, there were some high-priority items being addressed like the Police Department HVAC system. In addition, they did organizational work to put all of the recommendations made by the Onsite Insight firm into a master sheet. As they have separated all of the maintenance items to develop a maintenance plan, he said they need someone who can handle it on a daily basis. **Williams** explained that he had a larger number in the fiscal 2018 budget before so he bumped some items to the following year.

An 'unusual spike' in free cash

Selectman Chuck Yon inquired about being more aggressive with the capital building numbers as the free cash number was projected to be good for this year. The free cash number, which has been reviewed by the Department of Revenue and interim Finance Director Sharon MacPherson, is \$3,085,000. “Normally, we’d be projecting about a million-and-a-half for free cash,” **Williams** said. Selectmen Vice Chairman Paul DeRensis said the number is “an unusual spike,” essentially double what they have previously seen. He asked if it was a one-time event, and **Williams** said that they were projecting \$1.5 million in their models for the next fiscal year.

Chairman of the Advisory Committee George Morrill said with the switch to trend budgeting last year they would not have the turnbacks they have been seeing. Between lower turnbacks and an \$800,000 correction, the \$3 million number was a “blip.” Morrill said the Regional and Sherborn schools would not have those large turnbacks and have gotten back to budgeting where they should be. At the Advisory hearing on Mar. 18, he added they should discuss as a board to figure out how the town wants to use the free cash.

One idea he said the Advisory Committee has been talking about is increasing the amount in the Special Education Stabilization Fund because they have a large increase in out-of-district costs coming in, and they would not have to scramble for money in a year with a lower free cash number. Selectman Mark Brandon said he believed that the number for capital building projects should be higher than the current approximate number of \$300,000 with Yon being of like mind on the subject.

Internet – Newspaper Archives Searches**David R. Williams***(Articles are in reverse chronological order)*

'We need a facilities manager'

Selectman Sean Killeen spoke about the bigger picture and said they do not have anyone to handle the project list. He said they needed to look at the mechanism of how to manage the projects. He added that it has been **Williams** and Assistant Administrator Diane Moores working on the capital item list with no experts who have been working on them. Brandon asked how the schools handle capital projects, and Killeen said they have a staff and Facilities Manager for the Regional Schools Ralph Kelley, as well as a committee who meets regularly to vet projects. To that end, DeRensis asked if they should create a town building task force. “We need an employee. We need a facilities manager,” Killeen said.

Spending more on capital items

On the matter of the amount for projects, Selectmen Chairman Michael Giaimo recommended increasing the town building capital items number of \$400,000 on the Annual Town Meeting warrant. He suggested that **Williams** come up with a number based on their discussion and work with Killeen on it. The consensus among the selectmen was to bring the number up to the \$500,000 range.

Water and sewer for Sherborn Center

One highlight of the warrant discussion regarded the capital items for the Town Center Water Options Committee. Water Commissioner Roger Demler was on hand to speak to the two items: one to build and test a full-scale well for \$100,000 and another for site engineering for the recharge of wastewater at an amount of \$40,000. Demler, who heads that committee, said they have been doing a lot of work and have engineers who have come up with better estimates for what it would cost to put in water and sewer in Sherborn Town Center. The question, he said, was “what do they do next,” and the two items in the capital requests article was the result.

He noted in order to be sure a well could be put in, money has to be spent on a test well, and if one wants to do a shared septic system for areas of downtown, the next step is septic system digging and boring. However, he said there were many details the committee had not worked out yet. “When they have a position on where they want to be, we’ll be able to tell them: ‘This is what you’re going to need to do with the water and septic to make that possible,’” Demler said, noting that the planning board is looking at the master plan for the town.

He added that the Planning Board is not expected to have a full report on the General Plan out until this fall with a possible special Town Meeting to look at the report. At that time, Demler believed they would be in a better position to figure the costs for whatever the planning board may want to do. “I think Roger’s suggestion of waiting until the master plan ... is in shape to be revealed and discussed by the town is a really good idea,” Giaimo said. He said they should still leave the articles on to facilitate a discussion at the advisory hearing and possibly the annual Town Meeting floor. Giaimo said, “The town ought to know that this isn’t just a pie-in-the-sky idea. This is something that a lot of really smart people have focused on and figured out most of how we could do it, if we wanted to do it.”

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David R. Williams

(Articles are in reverse chronological order)

In other news

The selectmen reviewed the general insurance budget for town property, auto, required bonds for finance employees and workman's compensation, which is estimated to be \$245,903, according to **Williams**. Their carrier, Massachusetts Interlocal Insurance Association, recommended estimating a 10 percent increase.

The Board of Selectmen also finalized the 2017 Annual Town Meeting warrant with the Advisory Committee hearing set for March 18. Selectmen recognized Frank Hess and Stacey Brandon for their volunteer service to Sherborn. Brandon has been a trustee of the Sherborn Library since 2001, and Hess has served on the Sherborn School Committee and the Disability Advisory Committee.

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David R. Williams

(Articles are in reverse chronological order)

<https://www.wickedlocal.com/story/thepress/2017/02/20/sherborn-selectmen-consider-next-step/22425369007/>

WickedLocal.com.

February 20, 2017

Sherborn selectmen consider next step regarding General Chemical site

Author: Sarah Freedman

The ongoing effort to clean up the General Chemical site in Framingham has been a topic of note for the Sherborn selectmen, and, at their Feb. 15 meeting, they considered the next step in participating in the Massachusetts Department of Environmental Protection’s process. According to Town Administrator **David Williams**, they have worked with the TRC Environmental Corporation, a consulting firm, to respond to the MassDEP in regard to General Chemical. “There’s more work to be done, and DEP is reviewing the responses, and we really have to have somebody sitting at the table representing our interests,” **Williams** said. He said he asked TRC to put together a proposal for a contract.

Members of the Board of Health were present to speak on the subject, namely Daryl Beardsley, chairman of the board, and Health Agent Ethan Mascoop. Beardsley noted the discussion was about where things stand with the General Chemical cleanup and the need to quickly address some items. The issue of leadership was a part of going forward as she said there has been some “back and forth” about who would lead an effort to look at General Chemical, and whether it would be the selectmen or the board of health. “The Board of Health is certainly willing to be involved, and we’re also willing to take over more,” Beardsley said.

In an update on the remedial process, Mascoop said Beardsley wrote a response to DEP, as did parties in Framingham and Natick, that went in a couple of months ago, and a response from DEP was received “approximately a month ago.” Mascoop explained the bottom-line about the response and material received from them. He read one of their concluding statements: “Thermal treatment has the potential to provide a faster cleanup of the GCC facility property.” He also read their opinions that it could reduce concentrations more effectively than the other strategies they evaluated, but the Environmental Protection Agency’s recommendations do not consider cost for this treatment. The issue, Mascoop added, was they did not know if MassDEP would require that level of cleanup. If they did require a lesser standard of cleanup, Mascoop said part of the reason would be that Framingham does not use groundwater for drinking water as their water comes from the Massachusetts Water Resources Authority, or MWRA.

Another factor, he said, was that General Chemical, for a number of years of his involvement in the process, has not admitted the small amounts of contaminants picked up in Sherborn is related to the site’s plume. “We believe, or I believe with the consultants, that it is connected to General Chemical,” Mascoop said. “If General Chemical were to accept that, then obviously the cleanup would be much more extensive and costly than what it is right now, and that’s part of the issue.” He said he believed that Sherborn’s place at the table was “critical.” “I believe that General

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David R. Williams

(Articles are in reverse chronological order)

Chemical has to be held responsible for the contamination and the resulting cleanup," Mascoop said. "If DEP chooses not to require such an extensive cleanup to the more strict standards, I would also suggest that we need to have TRC as a consultant to advise us, advise the town." The advice would entail what kind of sentinel well systems should be placed around the site to monitor the cleanup's effectiveness and if and when contaminants continue to move into Sherborn, according to Mascoop.

He also suggested the need for an early warning system, which currently does not exist "to the extent that is necessary." MassDEP is considering Phase Three of the process, which concerns the decision on what kind of cleanup will be done. Mascoop called this "a critical point in their process," and said Sherborn needs to be a "very, very loud voice, a very strong voice at that table."

Beardsley said she believed without Sherborn advocating for clean drinking water in town, MassDEP is not being pushed to that standard. Framingham cannot make that argument, she said. Selectman Chuck Yon agreed that Sherborn needs to be at the table, but he disagreed in that he noted the MWRA and Natick both have similar issues regarding the groundwater standard. "They are very actively involved now," Yon said, of the MWRA.

Beardsley suggested that Sherborn try to coordinate with both Natick and the MWRA, to which Yon was in agreement. "I think we need to stay in it," said Selectman Mark Brandon, who participated in the meeting remotely. Selectmen Vice Chairman Paul DeRensis said it was "the single most important time" to have a consultant because the issue at hand is the remedy for the General Chemical site. "Our intervention being strong right now is really the moment of truth," DeRensis said. "If we get the remedy we want, that's going to produce benefits for the town. If we try to hold back to some later part of the process, some other remedy will be chosen." He added, "So this is the time to spend the money."

Selectmen Chairman Michael Giaimo asked what the timeframe for the MassDEP decision is, and Mascoop said there was no absolute timeframe, but they have been talking to MassDEP informally about these issues. Mascoop said the goal is for Sherborn to weigh in on the process over the next few months or so. "There is no firm deadline from DEP on this," he added.

DeRensis made a motion to engage TRC to present Sherborn's concerns, such as the thermal treatment and sentinel wells, and provide professional consulting services for an amount to not exceed \$10,000, which would come from a previously approved Town Meeting article. The motion passed by roll call vote. There was also a general consensus among the selectmen to invite MassDEP to another open selectmen's meeting after submitting comments, but prior to any decision on a cleanup remedy.

Selectman Sean Killeen said of Mascoop's knowledge of the General Chemical site, "We're lucky to have him helping us."

