

## ANNUAL TOWN MEETING APRIL 2016, ARTICLE 35: HEAR REPORTS

### REPORT OF THE BOARD OF ASSESSORS

In accordance with section 19-8 of the Code of the Town of Wayland, a report for the Board of Assessors covering the last twelve months (proceeding February 26, 2016) is hereby submitted.

The Board members are Susan Rufo, Chair; Jayson Brodie, Vice Chair; Zachariah Ventress; David Hill and Cheryl Kane.

The Board submits the following:

1. Annual Report of calendar year 2015 property transfers.

168 Single Family parcels

66 Condominium parcels

1 Multi Family parcels

4 Land parcels

7 Commercial parcels

187 Family Title Transfers or Non-valid transfers

The data reported above is in the process of being validated and may be modified.

2. The following numbers have been reported related to abatement applications and Appellate Tax Board cases:

- a. The Board of Assessors logged in thirty four real estate applications by the filing deadline.
- b. As of February 26, 2016, three real estate abatements had been granted for FY'16.
- c. The average value of an abatement granted in FY'14 was \$1,187.02
- d. There were eleven filings with the Appellate Tax Board (ATB) in FY'15; two of which are for telecommunication accounts; one has been withdrawn by the appellant, the eight remaining are pending awaiting hearing date assignments by the ATB
- e. The following is a listing of cases and the decisions issued by the ATB since the last report of March 1, 2015.

Fiscal Year	Property	Assessed Value	ATB Decision
2014	12 Ellie Ln	\$1,996,700	Granted

3. The following data verification visits were extracted from the computer assisted mass appraisal database:

**Total Property Visits: 2/24/15-2/26/16\*      843**

**Building Permits:**

Interior and Exterior	46
Exterior Only	84
Interior Only	38
Refusals	11
<b>Total</b>	<b>179</b>

**Sales:**

Interior and Exterior	54
Exterior Only	44
Interior Only	37
Refusals	4
<b>Total</b>	<b>139</b>

**Cyclical:**

Interior and Exterior	76
Exterior Only	245
Interior Only	78
No Show Appts	8
<b>Total</b>	<b>407</b>

**Quality Control:**

Interior and Exterior	27
Exterior Only	17
Interior Only	8
<b>Total</b>	<b>52</b>

**Abatements:**

Interior and Exterior	46
<b>Total</b>	<b>46</b>

**Informal Hearings:**

Interior and Exterior	20
<b>Total</b>	<b>20</b>

\*Please note that some of the data verification visits addressed several requirements in one visit, such as a property requiring a building permit visit may also have required a sales visit. One visit would have met both obligations of data verification. An exterior data verification visit represents a visit to the property by a representative of the Assessing Department. The representative measures and verifies the exterior components of the property and leaves a door hanger requesting that the property owner contact the office to schedule an appointment for an interior data verification visit.

**2015 Arm's Length Sales Report \***

Sale Date	Map	Lot	No.	Street Address	LUC	Sale Price	Sale Date	Map	Lot	No.	Street Address	LUC	Sale Price
1/6/15	48	108	27	BROOKS RD	101	805,000	3/20/15	19	49	30	THREE PONDS RD	101	1,050,000
1/6/15	14	014A	2	COBBLESTONE CIR	101	1,390,000	3/23/15	24	35	10	MORSE RD	101	467,500
1/7/15	47D	32	6	KEITH RD	101	422,000	3/25/15	47B	065A	281	MAIN ST	101	950,000
1/9/15	51C	5	29	DAMON ST	101	360,000	3/30/15	15	3	112	GLEZEN LN	101	864,500
1/16/15	51B	43	42	LEARY ST	101	376,000	3/31/15	36C	024A	20	RIVER VIEW CIR	101	455,000
1/22/15	18	73	7	HOLIDAY RD	101	530,000	4/8/15	7	43	1	GRAYBIRCH LN	101	385,000
1/23/15	35	030X	25	COVERED BRIDGE LN	101	1,380,900	4/9/15	43D	22	28	PEQUOT RD	101	550,000
1/23/15	35	030X	25	COVERED BRIDGE LN	101	1,380,900	4/15/15	5	22	115	LINCOLN RD	101	1,895,000
1/23/15	38	16	215	OLD CONN PATH	101	550,000	4/15/15	7	25	17	SHERMAN BRIG RD	101	569,000
1/29/15	40	035B	6	ESSEX	102	484,000	4/16/15	36C	5	8	MEADOW VIEW RD	101	649,000
1/29/15	23	165	1	LILLIAN WAY	102	841,001	4/17/15	40	020A	203	HAYFIELD LN	102	1,187,500
1/30/15	23	169	5	LILLIAN WAY	102	828,815	4/17/15	35	030E	181	RICE RD	101	1,705,000
1/30/15	48	61	78	LOKER ST	101	689,250	4/21/15	24	123A	31	PLAIN RD	130	275,000
1/30/15	15	58	19	SQUIRREL HILL RD	101	1,010,000	4/27/15	35	12	139	BUCKSKIN DR	101	1,700,000
2/5/15	56	26	25	LANGDON RD	101	585,000	4/28/15	23	177	15	LILLIAN WAY	102	739,900
2/5/15	18	45	36	ORCHARD LN	101	608,500	4/28/15	18	36	47	OLD SUDBURY RD	101	680,000
2/6/15	35	001C	17	ASTRA	102	434,500	4/29/15	40	034A	10	ESSEX	102	433,000
2/13/15	47A	78	107	DUDLEY RD	101	1,175,000	4/30/15	32	005A	180	PELHAM ISLAND RD	101	575,000
2/17/15	23	168	4	LILLIAN WAY	102	806,265	4/30/15	4	59	6	YORK RD	101	515,000
2/20/15	48	77	22	AQUEDUCT RD	101	579,000	5/1/15	51D	90	236	COMMONWLTH RD	101	451,000
2/20/15	51B	60	62	EAST PLAIN ST	101	372,500	5/4/15	23	174	10	LILLIAN WAY	102	859,900
2/20/15	4	077B	2	SANDY HILL RD	101	1,020,000	5/7/15	42B	40	4	HIGHGATE RD	101	710,000
2/20/15	45	58	1	STEEPLETREE	102	485,000	5/12/15	1	43	35	WILLIAMS RD	101	1,300,000
2/23/15	7	33	8	TALLY HO LN	101	728,000	5/14/15	47B	13	26	DUDLEY RD	101	237,000
2/27/15	28	9	44	JEFFREY RD	101	580,000	5/15/15	11	090E	3	DYLAN'S CR	101	1,430,000
3/3/15	44	94	80	WOODRIDGE RD	101	949,000	5/15/15	23	167	3	LILLIAN WAY	102	718,500
3/6/15	36C	38	84	RIVER VIEW CIR	101	300,000	5/15/15	31	1	270	PELHAM ISLAND RD	101	820,000
3/9/15	40	043C	3	CHRISTINA	102	525,000	5/15/15	45	098D	7	PICKWICK WAY	102	519,000
3/17/15	23	172	8	LILLIAN WAY	102	739,900	5/16/15	4	20	19	RED BARN RD	101	644,000
3/17/15	49	53	39	RICE RD	101	613,000	5/18/15	30	80	110	BOSTON POST RD	101	417,500
3/17/15	29	041D	9	WADSWORTH LN	102	719,000	5/18/15	23	175	11	LILLIAN WAY	102	761,250
3/20/15	45	113B	28	CUTTING CROSS WAY	102	619,000	5/18/15	8	012A	87	LINCOLN RD	130	920,000
3/20/15	39	35	41	SHAW DR	101	712,000	5/28/15	35	6	6	ASTRA	102	420,600