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David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News
September 13, 2016

Sherborn Board of Health- Late-night vote criticized - After-midnight action on health agent raises transparency concern

Author: Bill Shaner

Town Administrator **David Williams** criticized the Board of Health for voting after midnight and without public notice to allow Mark Oram to return to his role as part-time health agent. The vote, which took place between midnight and 1:20 a.m. last Thursday, has sparked at least seven written complaints from residents, **Williams** said. “Late-night voting is never in the best interest of serving the public,” said **Williams**. The discussion about Oram was not even on the posted agenda, he said.

Though 28 people were on hand when the meeting started at 7 p.m., only three remained by the time the board moved to a discussion of Oram, according to draft minutes of the meeting. Board member Rebecca Hunnewell is quoted in the draft minutes as saying she “didn’t want to put him through the harassment of all these people.” The vote was the last piece of business on a 21-item agenda. After the board voted 3-0 to allow Oram to work again, the meeting adjourned at 1:20 a.m.

Chairwoman Daryl Beardsley said she considered postponing the health agent discussion given the late hour and dwindling presence of residents, but opted not to because “the board has an administrative duty to ensure the provision of timely Board of health services.” They had the discussion last, she said, because time sensitive and scheduled appointments had first priority. Further, she said the board plans to repeat the key points of the health agent discussion at the next meeting.

While **Williams** contends that a vote on allowing Oram to work was not on the agenda, Beardsley said it was listed, just in an “intentionally broad way,” to allow for a wide range of discussion. The item read “Health Agent discussion - job posting update,” which is a reference to a separate hiring process for a permanent part-time health agent (a job Oram will have to apply for to continue working in the future).

Oram, who had served for more than 30 years as the town's part-time health agent, was suspended in May after a report by the state Inspector General’s Office found he may have committed time fraud while working full-time in Ashland and part-time in Sherborn and Norfolk. The suspension was conditioned on having approval from Ashland officials to work in town, which he received in mid-August. The permission came after an internal investigation in Ashland that cleared Oram of wrongdoing.

During the Sherborn Board of Health’s discussion of re-employing Oram, Beardsley is quoted in the draft minutes as saying, “We desperately need him.” Dick Dailey, one of the three residents who was around for the finish, spoke on Oram’s behalf, calling him a hard worker who’s already

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David R. Williams

(Articles are in reverse chronological order)

been through months of scrutiny. Oram could not be reached for comment Monday. With the vote, Oram now serves as the temporary part-time health agent. Meanwhile, the town administrator has launched a hiring process for a permanent part-time health agent. He posted the job on Aug. 23 and will close it on Sept. 23. If Oram wants the job, he said, he'll have to reapply. He said the town has received several applications, but citing confidentiality laws, he declined to say whether Oram applied. **Williams** is collecting applications, but the Board of Health is the hiring authority for the health agent in Sherborn, and will ultimately make the decision.

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David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News
July 25, 2016

General Chemical- Towns want extensive cleanup

Author: Jim Haddadin

Saying a tentative plan to clean up pollution at the former General Chemical site in Framingham doesn't go far enough, town officials are urging the property owner to undertake a more extensive remediation effort. Trinity General Corp., a parent company that owns the 133 Leland St. property where General Chemical formerly operated, recently finished a draft plan to clean up the site. Its proposals include \$1.8 million worth of remediation work and efforts to meet regulatory requirements.

However, health officials in both Framingham and Sherborn fear those measures won't be sufficient. They argue the proposals don't address contaminants that may have already seeped into the bedrock aquifer that supplies drinking water for Sherborn, which relies entirely on groundwater for its water supply. Town officials also fear the remediation plan won't adequately clean contaminated water entering the Sudbury aqueduct, which serves as a backup water supply for the MWRA, or address the potential for contaminants to reach Lake Cochituate in Natick. "We have taken issue with a lot of information that they've put into the (draft plan)," said Carol Bois, an environmental site assessment officer working for the town of Framingham.

General Chemical previously stored and distributed petroleum-based chlorinated solvents at the Leland Street facility. The business closed in 2012, but its parent company only recently finished assessing the environmental damage left behind at the site under a five-phase cleanup program mandated by the state. In a May 31 response sent to DEP, officials from numerous town departments in Framingham outlined their concerns regarding a draft remedial action plan for the site. The town's goals include protecting nearby wetlands, ensuring the site can be redeveloped and protecting the neighborhood, which is home to an Environmental Justice population — a legal classification for communities of color and lower-income residents, who often bear the burden of living near polluted sites.

The town is also working to ensure the contamination doesn't reach the nearby Woodrow Wilson Elementary School. At a public meeting earlier this year, a consultant hired by the property owner said there is no risk to the school. The contamination does pose some future risks for construction workers and others working inside buildings at the site, however. The main contaminants of concern are chlorinated volatile organic compounds and 1,4-dioxane.

One of the main points of contention now is whether contaminants have seeped into the bedrock aquifer beneath the site. Members of Framingham's Board of Health have asked the property owner to install monitoring wells as deep as 75 feet underground to serve as an early warning system.

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David R. Williams

(Articles are in reverse chronological order)

In Sherborn, the area of concern that could be affected by groundwater contamination includes 29 existing homes and an additional 124 units that have been proposed in two developments, The Fields at Sherborn and Coolidge Crossing. Officials fear the state Department of Environmental Protection will allow General Chemical's owner to carry out a lower-cost cleanup that doesn't sufficiently protect the town's well water, according to Town Administrator **David Williams**. "We will be requesting a meeting with MassDEP and the EPA to discuss that timeline as soon as possible," **Williams** wrote in an email Friday, "because we need to stay involved in the process and cannot allow the short and long term safety of Sherborn's drinking water to be lowballed."

Trinity General Corp.'s environmental consultant is currently reviewing comments received from the public. The company's draft remediation plan will then be forwarded to the state for consideration.

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David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

May 27, 2016

Alleged time card fraud- Sherborn suspends health agent- Follows critical report by state inspector general

Author: Bill Shaner

The Board of Selectmen voted to suspend part-time health agent Mark Oram until the town receives written permission from officials in Ashland and Norfolk, the two other towns where he has worked at the same time. Oram's work as health agent in Sherborn without written permission from Ashland, where he works full time, and Norfolk, where he works on a contract, violates state law, according to Sherborn Town Administrator **David Williams**.

Ashland isn't handing its permission over very quickly. Town Manager Michael Herbert said he won't give Sherborn written permission until his office carries out a thorough investigation of the state Inspector General's allegations of time fraud on the part of Oram. Herbert said he won't "take any action on Oram's status" until the investigation is over. The IG's report, sent May 17, said Oram made well over \$100,000 spread across work in three towns for at least the past three years, but, because of poor record keeping on the part of the towns, the IG wasn't able to determine whether he double-billed for his time. The IG calls on the towns to launch independent investigations and make policy changes.

Ashland and Sherborn officials have been aware of Oram's work in both communities since 2014, and officials confirmed he has worked in both towns for at least 20 years. The Sherborn Board of Selectmen voted unanimously at its meeting Wednesday to halt Oram's work in Sherborn until written permission comes from Ashland, Norfolk, and any other town Oram has been working in about which the town is not aware, **Williams** said.

Oram, a Marlborough resident and city councilor, said via email that, after consulting with his private attorney, he doesn't believe the Sherborn Board of Selectmen properly interpreted the legal statute they used to suspend him. He said the allegations about his work, which prompted the IG's report and the suspension by Sherborn officials are politically motivated, sparked by a complaint filed by a disgruntled developer years ago. Oram said he may pursue legal action "in the near future," but didn't get into specifics about who, or what, that might involve.

In Sherborn, Oram has worked for at least five years under two separate contracts with the Board of Health, signed on the same day. In one contract, he goes by Enviro-Tech Consultants, a name that was never registered as a business with the Secretary of State's Office or the City Clerk's Office in Marlborough. The Enviro-Tech name links back to Oram's personal tax ID, Oram said in a previous interview. The IG report points to the use of Enviro-Tech Consultants to collect on those contracts as possibly being illegal. It calls for the towns that signed contracts with Oram via Enviro-Tech to investigate the legality.

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David R. Williams

(Articles are in reverse chronological order)

Bringing in roughly \$4,500 a year via Enviro-Tech, and about \$57 an hour under his own name, Oram made \$45,469 in 2013 from the town of Sherborn, \$27,296 in 2014 and \$51,290 in 2015. The money collected in Sherborn is on top of full-time pay in Ashland that in 2015 was \$85,243, according to the IG's report. Earlier this month Sherborn officials reclassified the health agent role as a part-time municipal position, as opposed to being contracted. Oram will have to apply if he wants the job, said **Williams**. See below for copies of Oram's dual contracts with Sherborn.

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David R. Williams

(Articles are in reverse chronological order)

<https://amp.statesman.com/amp/64729886007>

November 27, 2013

Officials in Sherborn are working to put a halt to speeding.

Author: Sarah Freedman

The selectmen held a public hearing on Nov.21 to garner feedback about the recent installation of two stop signs at the intersection of Woodland and Mill streets. The issue at hand was whether to make the signs permanent pending a vote from the Board of Selectmen and a favorable general consensus from the people in attendance, as well as the general public via feedback received by Town Administrator **David Williams**. Located at the northern most corner of Deerfield Road, the two stop signs are an addition to the one already set up at the intersection.

Brad Van Brunt, chairman of the Traffic Safety Committee, explained the incentive for the proposal. He said about Woodland Street, “it’s a downhill slide from west to east, and traffic just tends to pick up speed as it hits the lower part. There have been numerous complaints about the corner of Woodland and that ... mile stretch of road heading toward Route 16.” The committee came to the “unanimous conclusion” that the key to slowing drivers down would be to have the intersection properly examined by engineers. Following that step, the idea was to use stop signs to reach their goal because there were not a lot of options “short of having a complete redesign of the intersection.” Board of Selectmen Chairman Peter Caruso said, “So we have an all-way stop intersection, is that the term for it?” Van Brunt said it was technically a three-way stop.