**2015 Arm's Length Sales Report \***

Sale Date	Map	Lot	No.	Street Address	LUC	Sale Price	Sale Date	Map	Lot	No.	Street Address	LUC	Sale Price
5/28/15	45	065A	6	COLTSWAY	102	510,000	7/2/15	40	063A	901	WISTERIA WAY	102	839,900
5/28/15	51D	71	178	COMMONWLTH RD	035	790,000	7/10/15	23	187	25	LILLIAN WAY	102	845,600
5/29/15	11	78	21	HAZELBROOK LN	101	939,000	7/10/15	51D	064A	9	WILLARD ST	101	813,500
5/29/15	23	176	12	LILLIAN WAY	102	952,500	7/14/15	47B	43	17	LAKEVIEW RD	101	529,000
6/1/15	4	43	300	CONCORD RD	101	660,000	7/15/15	44	44	19	BARNEY HILL RD	101	850,000
6/2/15	4	80	1	OXBOW RD	101	595,000	7/15/15	51A	49	30	FULLER RD	101	425,000
6/2/15	51C	58	18	PARKLAND DR	101	803,500	7/15/15	45	038A	8	LAKESPUR	102	539,000
6/3/15	50	47	53	LAKE RD	101	505,000	7/15/15	23	62	5	OLD SUDBURY RD	101	889,000
6/3/15	20	044A	4	ROWAN FIELD RD	101	1,399,000	7/16/15	18	52	49	ORCHARD LN	101	659,500
6/4/15	45	071D	18	HILLSIDE DR	102	576,000	7/17/15	51B	5	2	LAWRENCE RD	101	389,000
6/6/15	25	82	16	BOSTON POST RD	340	1,000,000	7/17/15	11	13	71	MOORE RD	101	750,000
6/8/15	47A	83	87	DUDLEY RD	101	250,000	7/17/15	46D	91	10	RIDGEFIELD RD	101	456,000
6/10/15	23	131	31	HASTINGS WAY	102	702,500	7/17/15	40	060A	601	WISTERIA WAY	102	685,000
6/12/15	46B	74	5	EMERSON RD	101	454,000	7/24/15	7	6	230	CONCORD RD	101	595,108
6/12/15	23	171	7	LILLIAN WAY	102	810,000	7/24/15	11	93	155	CONCORD RD	101	525,000
6/15/15	46D	130	27	EDGEWOOD RD	101	772,000	7/27/15	4	089A	10	SUMMER LN	101	1,665,000
6/15/15	19	40	10	FIDDLEHEAD LN	130	611,500	7/28/15	19	23	91	CLAYPIT HILL RD	101	1,577,000
6/15/15	56	12	18	HEARTHSTONE CIR	101	740,000	7/29/15	14	3	102	CONCORD RD	101	695,000
6/18/15	11	62	153	GLEZEN LN	101	900,000	7/29/15	42D	132	15	WOODLAND RD	101	351,000
6/18/15	23	185	23	LILLIAN WAY	102	774,900	7/30/15	18	77	3	EAST RD	101	747,820
6/18/15	11	37	8	LINCOLN RD	101	855,000	7/31/15	35	004A	12	ASTRA	102	419,900
6/19/15	44	37	36	BARNEY HILL RD	101	709,000	7/31/15	40	071D	1704	BAYBERRY LN	102	675,000
6/19/15	43A	11	21	CEDAR CREST RD	101	640,000	7/31/15	20	22	27	DRAPER RD	101	950,000
6/19/15	23	170	6	LILLIAN WAY	102	827,310	7/31/15	52	103	10	OLD TAVERN RD	101	850,000
6/19/15	3	19	168	OXBOW RD	101	725,000	8/3/15	42B	55	20	HIGHGATE RD	101	582,000
6/22/15	46D	61	10	LODGE RD	101	611,000	8/3/15	4	055H	28	YORK RD	101	1,100,000
6/22/15	1	002E	9	PESCE DR	101	1,162,500	8/4/15	19	027A	69	CLAYPIT HILL RD	101	1,152,000
6/23/15	4	119	18	CATHERINE FARM RD	101	1,419,150	8/4/15	35	030S	27	COVERED BRIDGE LN	101	1,559,900
6/23/15	43B	21	9	GOODMAN LN	101	945,500	8/5/15	4	13	11	GRAYBIRCH LN	101	655,000
6/24/15	23	181	19	LILLIAN WAY	102	750,000	8/7/15	24	94	207	BOSTON POST RD	101	400,000
6/25/15	30	46	1	HIGHFIELDS RD	101	958,000	8/7/15	42B	62	9	HIGHGATE RD	101	430,000
6/26/15	25	94	133	PLAIN RD	101	590,000	8/8/15	50	36	38	LAKE RD	101	370,000
6/26/15	53	027D	110	WILLOWBROOK DR	102	595,000	8/8/15	45	093C	20	PICKWICK WAY	102	440,000
6/29/15	19	41	6	ADAMS LN	101	1,185,000	8/10/15	48	31	46	COUNTRY CRNRS RD	101	760,000
6/29/15	52	126	12	DEAN RD	101	485,000	8/10/15	45	045A	9	INDIAN DAWN	102	492,000
6/30/15	23	183	21	LILLIAN WAY	102	700,000	8/11/15	23	52	400	BOSTON POST RD	323	28,000,000
7/1/15	23	179	17	LILLIAN WAY	102	747,900	8/11/15	11	69	7	FOLSOMS POND RD	101	1,100,000
7/1/15	41	005H	304	STONEBRIDGE RD	101	765,000	8/11/15	45	37	9	LAKESPUR	102	497,000
7/2/15	52	16	7	HAVEN LN	101	495,000	8/12/15	23	052E	0	ANDREW AVE	322	20,000,000

**2015 Arm's Length Sales Report \***

Sale Date	Map	Lot	No.	Street Address	LUC	Sale Price	Sale Date	Map	Lot	No.	Street Address	LUC	Sale Price
8/12/15	23	052C	440	BOSTON POST RD	342	20,000	9/18/15	45	071C	16	HILLSIDE DR	102	460,000
8/12/15	40	057D	304	DAHLIA DR	102	800,000	9/18/15	23	178	14	LILLIAN WAY	102	953,000
8/13/15	4	100	18	MARSHALL TER	101	755,000	9/21/15	23	27	298	BOSTON POST RD	322	335,000
8/14/15	51D	6	211	COMMONWLTH RD	101	405,000	9/21/15	40	028B	2	BRANDYWYNE	102	385,000
8/14/15	12	3	123	DRAPER RD	101	1,029,200	9/25/15	48	33	50	COUNTRY CRNRS RD	101	751,000
8/14/15	24	162	25	GLEN RD	101	1,275,000	9/25/15	45	042A	16	INDIAN DAWN	102	538,000
8/14/15	43B	30	6	GOODMAN LN	101	710,000	9/25/15	34	8	120	OLD CONN PATH	101	945,000
8/14/15	23	189	27	LILLIAN WAY	102	776,450	9/28/15	4	17	16	GRAYBIRCH LN	101	465,500
8/14/15	47D	2	221	MAIN ST	101	669,000	9/30/15	20	50	33	DECATUR LN	101	965,000
8/14/15	53	21	29	OAK ST	101	449,000	9/30/15	23	193	31	LILLIAN WAY	102	739,900
8/14/15	39	33	29	SHAW DR	101	760,000	10/1/15	49	52	5	WAYLAND HILLS RD	101	735,500
8/14/15	6	30	55	SHERMAN BRIDGE RD	101	692,000	10/2/15	23	195	33	LILLIAN WAY	102	758,850
8/17/15	44	20	23	BROOK TRAIL RD	101	825,000	10/9/15	43B	20	7	GOODMAN LN	101	578,000
8/19/15	52	209	344	COMMONWLTH RD	101	1,049,000	10/9/15	24	161	45	PLAIN RD	101	705,000
8/20/15	20	63	56	DRAPER RD	101	900,000	10/15/15	42C	5	34	WALLACE RD	101	730,500
8/20/15	16	10	65	SEARS RD	101	2,470,000	10/15/15	53	030A	204	WILLOWBROOK DR	102	525,000
8/24/15	48	62	84	LOKER ST	101	929,000	10/16/15	23	191	29	LILLIAN WAY	102	807,877
8/25/15	42B	25	9	ANTHONY RD	101	565,900	10/16/15	47B	26	21	SUNSET RD	101	474,000
8/26/15	38	24	30	DAVELIN RD	101	539,500	10/20/15	23	182	18	LILLIAN WAY	102	920,000
8/26/15	18	30	71	OLD SUDBURY RD	101	518,500	10/21/15	30	9	127	BUCKSKIN DR	101	1,600,000
8/26/15	14	28	22	TRAINING FIELD RD	101	803,000	10/30/15	19	039C	40	CLAYPIT HILL RD	101	1,387,000
8/27/15	12	2	127	DRAPER RD	101	710,000	10/30/15	42D	99	22	HAWTHORNE RD	101	526,900
8/27/15	7	17	18	SHERMAN BRIDGE RD	101	595,000	10/30/15	50	54	23	LAKE RD	101	410,000
8/27/15	4	110	45	YORK RD	101	1,249,000	10/30/15	46D	59	18	LODGE RD	101	446,500
8/28/15	38	164	14	CAMERON RD	101	755,000	10/30/15	52	191	36	SCHOOL ST	101	412,500
8/28/15	19	80	3	DECATUR LN	101	985,000	11/3/15	27	13	155	PELHAM ISLAND RD	101	1,145,000
8/28/15	30	90	12	WHITE RD	101	692,000	11/6/15	23	188	24	LILLIAN WAY	102	919,010
8/31/15	43D	18	14	PEQUOT RD	101	595,000	11/6/15	53	034C	304	WILLOWBROOK DR	102	592,000
8/31/15	40	064E	1005	WISTERIA WAY	102	750,000	11/9/15	24	133	36	PLAIN RD	101	975,000
9/1/15	32	12	5	ERWIN RD	101	2,050,000	11/9/15	39	34	33	SHAW DR	101	849,000
9/1/15	29	32	90	OLD CONN PATH	101	885,000	11/10/15	44	28	18	COUNTRY CRNRS RD	101	635,000
9/2/15	4	11	15	GRAYBIRCH LN	101	590,000	11/13/15	23	205	43	LILLIAN WAY	102	789,900
9/2/15	15	63	78	SEARS RD	101	847,600	11/16/15	40	32	4	FOX HOLLOW	102	542,000
9/4/15	40	057C	303	DAHLIA DR	102	855,000	11/17/15	24	165	4	MICHAEL RD	101	700,000
9/9/15	23	197	35	LILLIAN WAY	102	779,022	11/17/15	45	6	83	RICE RD	101	1,032,500
9/10/15	52	200	7	CAULFIELD RD	101	700,000	11/18/15	23	128	25	HASTINGS WAY	102	663,000
9/10/15	40	070E	1605	WISTERIA WAY	102	695,000	11/18/15	53	1	18	OAK ST	101	472,000
9/15/15	14	32	67	GLEZEN LN	101	716,900	11/19/15	35	005A	10	ASTRA	102	420,000
9/17/15	23	180	16	LILLIAN WAY	102	900,550	11/20/15	43B	40	19	HAPPY HOLLOW RD	101	610,000

**2015 Arm's Length Sales Report \***

<b>Sale Date</b>	<b>Map</b>	<b>Lot</b>	<b>No.</b>	<b>Street Address</b>	<b>LUC</b>	<b>Sale Price</b>	<b>Sale Date</b>	<b>Map</b>	<b>Lot</b>	<b>No.</b>	<b>Street Address</b>	<b>LUC</b>	<b>Sale Price</b>
11/20/15	41	3	234	STONEBRIDGE RD	101	421,000	12/16/15	11	16	9	LEWIS PATH	101	1,342,500
11/25/15	23	203	41	LILLIAN WAY	102	839,242	12/21/15	42B	50	5	HOLBROOK RD	101	592,000
12/1/15	25	50	18	LUNDY LN	101	644,000	12/22/15	50	16	8	AMEY RD	101	676,500
12/1/15	51C	17	14	SHAWMUT AVE	104	540,000	12/22/15	36C	12	19	MEADOW VIEW RD	101	574,000
12/1/15	7	15	10	SHERMAN BRIDGE RD	101	605,000	12/22/15	45	094C	30	PICKWICK WAY	102	520,000
12/2/15	33	023L	6	GREEN WAY	102	324,800	12/23/15	23	184	20	LILLIAN WAY	102	975,676
12/2/15	43D	23	32	PEQUOT RD	101	340,000	12/23/15	51C	56	70	PEMBERTON RD	101	710,000
12/11/15	38	130	250	OLD CONN PATH	130	275,000	12/28/15	33	023Q	6	GREEN WAY	102	295,000
12/11/15	47B	61	4	SPENCER CIR	101	938,750	12/30/15	16	56	25	OLD WESTON RD	101	1,029,000
12/11/15	19	46	12	THREE PONDS RD	101	649,000	12/31/15	46B	45	2	CHESTNUT RD	101	269,000
12/14/15	46D	122	50	EDGEWOOD RD	101	337,000	12/31/15	33	023I	6	GREEN WAY	102	295,000
12/16/15	4	42	296	CONCORD RD	101	480,000	12/31/15	51B	32	130	MAIN ST	334	753,313