During the process of putting up cones to designate stop lines and installing signs, Richard Thompson, the Sherborn police chief, said the police department has monitored the intersection. He added, “We continue to monitor the intersection.” Thompson said there has been “more plusses than minuses” in the feedback received about the stop signs. **Williams** said he has received a few complaints, but that one person changed their opinion. Selectman Michael Giaimo said that he uses the intersection every day and that he “thinks it’s great.” He added, “Just anecdotally, what it does is it creates a full stop at the end of Mill?”

In addition, Thompson said, “The Traffic Safety Committee had at least three meetings that were attended by 20 to maybe even 30 Woodland Street residents who shared concerns about traffic issues there. I would say strongly that the residents in that area are very supportive of this.”

Eliot Taylor, a resident, said he would endorse going even further and making it an all-way stop. He said, “I am all in favor of this being an all-way stop, and we should have quite a few other all-way stops.” Chuck Yon of the Planning Board said, “Kudos to the Traffic Safety Committee. This is a simple, low-cost solution.” There is also a fiscal benefit to the stop signs, which the selectmen voted to make permanent, as it cost \$225 plus labor to install them.

Ed Wagner, the Community Maintenance & Development director, said, “Us installing these two stop signs and not spending the money on the engineering and construction, we’ve saved approximately \$10,000.” He said the \$21,000 approved at the 2013 Town Meeting is being

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David R. Williams

(Articles are in reverse chronological order)

redirected for other resident concerns. Caruso said of the signs, “This forces people to stop. That alone is good.” Vice Chairman Paul DeRensis said the Traffic Safety Committee made a good case for the two stop signs. He added, “It would improve public safety.”

In other business:

— **Williams** reported on the status of the free cash certification and Town Meeting warrant process. According to Caruso, the notices of intents for warrant articles include money expenditure, approximately \$1 million collectively, or bylaw changes, with the biggest item being the request for a fire truck. He said, “It just gives us a good sense of what we’re in for.”

Williams said there is a list of 27 potential warrant articles, with six more he expects to see. He added, “There are a number of capital items that will probably be thinned out.” In regard to the free cash certification, **Williams** said the goal is to have it done by the end of November. With both Dover and Millis not certifying their free cash as of that evening, he noted, “We’re not behind in any way with the other towns.”

— The selectmen voted to approve a warrant for \$291,081 for configuring payroll period changes to the fire department and the CM&D department.

In accordance with the selectmen’s vote, it would be approved pending the signature of the CM&D Director Ed Wagner and an explanation of overtime for the same department. In regard to the fire department, Caruso explained that employees are paid biweekly, like other town employees, just on an alternative week. He said, “They’re not weekly. They’re just off-cycle.” Caruso added, “We need to have a good sense of what it will take to get the fire department on cycle with everybody else.”

Williams said the parties involved in union discussions have been notified because “we want to hear their issues, and then we’ll make a decision.” He added, “That’s the only real hold-up in there.”

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)

February 15, 2013

Assistant town manager's final day

Author/Byline: Danielle Ameden

FRAMINGHAM - Assistant Town Manager **David Williams** departs today for a new job as Sherborn town administrator, and the search for his successor continues.

Town Manager Robert Halpin said he is starting to interview candidates over the next two weeks "and will be moving the process along quickly after that." **Williams** has been Framingham's assistant town manager for three years. He also headed up Human Resources until Halpin recently hired a full-time HR director, and was the town's chief procurement officer and Americans with Disabilities Act coordinator.

"He has been a very good contributor here in Memorial Building and the town and is well liked and respected by staff," Halpin said. "He is going to be missed and everyone wishes him the best (in) Sherborn." **Williams** was one of five finalists in Sherborn and selectmen unanimously picked him for the position.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

January 8, 2013

Framingham assistant town manager accepts Sherborn job

Author: Danielle Ameden

Assistant Town Manager **David Williams** has accepted the Sherborn town administrator job, and plans to depart Feb. 15. **Williams**, who marks three years in Framingham next month, said he's looking forward to taking the reins in the small community. "I was the first administrator in West Bath, Maine when I started my career and that was a small town, and Sherborn's a small town and you get to wear a lot of different hats," he said Wednesday.

Sherborn Selectmen Chairman Tom Twining said his board is thrilled that **Williams** has accepted the position, and given his notice in Framingham. "We are extremely pleased to have **David** coming aboard," Twining said. Framingham Town Manager Robert Halpin, who has only worked with **Williams** since last June, said the town will make transition plans next week and start taking steps to recruit a replacement. "I'm happy for him and I think it's a good move," Halpin said.

Williams, 44, served as Framingham's human resources director until recently, and is chief procurement officer. He also serves as the town's Americans with Disabilities Act coordinator and oversees building, media, veterans and human services. **Williams** lives in Framingham with his wife and four children. The new job will bump his salary from \$115,000 up to \$129,000. He said he plans to start in Sherborn by March 4. "My experience in Framingham has been great, and I'm looking forward to working with Sherborn's Board of Selectmen and serving the residents of Sherborn," **Williams** said.

Before coming to Framingham, **Williams** worked most recently as Weston's assistant town manager and finance director. He also worked as town administrator and then finance director and collector/treasurer for the city of Bath, Maine.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News
November 28, 2012

Sherborn board divided over pick for administrator

Author: Sarah Freedman

Framingham's assistant town manager **David Williams** remains in the running for the job of Sherborn town administrator, but selectmen remain divided over their first pick. On Wednesday night, the board whittled the candidate pool by two, dropping Edward J. Gibson and David Marciello. Besides **Williams**, the remaining candidates are Timothy Gordon and Michael Dutton. Unable to narrow the field to two, the selectmen decided to conduct a second round of interviews on Dec. 3 and Dec. 6. **Williams** has been the assistant town manager, human resources director and chief procurement officer for Framingham since February 2010. He was the first town administrator of West Bath, Maine from January of 2000 to June of 2003, as well as its finance director, treasurer and collector.

Gordon is the chairman of the Holbrook Board of Selectmen and has been the associate director of MIT's audit division since October 2003. Dutton is an attorney who was chief administrative officer for Oak Bluffs from June of 2006 to August of 2011. He has a Certified Trust and Financial Advisor (CTFA) from the Institute of Certified Bankers at Northwestern University.

Selectmen gave their top choices for the job. Chairman Tom Twining and Vice Chairman Paul DeRensis picked **Williams** as their top choice, followed by Dutton and Gordon. Selectmen Peter Caruso's first choice is Gordon, with Dutton as his second choice. Caruso's reason for his choice was that **Williams** was "woefully unprepared" in regard to the interview questions about Other Post-Employment Benefits (OPEB). He did say that **Williams** was a "terrific candidate" with good experience. Caruso said, "I wish he was more prepared. I'd be having a different conversation."

He believes Gordon has greater potential. "Gordon brings a fresher perspective to things," Caruso added. "He was a problem-solver." DeRensis agreed he would be "a fighter for change." Twining disagreed with Caruso in that he believes **Williams** was the stronger candidate, despite his unpreparedness. "I saw the same thing you did," said Twining. "On the other hand, I think that his level of experience is tremendous. His understanding of the process, I thought, was also very good."

Twining said Gordon was impressive in the interview, but is concerned about Gordon's youth and relative inexperience. He believes Gordon has impressive academic credentials. Contrasting that with running the town, he said, "That's not this at all." Twining encouraged a swift selection to avoid losing a good candidate who might take a job elsewhere. He said, "I don't want this to happen to us – to lose our prime candidates because we're dragging our feet."

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)
September 21, 2012

Town auctions off two houses - Third one withdrawn after owner pays \$52,000 in back taxes

Author/Byline: Danielle Ameden

Shelley Frantzen and the Framingham Housing Authority got lucky Thursday. Both landed deals on fixer-upper homes by outbidding competitors during a municipal auction that drew a standing-room-only crowd to the Memorial Building. A teary-eyed Frantzen received a round of applause after placing the winning bid of \$245,000 for a single-family home at 8 Westview Road, a property valued at \$372,600. She said she felt "scared and exhilarated." "I just knew what my limit was, and was just playing the game until I reached my limit," she said.

The town also scored big by selling the Nobscot home to Frantzen and turning over the keys to a two-family home on the Southside at 45 Arsenal Road to the Housing Authority's development arm for \$160,000. Framingham strove to get the homes back on the tax rolls after foreclosing over a combined \$106,000 in unpaid back taxes and fees, auctioneer Paul Zekos said.

With \$7,500 assessments and 8 percent buyer's premiums added on to the winning bid prices, the town raised just over \$450,000 by selling the two homes. The town's total proceeds for the day exceeded \$500,000. The owner of a third home at 210 Grant St. paid off his \$52,000 bill in full at the 11th hour, pulling that home off the auction block. "On a scale of 1 to 10, this was a 10 - it was hugely successful," Zekos said after bidding ended. "I believe this was a great day for the Town of Framingham and its taxpayers."

More than 40 qualified bidders gathered in the Ablondi Room at noon, interested in the two homes up for bid. The town sold them with clear titles, with winning bidders responsible only for paying fiscal 2013 taxes up front to get the properties back on the tax rolls. Assistant Town Manager **David Williams** said the proceeds go into the town's general fund. "I'm very pleased with the results," he said.

Peter Brown, the town's tax title attorney, said he was happy with the level of interest. "I think it was a stellar auction and an extraordinary process that was put into place by the town officials," he said. Like with Westview, there was competition for the property at 45 Arsenal Road, advertised as "ideal for a handyman."

Housing Authority Executive Director Kevin Bumpus and Deputy Director of Operations Paul Landers kept flashing their yellow card, wanting to add the home to their portfolio. The property, valued at \$319,900, sits on the corner of Arsenal and Oran roads, near the Housing Authority's flagship Musterfield complex and other public housing. "This is certainly a strategic corner that we want to beautify," Bumpus said. "It's just a natural fit for us." The home needs \$100,000 in renovations, from a new roof and two new kitchens to siding, insulation and a heating system, Landers said. "We're hoping to start work on it in November," he said, estimating the project will

Internet – Newspaper Archives Searches***David R. Williams****(Articles are in reverse chronological order)*

take six months. "We were very excited to win," Bumpus said. "We think that it's really going to complement that neighborhood for us."