\*2015 Arm's Length Sales are in the process of being validated and may be modified

LUC= Land Use Code (101-Single Family, 102-Residential Condominium, 104-Two Family, 106-Vacant Lot with an outbuilding, 109-Two Dwellings on 1 Lot, 130-Vacant Land)

## REPORT OF THE COMMUNITY PRESERVATION COMMITTEE – 2016 ATM

The provisions of the Community Preservation Act (CPA) were adopted at the Annual Town Meeting in 2001. The Community Preservation Committee is charged with evaluating potential community preservation projects and, if appropriate, submitting project recommendation articles at town meeting. The CPA requires that the projects focus on open space, historic preservation, and community housing. Funds can also be used for certain recreational purposes. The Committee currently consists of eight members, one each from the Planning Board, Historical Commission, Recreation Commission, Conservation Commission, Housing Commission, Department of Public Works, and two appointed by the Board of Selectmen. There is one vacancy that is a Board of Selectmen's appointed position.

**CPA Revenue** – Since the adoption of the CPA in 2001 through December of Fiscal Year 2016, Wayland has received \$8,345,843 from the residential property tax surcharge (two quarters only for FY'16), \$4,719,619 in matching State Trust Fund distributions, and \$752,897 in interest for total revenue of \$13,818,359. The funds collected are known as the Community Preservation Fund and are held and administered by the Town's Treasurer.

### CPA FUNDS – AVAILABLE FUNDING BEFORE AND AFTER ATM 2016

A further breakdown of existing funds shows the amount of money in each dedicated account before 2016 Annual Town Meeting and after if all CPA articles are adopted.

CPA FUNDS	As of 1/31/16	ATM Town Meeting Articles Requests	Mainstone Request to Use CPA Existing Funds	TOTAL AFTER ATM If All Articles Pass
<b>HISTORIC</b>	\$145,980	+\$95,694 (10%) - 72,000 (CEM) - 29,000 (Clock)	\$0	\$140,674
<b>HOUSING</b>	\$1	+ \$95,694 (10%) - 95,694(MAHTF)	\$0	\$1
<b>OPEN SPACE</b>	\$2,037,750	+ \$95,694 (10%)	\$2,100,000	\$33,444
<b>ADMIN</b>	\$19,605	+ \$10,000	\$0	\$29,605
<b>UNCOMMITTED</b>	\$3,938,016	- \$95,694 (HP) - 95,694 (CH) - 95,694 (OS) - 10,000 (Adm)	\$2,900,000	\$740,934 + 228,576 (*) = \$969,510

\* By end of FY'16 (June 30, 2016) an additional \$228,576 is expected to be collected from remaining surcharge of fiscal year. The 10% allocations have already been subtracted (the \$95,694 includes all FY'16 receipts – already collected and expected surcharge + State Trust Fund).

Thus Uncommitted Balance at end of FY'16 (June 30, 2016) would be \$969,510 if all CPA articles are adopted at Annual Town Meeting.

## FUND SET ASIDES AND BALANCES AS OF JANUARY 31, 2016

Category	Balance
Remainder of CPC administrative appropriations	19,605.00
Remainder of committed project appropriations	1, 695,282.00
Reserved for Open Space	2,037,750.00
Reserved for Historic Preservation	145,980.00
Reserved for Community Housing	1.00
Uncommitted Balance	3,938,016.00
Total	7,836,633.00

Below is the list of ongoing projects for which appropriation was voted in the past.

Project	Amount	Year Approved	Unexpended Balance
Repair/Restore historic markers	\$5,000	2004	\$4,000
Provide funds for the purpose of engaging an engineering firm to evaluate the environmental and engineering related to a proposed Wayland Rail Trail	\$25,000	2010	\$11,644
Document Preservation	\$160,000	2011	\$232
Provide funds for pre-permitting and due diligence testing of Town-owned land on Boston Post Road (River's Edge)	\$90,000	2012	\$14,837
Study and design athletic fields at Loker Conservation and Recreation Area	\$92,000	2013	\$64,568
Restoration funds for First Parish meetinghouse and carriage sheds	\$150,000	2014	\$15,691
Fire suppression system for Cochituate Village Apts.	\$500,000	2014	\$466,059
Design and construct trails at Dudley Woods	\$85,000	2015	\$80,000
Design and construct Rail-Trail	\$445,000	2015	\$445,000
Design multi-use athletic field at Oxbow Meadows	\$20,000	2015	\$20,000
Land-use Management Plan –Conservation Land	\$35,000	2015	\$35,000
Purchase 246 Stonebridge Rd.	\$231,000	2015	\$58,250
Preserve arches of Stone's Bridge	\$480,000	2015	\$480,000



# Town of Wayland Massachusetts

## **OPEB Advisory Committee Final Report September 29, 2015**

Kent George  
David Gutschenritter  
Cliff Lewis (Chair)  
Maryanne Peabody  
Jay Sherry



## **Executive Summary**

Wayland's Other Post-Employment Benefits (OPEB) Advisory Committee was appointed by the Board of Selectmen (BOS) in the spring of 2013 to serve a two year term. This temporary Committee was assembled to analyze the cost of the OPEB obligation and find the best way to get the necessary money set aside. The term was extended by the BOS to September 30, 2015.

OPEB benefits are primarily health insurance that the Town of Wayland extends to retired employees of the Town, their spouses and families. The expected future cost of these benefits is large – more than the current cost to run the Town for a year or about the cost of two new high schools.

The Committee made headway in three areas:

- 1) Adjusting the actuarial assumptions to make the OPEB projections more accurate;
- 2) Implementing \$175,000 per year in cost reductions;
- 3) Initiating a process whereby Town and School fee-based programs contribute their proportionate share to fund OPEB benefits for their employees.

These items were incorporated into Warrant articles for the 2014 and 2015 Town Meetings. With little discussion, the articles were passed by overwhelming majorities. For example, more than 90% of voters supported the three OPEB motions in the 2015 Town Meeting.

In spite of the overwhelming support, the Committee was disappointed in some ways. We have put together a plan to continue the work recognizing that additional work is still needed.

## **Work of the Advisory Committee**

**Background** – The Advisory Committee was created in the spring of 2013 to get Wayland's OPEB funding under control. We learned that from 2008 to 2013 that about \$10 million had been set aside to fund the obligation, with annual contributions of up to \$3 million or more. See Appendix A. The investment return on those funds had only realized about 0.3% annually while the Town's actuarial valuation of December 2012 achieved fully funded status in 2038 by assuming a 7% annual return on investment and additional contributions of more than \$700, 000 a year going forward. In addition, many of the fee-based programs offered by the Town and by the Schools had employees who were eligible for OPEB, yet none of those programs had made any contributions to fund those benefits.

**New Actuarial Study** – The Committee determined that the first order of business was to take a hard look at the assumptions underlying the long-term funding projection. When we started, the projection, based on GASB 45 assumptions, was that the Town would need to amass \$103 million by 2038 in order to meet its retiree health insurance obligation. By carefully analyzing and refining the assumptions based on actual Wayland-specific data, including actual per capita spending on retiree health care, we were able to reduce that amount to \$80 million. The Town's new actuarial firm, selected and retained through a Committee-initiated RFQ process, prepared both the required GASB 45 actuarial study as of December 2014 and also a similar study using Wayland-specific amounts paid for premiums. It confirmed our analysis and showed that we would be able to fund retiree health insurance obligations by 2038 as long as we are able to achieve a realistic 7% return on the OPEB investment account, control healthcare cost inflation to 5%, and contribute new money of about \$238,000 in fiscal 2016. This contribution needs to increase a bit each year, but it remains a sizeable reduction in the annual amounts required of both taxpayer and fee-based contributors.

**Realized Cost Reductions** – The Committee determined that for what seemed comparable Medicare coverage, the Town’s per retiree premium for Medicare coverage was considerably more than the cost would have been for a retiree to purchase the coverage directly as an individual. Working with the Town’s Director of Human Resources, the situation was corrected and, beginning in 2014, the Town realized a net savings of \$175,000 in its OPEB Medicare costs. The Town’s Medicare-eligible retirees also realized a comparable reduction in their proportionate share of the cost of coverage.

**Parity Contributions** – The \$10 million of taxpayer dollars initially set aside through 2013 amounted to about \$16,500 for each full time equivalent employee eligible for OPEB. However, the ten fee-based programs employing personnel eligible for OPEB benefits had made little or no contribution to funding their OPEB liability. To get them on par with the per employee contributions of others already in the fund, eight of the fee-based programs have made “parity contributions” and an arrangement was made with The Children’s Way and with School Food Services to make their parity payments over a period of 10 years with no interest. Town officials must continue to work with the School Committee for the next eight years to ensure that these parity payments continue.

**Additional Cost Reductions** – While OPEB benefits extended to Town employees are generally consistent with other municipal employees, they exceed what is generally available in the private sector. The Committee has identified two additional potential cost reductions and we recommend that they be implemented.

a) Reduce Town contributions to non-Medicare-eligible retirees. Employees who have retired from the Town between age 45 and 64 are not yet eligible for Medicare. The Town’s average contribution is about 68% of their healthcare costs until they are Medicare-eligible. As of July 2015 this is over \$877,000 per year for the 91 retirees who are not Medicare-eligible. However, the Town has no obligation to provide any more than 50% of the premium cost of health insurance to retirees under current law, which is the portion the Town contributes for its 350 Medicare-eligible retirees. Reducing the 68% contribution to 50% is completely within the purview of the Board of Selectmen. Such reductions have been implemented by a number of towns in Massachusetts and, when challenged, the towns have prevailed. We see little risk and a potential savings to taxpayers of about \$230,000 in OPEB expenses annually.

b) Switch from Non-Medicare Family Plans to Non-Medicare Individual Coverage Plans. The Town covers healthcare benefits for the retired Town worker as well as his or her spouse and dependent children. In many cases, there are spouses but no dependent children. However, there is only one plan currently offered to cover the spouse and that is the family plan. The most popular family plan, the Harvard Pilgrim HMO Rate Saver Plan is a \$23,000 per year plan in fiscal 2016, of which the Town pays over \$14,700. A retired couple would pay the same amount as a family. For every healthcare program offered by the Town, the family plan rate is considerably higher than the cost of two individual plans. It would be possible to design a program that covers individual people and offer two separate, individual plans – one for the retiree and one for his/her spouse. We refer to this program as the “dual singles” plan.

The spousal coverage would need to be implemented outside of our plans with the West Suburban Health Group, but the dual singles plan could result in well over \$100,000 in savings to the Town with additional savings to the retirees. Discussions were initiated with Blue Cross/Blue Shield regarding such coverage and BCBS was receptive to continuing to discuss the possibility of this

type of plan design. The lack of progress on this cost reduction is a disappointment to the Committee.

**Warrant Articles** – The OPEB funding articles prepared by the Committee for the 2014 and 2015 Annual Town Meetings were endorsed unanimously by the Board of Selectmen, School Committee, and Finance Committee. The recommendations were also approved by over 90% of the voters with virtually no debate in April 2015.

**Analysis of Structure, Oversight & Management of OPEB Funds** –The Town is operating under a Special Act governing its OPEB fund, attached as Appendix C. The provisions of that Act are subject to varying interpretations by staff and Town Counsel and those interpretations give management responsibilities to different individuals. As a result, it appears to the Committee that there is no clear responsibility for investment management oversight of the funds nor of the way they are being invested. To help chart a path for the future, at our request, the Selectmen retained Special OPEB Counsel with expertise in municipal OPEB operations and trusts. Special OPEB Counsel advised the Committee to create a trust with a board of trustees to oversee management of the funds. OPEB Special Counsel further advised that the Town rescind its existing Special Act, and adopt Massachusetts General Laws Chapter 32B, Section 20, the OPEB statute generally applicable to all Massachusetts cities and towns. This is attached as Appendix D. Unfortunately, lack of timely written comment on the warrant article on the part of Wayland's Town Counsel prevented action at the fall 2015 Special Town Meeting.

### **Defining the Path Going Forward**

**The Hand Offs** – The OPEB Committee's ongoing tasks must continue in the future and are detailed in Appendix B. Members of the OPEB Committee will be happy to assist in making these hand offs happen if requested.

**Rescind the Special Act** - The word "Trust" is unfortunately at the heart of the set of misunderstandings regarding Wayland's OPEB Trust Fund. Most people think of a trust as having trustees and a trust document defining various parameters of the trust such as investment vehicles and a payout schedule. It turns out that Wayland's OPEB Trust Fund, established through special legislation drafted by Wayland Town Counsel, is not a true trust. The OPEB Committee, OPEB Special Counsel and Town Counsel all agree that the Town should take action to rescind its Special Act.

### **Establish a True Trust for Wayland's OPEB Funds and Set Up Improved Investment**

**Management Oversight** – Concurrent with rescinding the Special Act, Town Meeting has a choice of taking one of two other courses of action. First would be to manage the OPEB funds under MGL Chapter 32B, Section 20 – the OPEB statute generally applicable to all Massachusetts cities and towns. A second possible course of action would be to request that the Massachusetts Legislature pass a second Special Act for the Town of Wayland. The second Special Act should more clearly define the structure, oversight, and management responsibilities for OPEB funds. At this point, it is unclear which course of action would be most advantageous.

### **Acknowledgements**

Virtually all the members of the Wayland community were supportive of the efforts of the OPEB Committee, for which we are genuinely appreciative. The OPEB parity payments were very

unpopular with the fee-based program stakeholders, but they were acknowledged to be necessary.