Frantzen said she wants to move into her new home as soon as possible. She brought friend Paul Schiloski of Framingham, who has experience making home repairs, to a morning open house and then to the auction. Before bidding began, Schiloski chatted with competing bidder Michael Flaherty of Holliston, who was eyeing the place as a firsttime home for his daughter, or as a project. He said the home just needed "a little bit of TLC" and said he could easily flip it with partners. "There wasn't a lot to do there," Flaherty said. Schiloski rattled off a list of problems. "It needs a roof, it needs windows," he said. "It has ants, it has mice." Afterward, he confessed, "It wasn't that bad. I was just trying to scare some people."

Flaherty, a roofer, congratulated Frantzen after Zekos yelled, "Sold." He said he wasn't disappointed with the results, since it wasn't a total loss. "I might be giving them a bid for the roof," he said. The winning bidders must close with the town by Oct. 23.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)

July 3, 2012

Hr Director Search Deemed A Top Priority

Author/Byline: Danielle Ameden

FRAMINGHAM-The town's search is on for a new human resources director. It has gone without a permanent HR professional since former Town Manager Julian Suso fired Sandra Charton in 2009. Assistant Town Manager **David Williams** is serving as acting director.

Filling the post is one of selectmen's top priorities, and one of new Town Manager Robert Halpin's first tasks. "I'll be looking for a very qualified human resource professional," Halpin said. "I really see this as a leadership position within the town." The town posted the job Friday, advertising the salary as \$89,395 to \$109,261.

The director oversees recruitment and orientation, labor relations, performance evaluation and management, training and development, employee retention, position classification and compensation, employee benefits and employee communications.

The town's ideal candidate would have a master's degree in human resources, public administration, business administration, labor relations or a related field, and five to 10 years of work experience, preferably in a town or city of a comparable size to Framingham.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

May 2, 2012

Framingham Town Meeting approves 1% raises

Author: Danielle Ameden

Town Meeting last night awarded the librarians, deputy fire chiefs, Parks & Recreation and Public Works supervisors 1 percent yearly raises after hotly debating whether it's something the town can afford. The question divided voters, who supported the three negotiated union contracts, 99-38. The Finance Committee and Standing Committee on Ways and Means were opposed. "We're very concerned about the cost of government" and the impact on taxpayers, Finance Committee Chairwoman Betty Funk said. "This is collective bargaining, and collective bargaining we all know is a compromise between sides," selectmen Chairman Charlie Sisitsky said.

He called the 1 percent cost-of-living increase per year "very modest" and fair. "I don't see anything in this proposal that's extravagant," new Precinct 4 Town Meeting member Adam Steiner said. Steiner said it would be dangerous if Town Meeting were to reject deals that the town and unions negotiated in good faith. "That could come back to bite us," he warned.

Precinct 17 member Richard Baritz, who said he's a federal employee, spoke out against pay increases. "I have not gotten an increase in two years because of budget restraints," he said. "If you look at it per employee, it's really next to nothing," Precinct 5 member Jeanne Bullock said. Assistant Town Manager **David Williams**, who led the negotiating team for the town, said the deals contain details that will benefit the town.

The town will pay the deputy chiefs \$1,400 at the end of each year, up from \$700, for not using any sick leave, and \$500, up from \$350, if they use less than 24 hours of sick time. "The town benefits from that because we don't have to call someone in on overtime if they're not calling in sick," **Williams** said.

Among the changes in the new library contract, the town will start issuing bi-weekly paychecks to cut down on administrative costs, he said. The 37 members of Local 1116, the supervisors with Parks and Recreation and the DPW, agreed to a contract that only covers fiscal year 2011. One percent raises will cost the town an extra \$22,000. It will cost the town an extra \$15,000 a year, on average, to fund the new deal with the 45 librarians in Local 888. Their contract is for fiscal 2011-2013. The five deputy fire chiefs in Local 1652 agreed to a three-deal for fiscal 2012-2014 that will add about \$6,300 per year to the budget.

Town Meeting member Ed Cross of Precinct 12 said the town's efforts are "worth supporting." Town Meeting shot down member George Dixon's request to table the article until the Personnel Board has a chance to review it. Town Meeting resumes tonight at 7:30.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

March 15, 2012

FSU, museum eye space in vacant Framingham building

Author: Danielle Ameden

Framingham State University and the Danforth Museum of Art have hatched a plan for both institutions to move into the town-owned Jonathan Maynard Building on the village green. The town received the cooperative proposal yesterday for two overlapping leases of the vacant building at 14 Vernon St. Framingham State proposes to use the former schoolhouse as a community education center starting in September. FSU would stay until fall 2015, and then move the classes back onto campus across Rte. 9. “We’re only interested in a very short-term lease,” FSU Executive Vice President Dale Hamel said yesterday. Danforth proposes to move its modern American art collection and museum school to the Maynard Building in phases starting in September 2014. It’s now in another town-owned building at 123 Union Ave. Museum officials want to sign a 30-year lease in the new spot. “We’re obviously very hopeful that it works out,” said Katherine French, the museum’s executive director. The deal is the only submission the town received by yesterday’s deadline after it issued a call for lease proposals.

FSU proposes to pay \$200,000 for its three-year lease, which it says would cover the cost of renovations the town needs to take care of. The town recently renovated the exterior of the stately brick building but left work to be done inside. The Framingham School Department housed administrative offices in the Maynard Building until the discovery of mold forced the department to evacuate in 2010. Hamel said there’s a water infiltration problem that the town needs to fix. “They’ll need to resolve that no matter who the tenant,” he said. Danforth proposes to pay for its utility costs and make \$6 million worth of building investments in lieu of paying rent, French said. The town declined to take the museum up on its proposal last year that involved teaming up on extensive repairs to the Danforth Building. French said Danforth needs to seal a long-term deal in order to undertake a major fundraising campaign. The move to a new space, which is about two miles from the museum, could help Danforth realize its strategic goal of integrating studio art education and the “experience of coming to a museum,” French said. “I’m very excited,” she said. “We’ve been just thrashing out the details and working really closely with my finance committee. I’m just so confident that this is a good solution.”

French said she reached out to Framingham State to suggest they share the Maynard Building. Hamel is a museum trustee. “I personally feel this is a very good public use of that facility,” he said of the proposal. Assistant Town Manager **David Williams** said he will share the plans with interim Town Manager Valerie Mulvey and selectmen. Selectmen could sign off on the short-term Framingham State lease, **Williams** said. “The Danforth piece of their proposal would require Town Meeting approval,” he said. “Both of these look very promising and doable and look like they are in the best interest of the town to discuss further,” **Williams** said.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

<https://www.metrowestdailynews.com/story/news/2012/02/18/framingham-building-services-head-draws/37922075007/>

MetroWest Daily News
February 17, 2012

Framingham building services head draws praise

Author: Danielle Ameden

Six months after Eric Heideman became boss of the Building Services Department, the Memorial Building is cleaner, brighter and safer. Town officials credit the 26-year-old with quickly making positive, noticeable changes at the helm of a reorganized and more efficient department.

Heideman started last August as building services foreman, a supervisor position the town created to cut costs after longtime Building Services Director Jim Egan retired. Around the same time, the town hired Ashley Borges in a new administrative role to replace assistant director Walter Premo, who also retired. “It’s worked out great,” Assistant Town Manager **David Williams** said. “They’re both new to municipal government and didn’t have a lot of experience. But they’ve done so well in those roles.”

Once on the job, Heideman sought quotes and hired a cleaning company to empty wastebaskets and mop floors in the Memorial Building. That outsourcing frees up his nine-man staff to complete bigger projects and catch up on preventative maintenance. “Like any other change there were hiccups,” he said, but, “they do a good job for less money.”

At Tuesday’s Board of Selectmen meeting, interim Town Manager Valerie Mulvey praised Heideman and his team for tackling a laundry list of projects, including:

- Cleaning out all the storage areas inside the Memorial Building. “There was garbage in every corner,” Heideman said.

- Hauling out four Dumpsters full of junk that the town stored in the Danforth Building.

- Replacing steam trap parts throughout the Memorial Building to better control the building temperature.

- Replacing two 1997 pickup trucks that Heideman said were unsafe and cost thousands of dollars to repair.

- Completely painted and repaired all interior hallway walls inside the Memorial Building a bright shade of gray called Manchester tan. Staff is now painting Nevins Hall, “which we hope to have done before Town Meeting,” Heideman said.

- Quickly reacting to a ceiling collapse at the Police Department about a month ago. “Luckily no one was hurt,” Heideman said. To make the Memorial Building safer, Heideman said he doesn’t allow electric space heaters, since there is no sprinkler system.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

Heideman, who served as a Navy Seabee with a construction battalion unit, is finishing a master's program in public administration at Framingham State University. "I've actually got to use the skills I've learned in school," he said.

Borges, who was born and raised in Framingham, has a degree in hospitality management from Johnson & Wales University. In addition to day-to-day administrative duties, she rents out the town's halls and Cushing Chapel and handles the parking pass program for commuter lots. "(We make) a pretty good team," Heideman said. "We work," Borges said.

Williams said budget cuts over the years shrunk Egan's staff as demands increased. Outsourcing the job of cleaning and hiring Heideman and Borges paid off, he said. "They've gone above and beyond what we envisioned," **Williams** said. "They're functioning at a director and assistant director capacity although their titles don't reflect that. ... The demands of the facilities in Framingham are significant enough that there should be a director. Hopefully they'll continue to grow into those roles and we can continue to organize as needed."

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)
December 2, 2011

Sellers says he may sue the town - · DPW director was investigated over department's hiring procedure

Author/Byline: Danielle Ameden

FRAMINGHAM - Department of Public Works Director Peter Sellers is threatening to sue the town, selectmen say, following its recent investigation of his hiring practices. Selectmen met behind closed doors on Tuesday to discuss "potential litigation from (the) Department of Public Works Director," according to their agenda. Town Counsel Chris Petrini confirmed Sellers has notified the board in writing that he may file suit, but Petrini declined to say why. "Yes, it appears there could be a lawsuit filed," he said. Sellers, who lives in town, declined to comment on the matter yesterday. The legal threat follows a recent investigation former Town Manager Julian Suso led into the DPW's hiring practices. Suso enacted immediate townwide policy changes before his tenure ended at the end of October to correct what he said were "improprieties exposed" by the inquiry. The town has refused to release an independent investigator's report or provide information on the exact focus of the investigation, or any action taken as a result. The Secretary of State's office is now considering the Daily News' appeal of the town's denial of that public records request. While the town has been mum, several documents filed with the town clerk's office show the investigation may have been related to an appearance of nepotism. Selectman Dennis Giombetti filed an appearance of conflict of interest form last December, disclosing that his son-in-law Thomas Bannon was a candidate for a job with the DPW, but noting, "I have no input in this process." Giombetti later sought an ethics opinion from Petrini after Sellers hired Bannon as an equipment operator. In an April 13 opinion, Petrini wrote he didn't believe Giombetti had a conflict of interest under the law, since his son-in-law is "not an immediate family member and (Giombetti) did not participate in his hiring."

The Daily News obtained the Oct. 27 letter Suso wrote to Assistant Town Manager **David Williams**, which also went out to department and division heads, in which Suso ordered immediate policy changes. Among them, "whenever a relative (regardless of whether through birth or marriage) of an existing town employee or official of the Town of Framingham is interviewed for any permanent position, this information shall be expeditiously passed up through the chain of command to the town manager, assistant town manager and human resources director."

Suso also revoked the practice of permitting new employees to qualify for their jobs during a six-month probationary period by obtaining any required licenses, permits or certificates. The changes that Suso ordered were put on hold after he left, however, pending their review by the Human Resources Department and town counsel. Giombetti hasn't returned calls on the matter, and selectmen Chairman Jason Smith could not be reached yesterday.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

November 4, 2011

Assistant Town Manager won't run for Framingham top job

Author: Danielle Ameden

Assistant Town Manager **David Williams** has taken himself out of the running for the town's top job. **Williams** said he notified the town's search consultant today that he's no longer interested in succeeding Town Manager Julian Suso. "Without my involvement in the search process as an applicant for the position, I believe I will be able to better serve the residents of Framingham," he wrote to consultant Richard Kobayashi. "Withdrawing from the process allows me to focus on performing the duties of Assistant Town Manager, Human Resources Director, and Chief Procurement Officer without distraction during this transitional period."

A search committee started working last week to review 11 applications Kobayashi recommended out of a pool of about 30. Town Clerk Valerie Mulvey is serving as interim town manager. Suso, whom selectmen voted in March to let go, left this week for a job in Falmouth.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News
November 2, 2011

Town clerk subbing in as Framingham town manager

Author: Danielle Ameden

Town Clerk Valerie Mulvey stepped in as acting town manager yesterday as selectmen seek a permanent successor to Julian Suso, who left this week for a job as town manager in Falmouth. As interim manager, Mulvey will handle the oversight of day-to-day business until selectmen hire someone. Mulvey performed the same tasks for several months in 2006 after George King left the job and before Suso came on board. She will receive a stipend under a contract she signed with selectmen, based on an annual salary of \$126,000, compared to the \$90,000 she makes as clerk. Suso was paid \$153,000 per year. Mulvey met with Suso last week to go over a transition plan. "I have a list, of course, of priorities," she said. Mulvey said she will immediately start working on preparing next fiscal year's budget. Also on her plate: paying attention to the Board of Health's ongoing review of General Chemical Corp.'s operation on the Southside; ensuring the state's Fountain Street bridge project wraps up soon; meeting monthly, as Suso did, with the human services providers in town; and pushing for economic development downtown and at shopping plazas.

Mulvey said she will rely on Assistant Town Manager **David Williams** - who has applied for the town manager position - and the experienced division heads for help in the next couple of months. "I feel very well supported going forward," said Mulvey, who is not interested in taking on the job permanently. Mulvey's husband, Martin, is one of 10 members serving on a search committee that selectmen set up to compile a list of town manager finalists or semifinalists. The town's search consultant Richard Kobayashi received about 30 resumes and is recommending that the committee look at 11 of them, said Audrey Hall, the group's spokeswoman and vice chairwoman.

Suso's five-year tenure ended Monday when his interim agreement expired. Selectmen voted 4-1 in March to let him go, citing their desire for a leader with a new vision for the town. Suso reflected on the term in a statement this week, saying it was an honor and privilege to serve Framingham. "As a credentialed professional municipal manager, I thank the Board of Selectmen for the opportunity you have afforded me to serve," he wrote. Suso is headed to Falmouth, where that town's selectmen chose him over 77 other candidates in September to be their next town manager. In March, selectmen Dennis Giombetti, Jason Smith, Laurie Lee and Charlie Sisitsky said they wanted new leadership, while Ginger Esty wanted Suso to stay. Suso came to Framingham from Mentor, Ohio, where he served as the longtime city manager. Suso steered the town through several years of budget cutbacks and championed an effort to rein in the town's spiraling employee health care costs. In his statement, Suso said he appreciated an excellent working relationship and "spirit of collaboration" with his colleagues in the School Department, and he called the commitment and support from the town's division and department heads "extraordinary."

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)
November 1, 2011

Danforth contemplating move - Art museum weighing options as town mulls whether to spend \$100K on asbestos removal

Author/Byline: Danielle Ameden

FRAMINGHAM - As the Danforth Museum of Art considers moving, Town Meeting must decide whether to spend \$100,000 to get rid of asbestos in the town-owned building the museum occupies. Inspectors with the town's new insurance carrier haven't been able to examine the boilers in the Danforth Building basement because of the potentially harmful fibers in surrounding insulation, officials say. The inefficient, circa-1911 heating system has long been a problem in need of fixing. "This immediate thing is to get them inspected so they can be insured," Doug Goddard, the town's capital buildings project manager, said yesterday Town Meeting will consider the spending request tonight when it reconvenes for the special fall session to make adjustments to the town's current operating budget.

Officials with the modern art museum, the biggest tenant in the building at 123 Union Ave., are deciding whether to stay - and have given themselves a deadline. Museum leaders in January proposed signing a 50-year lease as part of a deal that the town and Board of Selectmen have essentially ignored. In a written proposal, museum leaders said the Danforth would start paying \$1,000 a month rent if the town agreed to help complete \$4.2 million in needed repairs. As a tenant at will, Danforth currently only pays for the utilities it uses. On a tour last December, museum leaders pointed out problems with the building, including the boiler as well as leaking pipes that have damaged ceilings and floors.

Assistant Town Manager **David Williams** said yesterday the town isn't in a position to invest in repairing a building that it already runs at a loss. "Saving the building is going to have to be a policy decision made by the Board of Selectmen," he said.

The museum has drawn up elaborate renovation plans, and sought the lease so it could have control over the building and seek grants and donations for the bigger project. Without any assurances of support from the town, Danforth is looking at moving. Mary Kiely, Danforth's director of finance and operations, said the board of trustees has set a target date in March. "Not that we'd have anything wrapped up by March, but we'd be on a pathway," she said yesterday. "Our preference is to stay in Framingham," Kiely said. "We are a museum that was founded by Framingham people. Framingham is a good location. It's very central to MetroWest."

But Danforth officials say it can't continue to go it alone in its old, rundown home. "We're also a community museum, and we feel that we'd like the participation of the town in our future. So to the extent that we can renovate this building or find another building and have the town participate in some way, that's important to us," Kiely said.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

Goddard said a licensed company would take out the asbestos in the basement for \$100,000 or less. The mineral fiber, which was commonly used years ago, can become airborne and get into lungs, causing serious respiratory problems. The crew would perform air test samples before and afterward, he said. Eventually, the boilers should be replaced with a system that has digital controls, he said. "The heat in the building is problematic," Kiely said. "It's an old building, so the heat's either on or off, and it's either very hot or very cold, and that's just a function of its age."

Town Chief Financial Officer Mary Ellen Kelley will present the \$100,000 request as part of a package of proposed budget changes for this fiscal year, which started July 1. They include closing a recently discovered \$1.5 million budget gap caused by an accounting error, and meeting other requests, including more than \$200,000 for the schools and \$28,000 for the town to hire a financial analyst. The meeting starts at 7:30 p.m. in Nevins Hall.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

January 2, 2011

Framingham stretches to make up for unfilled non-priority positions

Author: Danielle Ameden

Working through a budget crisis, the town currently isn't filling non-priority positions, which is forcing other staffers to pick up the slack. With the town's chief financial officer forecasting a \$6.9 million deficit next fiscal year, Assistant Town Manager **David Williams** said it doesn't make sense to bring on new non-critical employees until at least next spring. The fiscal picture should be clearer then, he said. "We can't just hire people to lay them off - if that's the potential," **Williams** said last week.

Chief Financial Officer Mary Ellen Kelley projects that more than 200 school and town positions will need to be cut as a worst case scenario to bridge the budget gap. Despite the crunch, public safety is a priority, **Williams** said, and the police and fire departments have the go-ahead to fill vacancies. Police Chief Steven Carl said he has a new patrolman who hit the streets last month, filling a hole on the roster created when a police captain retired earlier in the year. "The selectmen have been very supportive of public safety, as is the town manager," Carl said.

Positions will remain "on hold," **Williams** said, in other municipal divisions, including Tech Services, and Economic and Community Development. All requests are scrutinized for cost benefit, he said. A part-time night watchman will be hired for the Department of Public Works, but a new assistant conservation agent, for now, will not be, he said. The town recently lost a planner in Economic and Community Development who left to work in another community. "We're not posting that position to be refilled yet, and I don't want to say that's not a vital position, because it actually is," **Williams** said.