The OPEB Committee made a sincere effort to communicate with the community and we thank the various news media for what we considered to be factual and straightforward reporting of the Committee's efforts.

## **Disappointments**

In any endeavor of this type there are bound to be setbacks and five were particularly troublesome and irksome. We mention them here in the hope that improvements can be made to facilitate progress going forward.

### **The Special Act**

The Committee was particularly disappointed that the Special Act as drafted and enacted did not and does not meet the needs of the Town as it relates to OPEB. It did not create a bona fide trust. It did not comply with all GASB 45 requirements. It did not clarify investment management responsibility. As stated above, the Committee agrees on the need to rescind the existing Special Act.

### **Warrant Article**

We were also disappointed in the final review of the Warrant Article for the fall, 2015 Special Town Meeting. The OPEB Committee prepared an article rescinding the existing Special Act, which was supported by all. The proposed article was submitted to Town Counsel several weeks prior to the final deadline for submission in the Warrant. Town Counsel's review was requested. Town Counsel did not provide written comments on the article by September 11 when due and waited until September 23, three days before the final deadline, to make his recommendations. Had Town Counsel put his remarks in writing in a timely manner, there should have been enough time to resolve the various issues surrounding the proposed warrant article. We are very disappointed in the ensuing result.

### **Pace of Implementation**

All of the members of the OPEB Committee come from the private sector, as opposed to having backgrounds in the public sector. The pace of activity in the two sectors is quite different. The Committee generally viewed the pace of activity to be slow, although generally steady.

### **Data Availability**

The OPEB Committee was occasionally frustrated by the lack of robust and timely data for analysis. Examples of data that is difficult or time consuming to obtain:

- Numbers of full-time equivalent OPEB eligible employees by department and fee-based program.
- Actual monthly OPEB expenditure data in MUNIS.
- Calculation of retirees' years of creditable service attributable to Wayland vs. other municipalities.

In Wayland the Town employees use manual spreadsheets and "special studies" to extract information. The costs, delays and inaccuracies of this data are a concern of the Committee.

**Not Establishing an OPEB Trust**

The Committee believes that the establishment of an OPEB Trust and Board of Trustees will provide the appropriate structure to oversee and administer OPEB. This includes both “business as usual” management as well as any future unforeseen events that may occur. The Committee is disappointed in our inability to establish an OPEB Trust and Board of Trustees.

**OPEB Advisory Committee Final Report Unanimously Approved September 29, 2015 by:**

Kent George  
David Gutschenritter  
Cliff Lewis (Chair)  
Maryanne Peabody  
Jay Sherry

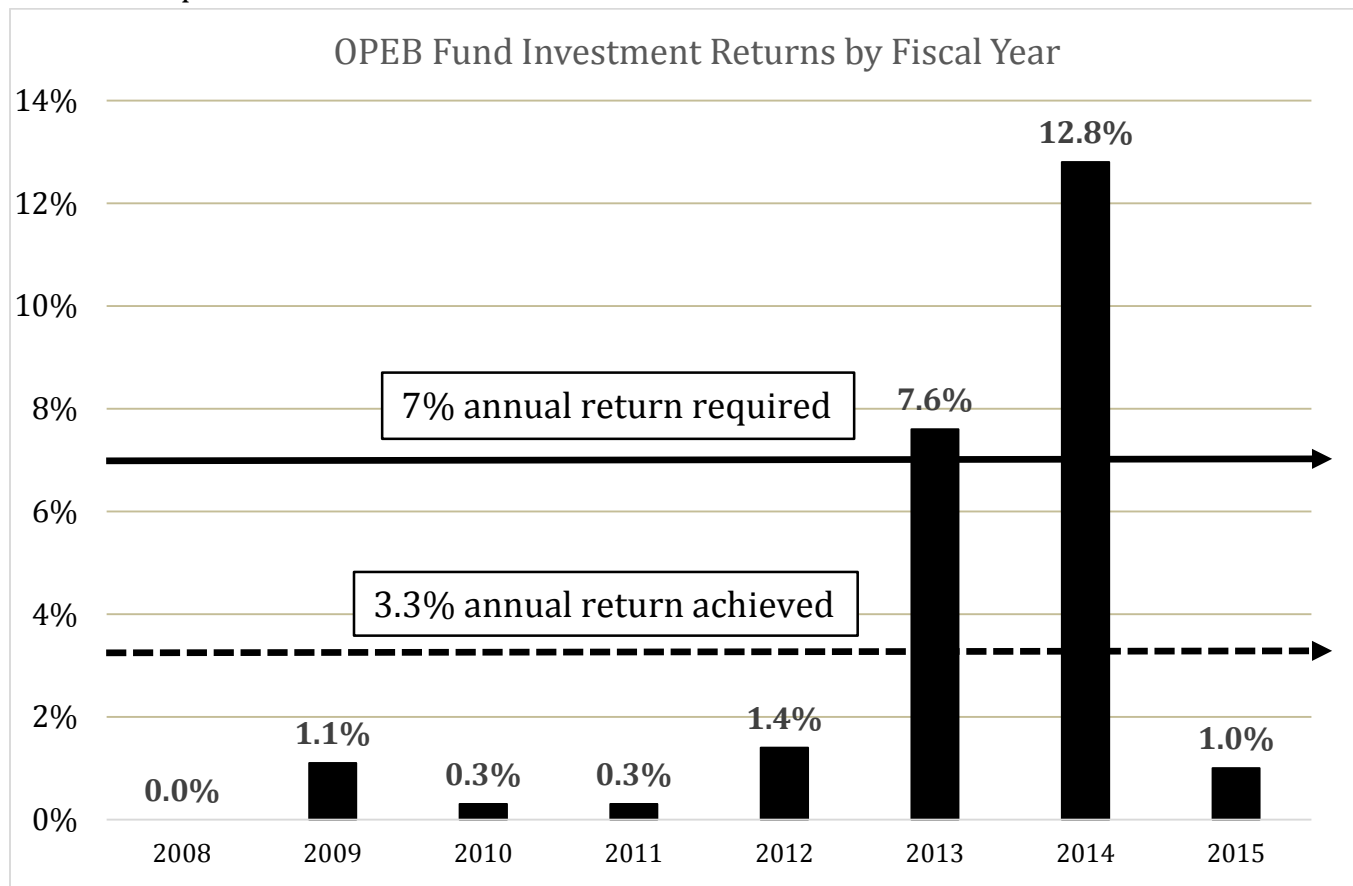
## Appendix A: History of OPEB Contributions and Investment Returns

Fiscal Year	New Contributions to OPEB Fund*	OPEB Fund Balance at Fiscal Year End*	Annualized Investment Return %**
2008	\$750,000	\$750,000	0.0%
2009	\$1,110,319	\$1,880,791	1.1%
2010	\$1,860,319	\$3,753,630	0.3%
2011	\$3,150,000	\$6,921,160	0.3%
2012	\$2,800,000	\$9,859,540	1.4%
2013	\$0	\$10,606,911	7.6%
2014	\$98,534	\$12,078,313	12.8%
2015	<u>\$285,425</u>	\$12,486,717	1.0%
Total	\$10,150,182	Average 5/1/08-6/30/15:	3.3%

The average investment return for the last three years of 7/1/12 to 6/30/15 is 7.0% per year.