The job entails research, grant writing and aiding the Zoning Board of Appeals. Division director Alison Steinfeld said the hole in her staff is noticed, but she agreed with Town Manager Julian Suso that it isn't fair to hire someone and then possibly have to hand them a pink slip.

"Obviously it will be difficult, but we'll manage," she said. Town Hall is gaining a couple of new faces, though. Ted Fields has taken charge of the Community Development Block Grant program in the Economic and Community Development division. Fields comes from Waltham, where he spent 10 years as the city's assistant planner. Taking the job of Framingham's community development coordinator, he replaces Sam Swisher, who retired in November. The salary for the job is paid by a federal grant the town receives to complete projects that benefit the community and low- and moderate-income residents.

Also, a new administrative assistant is scheduled to start this month in the selectmen's office. That new hire fills a void left by Suso's executive assistant Scott Morelli, who left in March to take a city manager's position in Maine. **Williams** said the position was downgraded to save the town money. Meanwhile, management is exploring ways to consolidate government to save money, **Williams** said. The way things are, not filling positions is putting a burden on staff, he

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David R. Williams

(Articles are in reverse chronological order)

said. For instance, **Williams** said, the town fired the applications manager, who provided programming support for the town's accounting system. Weighed against public safety, that position is not considered essential and will remain open for now, he said. The town still needs that technical support, however, so **Williams** said other staff members who don't necessarily have the expertise must step up. "Employees are tapped out with covering bases," **Williams** said. "It's getting difficult."

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David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)
August 19, 2011

Town Hall workers seek to unionize - Employees calling for same rights, opportunities as other departments

Author/Byline: Danielle Ameden

FRAMINGHAM - With the aim of gaining bargaining power, Town Hall workers are petitioning the state to form a union. Organizers say that nearly 70 percent of eligible employees have signed on. The union would include code enforcement inspectors, public health nurses, sanitarians, planners and other professionals in similar positions. "We deserve an equal opportunity as the other unions to negotiate over our pay, benefits and protections," said electrical inspector Ed Hicks. Workers filed paperwork Tuesday with the state Division of Labor Relations to form a chapter of Service Employees International Union (SEIU) Local 888. Before certifying that the union has majority approval, the state will give town administration a chance to weigh in. Workers say they want to be able to negotiate a contract that forces their bosses to follow handbook policies, including those related to health care. "We're pretty much at the whim of whatever they say," said code inspector Mike McCarthy, a union organizer. "We just want some kind of protection." In an email yesterday, Assistant Town Manager **David Williams** said town leaders haven't met to discuss the union petition. He deferred comment to Town Counsel Chris Petrini, who wasn't available yesterday.

Most municipal employees are unionized, including police officers, police superiors, firefighters, deputy fire chiefs, dispatchers, library workers, school crossing guards and laborers. The Public Employee Coalition represents workers on health insurance. The SEIU has been helping the town hall professionals organize their unit. "We see ourselves as middle class America," said Paul De-Marco, research director for SEIU Local 888. "The objective of the union is to earn fair pay and working conditions for workers, and that's why workers join unions."

Organizers have been trying to persuade all eligible employees to sign up, and some workers met informally after work yesterday at Dunkin' Donuts. Some people are still on the fence, Hicks said. "They're worried about repercussions," he said. McCarthy said every employee "has their own reasons" for joining. "We just need some type of protection," he said. "We're not looking for a huge raise here. We're not looking for paying less on our health insurance." The focus now is on professional workers, DeMarco said. That should shift to administrative assistants next, he said. "It's still I think a work in progress for them," he said. Fliers have been circulating around the Memorial Building discussing facts, benefits of unionizing and testimonials from SEIU Local 888 members in the area. Framingham library worker Mary Garland is among those to make a pitch. "Union shops create more satisfied workers," she said, "which lead to more productive workers." If certified, the SEIU would call for a meeting for the union to negotiate a contract with the town's bargaining team. Selectmen and members would need to approve a deal. The other workers, they have their voice," McCarthy said, "and we want a voice as well."

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David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)

May 26, 2011

TM approves hike in town insurance - Funds requested after mishaps with fire trucks and recent SMOC settlement

Author/Byline: Danielle Ameden

FRAMINGHAM - Annual Town Meeting came close to finishing its work last night when it approved the first two-thirds of line items in a \$208.6 million operating budget. Members questioned but ultimately OK'd a 26 percent spending increase on property/liability insurance. Assistant Town Manager **David Williams** attributed the spike to a high number of claims last year, including Fire Engine 7, which was totaled in a rollover, and a \$1 million settlement the town's insurer agreed to pay the South Middlesex Opportunity Council to end an anti-discrimination lawsuit against the town.

The town also had other fire truck and plow mishaps, flooding in the library, a school freezer burnout and mold to clean up at the Maynard Building, **Williams** told Town Meeting. "Last year was one of the worst years in recent memory" for claims, **Williams** said.

The property/liability insurance line item jumps from \$1 million to \$1.3 million in the new budget, which goes into effect July 1. Fire Chief Gary Daugherty, responding to a question, said his department has changed its firefighter driver training program in light of recent crashes.

After little debate, voters approved the \$11.9 million police budget, the \$12.1 million fire budget and \$8.8 million for public works. Voters supported some line items without any debate, including a \$2.6 million library budget. The \$1.4 million Building Services line item under general government spending reflects a shift to having an outside company clean the Memorial Building.

With building services Director Jim Egan and his top subordinate both retiring, the town will replace them with a foreman and administrative assistant who won't make as much. The small crew remaining will put its maintenance skills to work performing bigger projects, and leave the vacuuming, dusting and emptying of wastebaskets to hired cleaners, Chief Financial Officer Mary Ellen Kelley said.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)
May 6, 2011

Framingham special TM votes; bus drivers lose jobs

Author/Byline: Scott O'Connell

Special Town Meeting last night ended an emotionally charged debate by authorizing a new busing contract that means the district's 69 school bus drivers will lose their jobs. Despite the pleas of the bus drivers, dozens of whom picketed outside the Memorial Building prior to the start of the meeting, voters ultimately followed the recommendation of the school department, supported by the Finance Committee and Standing Committee on Ways and Means, to enter into the five-year contract with Durham School Services that privatizes service. School officials said that contract will save hundreds of thousands of dollars over the next few years, and prevent cuts to staff and programs.

Some voters said they didn't have enough information to make a decision last night, especially after hearing a proposal on the meeting floor by the school bus drivers union to make \$125,000 worth of concessions over the next five years if the district chose to extend its current contract with First Student, which expires this summer. Peter DeVito of Precinct 6 made a motion to return the article to the sponsor - the school department - but it was eventually defeated.

Several speakers pointed out the article only asked Town Meeting to approve a three- or five-year term for the contract, and not the specifics of the deal. "It is very unusual to be conducting collective bargaining on the floor of Town Meeting," said school board member Mike Bower, who said last night was the first time the committee had heard the union's concessions proposal.

Durham School Services, the low bidder, will start supplying buses and drivers for the next school year. The company has indicated it wants to rehire many of the current drivers. The district will pay Durham an hourly rate of \$61 per bus the first year of the contract. Officials have estimated the schools will save between \$290,000 and \$500,000 that first year, largely through the elimination of town-provided health benefits.

Some bus drivers have questioned those savings, though. School bus drivers union president David Levin last night said such savings would be "reduced to near zero" thanks to unanticipated costs in Durham's contract. Levin said a five-year extension of the current contract coupled with union concessions of three paid holidays per year alternatively would save \$770,000 in "real money" over that period. The town's chief procurement officer, **David Williams**, said the town cannot extend the contract at this point, though. School officials said if Town Meeting opted for a three-year over a five-year contract, the district would have to go out to bid again, jeopardizing busing for the summer and start of school next year. "We would be at the mercy of the vendors, who would know they could raise their prices to whatever they wanted," Bower said.

Some Town Meeting members were concerned for the drivers, some of whom have worked in the district for decades. "The bus drivers should stay here," said Geoffrey Froner of Precinct 12.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

"They're trusted by our parents to care for their children." Robert Bolles, Precinct 6, said Town Meeting's obligation ultimately should be to the taxpayers. "This is a very good bid," he said. "This will save us millions in the very near future."

Last night's vote finally ends a bid process that began last fall, when a school working group set out to entice more and cheaper bids for the contract. Three companies made offers in the winter: Durham, First Student and North America Central. The district initially sought bids for buses only and buses and drivers based on daily rates. In March, it went out to bid again for buses and drivers based on hourly rates, getting offers from the same three companies. Even before getting into the financial aspects of the bids, some school officials called them a victory for the district in light of the fact that only one company bid on the last contract five years ago.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)

February 1, 2011

Museum pitches building proposal - Will pay \$1,000 rent if town aids repairs

Author/Byline: Danielle Ameden

FRAMINGHAM - The Danforth Museum has proposed a deal to stay in the town-owned building at 123 Union Ave. for another 50 years. In a written proposal the town opened yesterday, the museum said it is willing to start paying \$1,000 a month rent if the town agrees to join and complete \$4.2 million in necessary building repairs. "My board and I feel that it's a good proposal," Danforth Executive Director Katherine French said yesterday. "We are optimistic about our ability to partner with the town on preserving a building that contributes to the cultural and economic vitality of downtown Framingham."

Assistant Town Manager **David Williams** said Town Manager Julian Suso will put together a team to review the deal. Town Meeting would need to sign off on the building's long-term lease. The museum is a tenant-at-will.

The museum's leaders last year asked the town to go out to bid. By securing a deal to stay and gaining site control, Danforth says it can seek grants and donations to complete a major, phased renovation.

On a recent tour of the sprawling former high school, French said trustees are committed to staying but insist the town help accomplish badly needed work. Among the problems she and the museum's chief financial officer pointed out are a rusty, old, inefficient boiler system and leaking pipes that have damaged ceilings and floors. According to the proposal, Danforth will continue paying its portion of the utilities, as well as 20 percent of its excess cash flow in additional rent.

The modern American art museum generates economic activity, creates jobs and stimulates downtown's economic revitalization, according to the proposal.

Internet – Newspaper Archives Searches
David R. Williams
(Articles are in reverse chronological order)

MetroWest Daily News, The (Framingham, MA)
January 2, 2011

Framingham stretches to make up for unfilled non-priority positions

Author/Byline: Danielle Ameden

Working through a budget crisis, the town currently isn't filling non-priority positions, which is forcing other staffers to pick up the slack. With the town's chief financial officer forecasting a \$6.9 million deficit next fiscal year, Assistant Town Manager **David Williams** said it doesn't make sense to bring on new non-critical employees until at least next spring. The fiscal picture should be clearer then, he said. "We can't just hire people to lay them off - if that's the potential," **Williams** said last week. Chief Financial Officer Mary Ellen Kelley projects that more than 200 school and town positions will need to be cut as a worst case scenario to bridge the budget gap.

Despite the crunch, public safety is a priority, **Williams** said, and the police and fire departments have the go-ahead to fill vacancies. Police Chief Steven Carl said he has a new patrolman who hit the streets last month, filling a hole on the roster created when a police captain retired earlier in the year. "The selectmen have been very supportive of public safety, as is the town manager," Carl said.

Positions will remain "on hold," **Williams** said, in other municipal divisions, including Tech Services, and Economic and Community Development. All requests are scrutinized for cost benefit, he said. A part-time night watchman will be hired for the Department of Public Works, but a new assistant conservation agent, for now, will not be, he said. The town recently lost a planner in Economic and Community Development who left to work in another community. "We're not posting that position to be refilled yet, and I don't want to say that's not a vital position, because it actually is," **Williams** said. The job entails research, grant writing and aiding the Zoning Board of Appeals.

Division director Alison Steinfeld said the hole in her staff is noticed, but she agreed with Town Manager Julian Suso that it isn't fair to hire someone and then possibly have to hand them a pink slip. "Obviously it will be difficult, but we'll manage," she said.

Town Hall is gaining a couple of new faces, though. Ted Fields has taken charge of the Community Development Block Grant program in the Economic and Community Development division. Fields comes from Waltham, where he spent 10 years as the city's assistant planner. Taking the job of Framingham's community development coordinator, he replaces Sam Swisher, who retired in November. The salary for the job is paid by a federal grant the town receives to complete projects that benefit the community and low- and moderate-income residents.

Also, a new administrative assistant is scheduled to start this month in the selectmen's office. That new hire fills a void left by Suso's executive assistant Scott Morelli, who left in March to take a city manager's position in Maine. **Williams** said the position was downgraded to save the town money. Meanwhile, management is exploring ways to consolidate government to save

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David R. Williams

(Articles are in reverse chronological order)

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The town still needs that technical support, however, so **Williams** said other staff members who don't necessarily have the expertise must step up. "Employees are tapped out with covering bases," **Williams** said. "It's getting difficult."

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News
December 7, 2010

Worth the cost? - Danforth Museum wants town to pitch in on renovation

Author: Danielle Ameden

The Danforth Museum's executive director gave the town a clear ultimatum yesterday: be a partner in fixing up the town owned building, or watch the museum say goodbye. On a walk-through with two town officials, Director Katherine French said her board's trustees are committed to signing a 50-year lease to stay, but they need the town's help completing "must-do" work. "We're not asking for money for the museum. We're asking for the town to turn its attention to a building it owns," French told **David Williams**, the assistant town manager, and Douglas Goddard, the town's buildings project manager. "If we can't work out a solution we need to find another space," she said.

Now a tenant-at-will, the museum featuring modern American art takes up two of the four floors in the building, which was formerly a high school. Needing either ownership or a lease in order to go after private donations for planned, phased renovations, Danforth leaders approached the town earlier this year. Selectmen agreed to go out for public bid for the building's long-term lease, and proposals are due Dec. 27. French and Mary Kiely, who is Danforth's operations chief, were the only people who attended yesterday's pre-bid conference and walk-through. The two pointed out an aging boiler system and damage done to ceilings and the floor of a hallway by leaking water pipes. "It's a very sick building," French told **Williams** and Goddard.

Williams reminded French that municipal finances are tight and said the town doesn't have money set aside to make any of the improvements. Given the budget crunch and other needs in the community, he said the town's ability to help with Danforth funding will be a political matter. Town Meeting will need to sign off on any deal that selectmen broker. "We have a handful of people who want the building saved," **Williams** said, while other people think the town should get rid of it or shouldn't own it at all, he said. French argued that the improvements are a worthy investment. Grants geared toward downtown revitalization would benefit the museum and spark a needed rebirth in the area, she said. "It's not just fixing this building, it's fixing the whole downtown," she told the town officials.

French said the town has power to apply for government grants on the museum's behalf and could obtain better borrowing rates for loans. "Both the town and the museum," she acknowledged afterward, "struggle with having the resources to do what we have to do." The Danforth commissioned a study completed last year by Ann Beha Architects that mapped out the museum's future in the building. It discusses the building's deteriorating condition and plans for work that would start at an estimated \$6 million for basic improvements. French and Kiely said the "must-do" list of infrastructure and building work includes replacing the circa-1911 boiler and eliminating asbestos. Significant renovations could cost \$30 million or more.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

The MetroWest Daily News

June 10, 2010

Framingham gets \$225,000 from insurance company for wrecked fire engine

Author: Danielle Ameden

The town's insurance carrier has declared Engine 7 a total loss and offered a \$225,000 payout that the town has accepted, Assistant Town Manager **David Williams** said today. "That was great news to us," **Williams** said. "We had been prepared to negotiate something so this actually exceeded our expectations."

Williams said the payment from the Massachusetts Interlocal Insurance Association, less a \$500 deductible, matched the valuation determined by a third-party adjuster. The 9-year-old firetruck, which was insured for only \$125,000, crashed April 10 on Edgell Road as the four firefighters inside were returning from a call.

The Fire Department is shopping for a replacement pumper, hoping to find an "off-the-lot" model in the \$375,000 ballpark as opposed to ordering a custom-built engine that would cost \$450,000, **Williams** said. The town is still awaiting crash reports from truck-maker Pierce Manufacturing and the State Police.

Internet – Newspaper Archives Searches
David R. Williams
(Articles are in reverse chronological order)

Wicked Local
January 12, 2010

Framingham hires assistant town manager

Author: Dan McDonald

David Williams, most recently Weston's assistant town manager and director of finance and administration, is Framingham's new assistant town manager. **Williams** has served in his Weston role since 2006. Before that, he was the town administrator of West Bath, Maine, from 2000 to 2003. Town Manager Julian Suso told selectmen of the appointment during last night's meeting in the Memorial Building's Ablondi Room. **Williams** will start work Feb. 1.

The assistant town manager is the town's procurement officer, oversees building and technology services and fills in for the town manager when he is out of town. His annual salary will be \$104,000. **Williams** succeeds Tim Goddard, who left Framingham to work as Carlisle's town administrator. Goddard's last day was Oct. 23.

Williams, according to statement by Suso, has "considerable experience in the areas of procurement and finance, organizational management, information technology, collective bargaining, customer service, and related legislative areas. **Williams**, Suso wrote, is a professional member of the International City/County Management Association and various other professional associations.

In other business, the board reviewed the guidelines it wants applied to the capital budget process for fiscal 2011. Next year requests for capital expenditures in the general budget total \$16 million, the water department has \$18 million, and the wastewater department, \$9 million. On the recommendation of Selectman Dennis Giombetti, the board endorsed applying a four-pronged criteria to the laundry list of projects to be considered.

The parameters include:

Projects that will reduce operation costs, such as those involving energy conservation.

Projects that will spur private investment and job creation.

Projects that will solve or fix "emergencies," such as a badly leaking roof.

Projects that fill a "high need."

"We need to have a high threshold," for the last category, said Giombetti. "We can't pick and choose individual projects," said Selectman Charles Sisitsky. Sisitsky said the capital projects wish list would saddle the town with more than \$4 million in debt in fiscal 2012. All of the projects are unlikely to be approved, but that figure was much too high for Sisitsky's liking.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

Wicked Local
October 19, 2006

New official is penny-wise

Author: Cheryl B. Scaparrotta

Doing more with less money is a philosophy Weston's new assistant town manager is comfortable with. **David Williams** began his new position at Town Hall at the end of August, arriving from Bath, Maine, where he served as the city's finance director. "Right now, I'm becoming familiar with Weston's budgets and financing," **Williams** said. "Everything looks to be in really good shape, which lets me focus on increasing efficiencies."

Williams, who reports to Town Manager Donna VanderClock, grew up in Bangor, Maine, and attended the University of Maine at Orono, obtaining a degree in public management. After a teaching assistantship at James Madison University in Virginia, where he earned a master's degree in public administration, he worked in the Governor's Budget Office in Topeka, Kan., as a budget analyst. "I have a strong interest in strategic planning and performance measurement, which I utilized in Bath," he explained in a recent interview. "Setting goals and seeing how you're doing to achieve them is a practice I've used since I worked in Kansas."

While Bath has a small residential population (9,200) similar to Weston's, it's home to a number of big-city style amenities that **Williams** had to consider in his budgetary planning. "Bath has its own bus system, an industrial base with Bath Iron Works, and a community college," **Williams** pointed out. His role included borrowing money for capital improvements like renovating buildings, and leasing space for the community college center that he helped establish. "The Mideast Center for Higher Education is a nonprofit entity in Bath that leases space to community colleges and universities," **Williams** explained. "I was an ex-officio member of the Board of Directors."

Williams' resume also includes organizational and managerial experience in public sector cross-training, and implementing technology as a way to trim costs. His main project in Weston at the moment is examining the possibility of the town's purchase of the Case Estates from Harvard University for \$22.5 million. "The majority of my time is spent on that," he said. **Williams** has also been attending Board of Selectmen meetings and Finance Committee meetings to familiarize himself with Weston's current doings.