\*Sources: Town of Wayland 2014 Financial Statements, page 53 for FY 2008 to FY2014; Minutes of Annual Town Meeting April 4, 2014 for FY 2015 new contribution; June 30, 2015 accounts statements from Bartholomew and Rockland Trust for FY 2015 Fund balance.

\*\* Investment returns assume new contributions are made July 1 of each fiscal year, except FY 2008 which assumes a May 1, 2008 contribution. Average returns for multiple years are time-weighted returns, i.e. geometric averages of the returns for the number of years in the period.



## Appendix B: Hand Off Recommendations on OPEB Tasks

### Warrant Article Preparation Tasks

The warrant article appropriates the annual contribution made to the OPEB investment account and allocates it fairly between general taxpayers and the fee-based program users, depending on the OPEB-eligible headcount. This article is the responsibility of the Finance Committee.

1. Every December 31 prior to the April Town Meeting, the overall OPEB-eligible employee headcount must be tallied by the Town's **Human Resources Director**, with the FTE headcount also identified for each fee-based program so that the OPEB contribution can be properly apportioned between the general taxpayer and the users of fee-based programs.
2. Every January/February, the School Committee must make the parity contributions by transferring \$25,000 each from both Food Services and The Children's Way to the General Fund, until the parity contributions have been completed in full. They must also endorse the recommended annual appropriation to the OPEB Trust Fund for all Schools-based fee-based programs with OPEB-eligible employees. The **Wayland Public Schools Business Director** should assist with this task.
3. The Committee believes that the Town's **Finance Director** is the most appropriate town official to prepare the text of the annual warrant article. Warrant Article 4 in the 2015 warrant can serve as a useful template for warrant articles in future years.

### Actuarial Valuation Tasks

The Committee also enumerated some of the tasks associated with the biennial OPEB valuation by the Town's actuarial firm. The next valuation is required as of December 31, 2016.

1. The Committee believes that the Town's **Finance Director** is the most appropriate town official to manage the actuarial valuation, assisted by the Town's **Human Resources Director**.
2. A Request for Quotation (RFQ) should be sent to four or five actuarial firms in the September timeframe. Responding firms should be queried in the RFQ for their likely investment return assumptions and healthcare inflation rate assumptions that would be most appropriate for Wayland's situation. The respondents' quotations should include fees for both the GASB 45 and premium-based valuations.
3. The actuarial firm should be selected in October, based on the proposal response to the RFQ that provides the Town with the most overall value: accuracy in the OPEB forecast at an appropriate fee.
4. A planning meeting with the selected actuarial firm should happen in November, with a focus on validating the modeling assumptions the actuarial firm will use.
5. The Town's OPEB-eligible active employee headcount, retired employee headcount, and qualifying spouse headcount as of December 31 must be provided by the **HR Director** to the actuarial firm, along with data about healthcare insurance costs, employee & retiree selections, and other data that may be required.
6. The actuarial firm's analysis should be complete by mid-February. The OPEB contribution for the subsequent fiscal year will come from the premium-based forecast, and will be used in the text of the warrant article published in March.

### OPEB in Wayland's Financial Statements

The **Finance Director** needs to provide text to the Town's auditing firm (currently Melanson, Heath) that describes the rationale for Wayland's use of a premium-based actuarial assumption.

This text would be included in the financial statements' Management Discussion & Analysis section, in addition to the supplemental OPEB information currently provided.

### **Investment Management & Oversight**

The responsibilities are to:

1. Establish investment policy, and review it annually
2. Review performance of investment managers at least quarterly
3. Hire & fire investment managers as necessary
4. Ensure new OPEB contributions appropriated at Town Meeting result in new investments into the OPEB Fund
5. Other duties spelled out by law or the trust agreement

### **Reporting of Investment Results and Fees**

The Committee believes that the **Town Treasurer /Collector** as Fund custodian is best suited for these two tasks:

1. Quarterly reporting of investment returns on the OPEB Fund  
The Committee believes it is essential to communicate to the public how the Fund is doing, in both absolute and relative terms. We suggest that Wayland model the OPEB Fund's disclosure of financial data along the lines of the summary financial data that most mutual funds publish each month. At a minimum the Treasurer /Collector should provide:
  - A. Quarterly reporting of fund balances and investment returns as of the end of each calendar quarter.
  - B. Timely reporting within two weeks of the close of each calendar quarter via the Town website.
  - C. Reporting of the fund's holdings by major asset classes (large company stocks, small company stocks, domestic vs. international, bonds, cash, etc.)
  - D. Reporting of time-weighted investment returns, net of the management fees charged by the investment managers.
  - E. Return periods should include the most recent calendar quarter, fiscal year to date, trailing 12 months, and other periods that the Treasurer feels would be useful to the public.
  - F. Comparison of the actual investment returns to the benchmark returns of some suitable investment benchmarks that broadly correspond to the asset allocation choices for the reporting period.
2. Disclosure of fees paid to the investment managers.  
Rounding out the quarterly disclosure package would be the dollar amount and the percentage amount of investment management fees paid or accrued for the disclosure period.

### **OPEB Cost Recovery from Other Municipalities**

The Town of Wayland pays a lot for health insurance premiums on behalf of its retirees: \$1.62 million in the FY2016 budget. Some of Wayland's retirees worked for several Massachusetts towns and cities during their public sector careers, but they retired from Wayland and began receiving OPEB paid entirely by Wayland.

It is not fair that Wayland should pay 100% of its cost of OPEB to a retiree who may have only spent the last 20% of his or her career in Wayland.



The Commonwealth recognized this fundamental unfairness and passed a law in 2010 to remedy it. The law (MGL Chapter 32B section 9A ½, which can be found at <https://malegislature.gov/Laws/GeneralLaws/PartI/TitleIV/Chapter32B/Section9A1~2>) allows the Wayland **Town Treasurer / Collector** to send bills every January to other municipalities based on the proportion of the employee's years of creditable service earned in each municipality. The law prescribes the legal steps to take if the bill is not promptly paid.

The Town of Wayland has sent out these bills but only on a sporadic basis, and sometimes they go unpaid. Wayland has received such bills from other towns and cities and has paid them.

The OPEB Committee recommends that the Town Treasurer / Collector institutionalize this annual billing process and work aggressively to boost the collections. Municipalities cannot exempt themselves from this or any other state law.

## **Appendix C: Wayland's Special OPEB Act**

Session Laws: Chapter 372 of the Acts of 2010, AN ACT ESTABLISHING A POSTEMPLOYMENT BENEFITS TRUST FUND IN THE TOWN OF WAYLAND.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:*

SECTION 1. There shall be in the town of Wayland a fund called the Other PostEmployment Benefits Trust Fund or OPEB Trust Fund, which shall be used to provide postemployment benefits other than pensions, as defined in Governmental Accounting Standards Board, Statements 43 and 45. The fund shall be under the supervision and management of the town administrator and finance director. The town treasurer shall be the custodian of the OPEB Trust Fund.

SECTION 2. The OPEB Trust Fund shall be credited with all amounts appropriated or otherwise made available by the town, including any earnings or interest accruing from the investment of these funds, to offset the anticipated cost of health and life insurance contributions or other benefits for retired employees, their spouses and eligible dependents and the surviving spouses and eligible dependents of deceased retirees.

SECTION 3. Amounts in the OPEB Trust Fund shall be expended only for the payment of the costs payable by the town for other postemployment benefits.

SECTION 4. The town treasurer shall invest and reinvest the funds prudently, and may, with the approval of the Health Care Security Trust board of trustees created by section 4 of chapter 29D of the General Laws and using criteria and procedures to be adopted by said board of trustees, invest such amounts in the State Retiree Benefits Trust Fund established by section 24 of chapter 32A of the General Laws. The town treasurer may employ any qualified bank, trust company, corporation, firm or person to advise it on the investment of the fund and pay such expense from the fund. The OPEB Trust Fund shall be subject to the public employee retirement administration commission's triennial audit.

SECTION 5. This act shall take effect upon its passage.

*Approved, November 17, 2010.*

## **Appendix D: Massachusetts General Laws Chapter 32B Section 20**

(a) A city, town, district, county or municipal lighting plant that accepts this section may establish an Other PostEmployment Benefits Liability Trust Fund, and may appropriate amounts to be credited to the fund. Any interest or other income generated by the fund shall be added to and become part of the fund. Amounts that a governmental unit receives as a sponsor of a qualified retiree prescription drug plan under 42 U.S.C. section 1395w132 may be added to and become part of the fund. All monies held in the fund shall be segregated from other funds and shall not be subject to the claims of any general creditor of the city, town, district, county or municipal lighting plant.

(b) The custodian of the fund shall be (i) a designee appointed by the board of a municipal lighting plant; (ii) the treasurer of any other governmental unit; or (iii) if designated by the city, town, district, county or municipal lighting plant in the same manner as acceptance prescribed in this section, the Health Care Security Trust board of trustees established in section 4 of chapter 29D, provided that the board of trustees accepts the designation. The custodian may employ an outside custodial service to hold the monies in the fund. Monies in the fund shall be invested and reinvested by the custodian consistent with the prudent investor rule established in chapter 203C and may, with the approval of the Health Care Security Trust board of trustees, be invested in the State Retiree Benefits Trust Fund established in section 24 of chapter 32A.

(c) This section may be accepted in a city having a Plan D or Plan E charter, by vote of the city council; in any other city, by vote of the city council and approval of the mayor; in a town, by vote of the town at a town meeting; in a district, by vote of the governing board; in a municipal lighting plant, by vote of the board; and in a county, by vote of the county commissioners.

(d) Every city, town, district, county and municipal lighting plant shall annually submit to the public employee retirement administration commission, on or before December 31, a summary of its other postemployment benefits cost and obligations and all related information required under Government Accounting Standards Board standard 45, in this subsection called "GASB 45", covering the last fiscal or calendar year for which this information is available. On or before June 30 of the following year, the public employee retirement administration commission shall notify any entity submitting this summary of any concerns that the commission may have or any areas in which the summary does not conform to the requirements of GASB 45 or other standards that the commission may establish. The public employee retirement administration commission shall file a summary report of the information received under this subsection with the chairs of the house and senate committees on ways and means, the secretary of administration and finance and the board of trustees of the Health Care Security Trust.

*This section 20 made law by Chapter 68 of the Acts of 2011, section 57, and became effective July 1, 2011.*

## **REPORT OF THE YOUTH ADVISORY COMMITTEE**

### **ANNUAL TOWN MEETING 2016**

The Youth Advisory Committee oversees the Youth and Family Services Department, otherwise known as Wayland Youth and Family Services (WYFS). This board is comprised of appointees from the School Committee, the Board of Selectmen, the Board of Health, the Clergy Association, and the Police Department.

Five categories of services are provided by the department: counseling; consultation; community education and mental health and substance abuse prevention; information and referral; and crisis intervention. After hours emergency coverage is provided by Psychiatric Emergency Services in Framingham.

Confidential counseling services for children and their families are provided free of charge to Wayland children and their families. They are seen at home, at school, or in our office in the Town Building. Issues may include typical problems encountered in daily living as families grow and change, such as communication problems, family conflict, stress management, depression and anxiety, suicidality, and coping with divorce, illness, and death. In addition, we offer evaluation and treatment for substance abuse. In collaboration with the Wayland Police and the High School, our Diversion Program offers a constructive alternative to court involvement for youth who are apprehended for non-violent illegal activities. We maintain an on-site presence at the high school to increase access for students and faculty.

Our staff is available on an informal basis to provide consultation on issues related to the development and psychological wellbeing of children, teenagers, and families. Parents, school personnel, and others in our community who have ongoing contact with youth are invited to call.

Prevention and community education initiatives typically focus on topics related to developmental processes and mental and physical well-being of children and families. In collaboration with Friends of WYFS, Parent/Teacher Organizations, and other Town departments, we provide lectures, workshops, and other informative events each year. We also lead discussion groups for parents, offering support and information to address challenges in parenting at each stage of development. Conversations That Count are another parent offering, and center on providing up-to-date information and facilitated discussion on topics selected by the parent participants.

WaylandCares, a community based youth substance abuse prevention/wellness promotion program located within WYFS, was staffed and fully operational by September, 2015. While extending its community network, the staff and SADD (Students Against Destructive Decisions) offered a number of community education events on topics from internet safety and media literacy to issues related to the upcoming ballot question on recreational marijuana. WaylandCares works closely with student leadership groups at both Wayland High School and Wayland Middle School. WaylandCares is supported by a combination of grant funding (a federal Drug Free Communities Grant) and Town funds. Staff include Jason Verhoosky, WaylandCares Director; Jane Purser, WaylandCares Program Coordinator; John Berry, WHS Youth Advisor; and Elsie Cerrone, WMS Youth Advisor.

In recent years, providing opportunities for community service has become an important part of our mission to support healthy development in Wayland youth. Each spring, we work with the High School to put on the annual High School Community Service Awards evening, where this past year we recognized 32 high school students for significant service over the previous twelve months. They served in 64 sites/activities for a total of 2899 hours. Also honored was Jim Forti, for his contributions over the years to the Wayland community in many capacities. As in past years, our department offered a 6 week Summer Community Service Program, led again this year by Jennifer Reed. This year 16 high school students volunteered, sometimes several times per week, at their choice of 17 sites/activities.