It just so happens that the 38-year-old **Williams**, who learned of the opening in Weston through the ICMA (International City and County Manager Association) newsletter, is experiencing several exciting transitions in his life. He and his wife, parents of two small children, are expecting a son in January. Meanwhile, the **Williams** family has relocated from Maine to Framingham, and they are actively looking to purchase a home in the MetroWest community.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

Portland Press Herald/Maine Sunday Telegram (ME)

June 20, 2003

Council tabs Williams as new finance director

Author: From staff and news services

The City Council has appointed **David Williams** as its new finance director, tax collector and treasurer. **Williams**, who serves as West Bath's Town Administrator, will assume his new position on July 7. **Williams** has been with West Bath for more than three years. He will replace Gregory L'Heureux, who resigned earlier this year, to take a position as Freeport's Finance Director. **Williams**, who is a Bath resident, said he grew up in Bangor and attended the University of Maine before working in various finance related jobs around the country. "It has been a long road to get back home," **Williams** said.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

Portland Press Herald/Maine Sunday Telegram (ME)
May 30, 2003

Town decides it can't stop fuel storage close to lake - A West Bath depot near New Meadows Lake is allowable, but Planning Board members suggest making zoning changes.

Author: Dennis Hoey

After nearly a year of study, the Planning Board has concluded that the town cannot prevent a fuel distribution company from constructing a fuel storage facility a few hundred feet from New Meadows Lake. However, Planning Board members are urging voters to approve a new industrial overlay zone. The issue will be decided June 7 at the West Bath Town Meeting. Voters will be asked if changes should be made to restrict fuel storage facilities to an industrial zone between New Meadows Road, State Road and the New Meadows Lake. Board members caution that without stricter standards and oversight, fuel storage facilities could be developed in just about any commercial zone in West Bath.

"I think the Planning Board has addressed the environmental concerns, but the only thing that makes this (facility) outrageous to some people is that residential properties and businesses will be next to it," said Town Administrator **David Williams**.

In September 2001, Ned Sewall, president of Bath-based M.W. Sewall and Co., proposed construction of a fuel storage facility on land behind his Clipper Mart gas station and convenience store in West Bath, located at the intersection of Foster Point Road, New Meadows Road and State Road. Though Sewall did not return phone calls and efforts to reach him at his office in Bath were unsuccessful, the owners of the land say Sewall still has an option to purchase the property.

Sewall said in previous interviews that he needs a facility large enough to store up to 240,000 gallons of heating oil and 30,000 gallons of propane. His 2002 proposal called for construction of five storage tanks, each 12 feet tall. M. W. Sewall and Co. currently operates a fuel storage facility - which Sewall says is outdated - on High Street in Bath, on a lot adjacent to Dike-Newell School. Sewall's controversial proposal convinced voters at the June 2002 town meeting to adopt a moratorium on petroleum storage facilities. The moratorium was enacted to give the Planning Board the time it needed to study the issue.

In addition to the overlay zone, the Planning Board recommended that the facility be located on a lot no smaller than three acres and that performance standards for such a facility be stringent; for example, fuel storage tanks can be no closer than 300 feet to a private well and fuel containment areas must be located on a concrete slab enclosed by a concrete dike. "It has been determined that the ordinances, though not inadequate, could be modified so that the town has some control over what sort of development might be brought to us," the Planning Board said in its report. "These articles provide just that sort of control. Although we can not prohibit this kind of project, we can direct it and regulate it."

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

But, Richard Armstrong, whose house would be within a few hundred feet of the facility, claims the Planning Board failed in its task. "The harm is going to be longer lasting than this one development. This whole area is going to become industrial," Armstrong said. "And it's going to shoot tourism right in the foot." Armstrong's family has owned and operated the New Meadows Inn and cabins for three generations. "Frankly, West Bath needs to think long and hard about its future and what type of growth does it want to attract," said Liz Armstrong, Richard Armstrong's sister.

"We have an opportunity to develop this beautiful gateway to West Bath. It just doesn't make sense to allow a fuel storage facility here, but I've come to the realization that you can't fight city hall," Richard Armstrong added. **Williams** said a fuel storage facility will generate about \$60,000 a year in new property tax revenues. "The people are going to have to decide if the financial benefits outweigh the impact such a facility would have on the town," **Williams** said.

Internet – Newspaper Archives Searches

David R. Williams

(Articles are in reverse chronological order)

Portland Press Herald/Maine Sunday Telegram (ME)
February 11, 2003

Bath, West Bath may join in development of business park

Author: Dennis Hoey

The neighboring communities of Bath and West Bath are talking about developing a regional business park on land in West Bath. A so-called super business park could eventually bring hundreds of high-paying jobs to the mid-coast region and would diversify each community's tax base. West Bath Town Administrator **David Williams** said the town will hold a public hearing at 7 p.m. Feb. 19 at the West Bath Fire Station to discuss a \$10,000 federal Community Development Block Grant that would be used to study the proposal. The city of Bath is expected to apply for an equal amount of federal planning funds.

Officials from the Mid-coast Council for Business Development and Planning, which will help the towns apply for the federal grants, will make a presentation at the hearing. The federal grant could be used to look at issues such as extending roads, sewer lines and water lines from Bath's Wing Farm commercial park into the West Bath site. The study will also weigh political support for such a partnership and the possibility of the communities agreeing to share tax revenues generated by new businesses.

Bath City Manager John Bubier said businesses located in the West Bath park could, for example, use the city's wastewater treatment facility. "These are all knotty issues," Bubier said. "But, if we can work them out, then we would build a super park together." When the development of Wing Farm began in 1998, officials from both communities envisioned it being connected to a similar commercial development in West Bath. Wing Farm abuts more than 200 acres of undeveloped land in West Bath, off Route 1, Bubier said.

City officials watched as Wing Farm, which is privately owned by the Coastal Economic Development Corp., continued to grow and prosper. Wing Farm is now home to several organizations including the United Way of MidCoast Maine; Bath Head Start; the Maine Department of Human Services; R.M. Tate, a wholesaler of wicker baskets, candles and gifts; and the Kennebec Co., which manufactures kitchen cabinets. The for-profit companies, such as Tate and Kennebec Co., produce close to \$30,000 annually in tax revenues.

James Upham, Bath's director of planning, announced Monday that Custom Composite Technologies of Lisbon Falls would become Wing Farm's newest tenant. The company builds components for the marine industry. Only one lot remains at Wing Farm, according to Jessica Harnar, executive director of Coastal Economic Development Corp. Harnar said her company always envisioned a road connecting the Wing Farm park with a similar park in West Bath. She said a regional business park would make sense for both communities.

About two years ago, Bubier said he began discussing the idea of a regional business park with West Bath officials. They have been receptive, according to Bubier. Ralph Merry, a longtime

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David R. Williams

(Articles are in reverse chronological order)

member of the West Bath Board of Selectmen, said he believes a regional business park is worth exploring. "We are looking for income," Merry said. "I like the idea. I think it would become an asset to the town of West Bath. But there are some people who would immediately say it will bring more problems than benefits. They can't have it both ways."

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(Articles are in reverse chronological order)

Portland Press Herald/Maine Sunday Telegram (ME)

June 6, 2002

West Bath voters face fuel-depot decision - A proposed storage facility will be among the issues debated at next week's town meeting.

Author: Dennis Hoey

A controversial proposal by a Bath businessman to build a fuel storage depot near the New Meadows River is expected to produce a lot of discussion at Wednesday's town meeting. Ned Sewall, president of Bath-based M.W. Sewall and Co., wants to construct the facility on land he owns off Route 1, near Sewall's Clipper Mart. It would have enough capacity to store up to 240,000 gallons of heating oil and 30,000 gallons of propane. "There are people against it for environmental reasons and another group that feels it's just not the right place for a storage depot," Town Administrator **David Williams** said. "Then there are those that want to encourage development in West Bath."

Voters will be given two choices at the town meeting, which will begin at 6:30 p.m. in the West Bath Elementary School. Residents can place a six-month moratorium on petroleum storage facilities or enact a more restrictive measure that would force Sewall to build the facility in the Wing Farm business park - a huge tract of largely undeveloped land that straddles the West Bath and Bath town line. They could also choose to reject both options. "I'd be out of West Bath," Sewall said, referring to the Wing Farm option. He says that property's entranceway is too steep for fuel trucks to safely drive over. Sewall says he could live with the moratorium, which would delay his project until 2003.

Last Fall, Sewall proposed eight vertical storage tanks each 35 feet tall. He recently presented the town with a scaled-back version of his plans that calls for five tanks, each 12 feet tall. The tanks would not be visible from the road. "It would be the nicest looking project out there," said Sewall, who invested more than \$500,000 in the late 1990s to build a modern office building on Bath's waterfront. "You like to do nice things. That's how you make your mark as a business person."

Ralph Merry, a town selectman, says he supports Sewall's plan because it would generate an estimated \$25,000 a year in new tax revenues. Property taxes are expected to increase from \$15.25 per \$1,000 of value to \$17.25 if voters adopt a proposed \$3.4 million town and school budget. "All I can see is dollar signs," Merry said. "Here's a chance for us to lower the burden on our residential taxpayers."

West Bath residents will have several issues to contend with at town meeting, including a proposal to make **Williams** a town manager instead of an administrator and spending \$7,500 to hire someone to investigate alleged commercial zoning violations - a task that the town's code officer is too busy to address. **Williams** would have the authority to hire and fire workers if he is made manager, but little else would change.

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Voters will also elect a road commissioner and a new member on the Board of Selectmen in the June 11 election. Arthur Reno Sr., who has been West Bath's road commissioner for more than 50 years, will square off against James Whorff, a local contractor. Roger Green, a retired airline pilot, and Peter Oceretko, a member of the town's Planning Board, will compete for the selectman's seat. Ron Beal, who has been a selectman for 12 years, stepped down this year so he could devote his attention to being the town's part-time tax assessor. Durene Carlton is unopposed in her bid for re-election to the School Board.

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