

**Second
Supplemental
Packet
March 11, 2024
7:15PM**



MICHAEL F. MCCALL
TOWN MANAGER
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TOWN OF WAYLAND

41 COCHITUATE ROAD
WAYLAND, MASSACHUSETTS 01778

SELECT BOARD

ANNE BRENSLEY
THOMAS J. FAY
ADAM G. GUTBEZAHL
CAROL B. MARTIN
WILLIAM D. WHITNEY

REVISED AGENDA 2 POSTED ON 3/11/24 AT 1:50PM

REVISED AGENDA 1 POSTED ON 3/08/24 AT 12:10PM

PREVIOUS AGENDA POSTED 3/07/24 AT 3:56PM

SELECT BOARD

Monday, March 11, 2024

7:15pm

HYBRID

**Wayland Town Building, Council on Aging
41 Cochituate Road, Wayland, MA**

Agenda

Note: Items may not be discussed in the order listed or at the specific time estimated. Times are approximate. All topics may be subject to deliberation and vote

One may watch with the meeting link that can be found at <https://www.wayland.ma.us/public-body-meeting-information-virtual-inperson-and-hybrid>.

Pursuant to Chapter 2 of the Acts of 2023, this meeting will be conducted in person and via remote means, in accordance with applicable law. This meeting may be recorded which will be made available to the public on WayCAM as soon after the meeting as is practicable.

When required by law or allowed by the Chair, persons wishing to provide public comment or otherwise participate in the meeting, may do so by in person attendance, or by accessing the meeting remotely, as noted above. We request public comment be limited to two minutes per person.

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|---------|--|
| 7:15 pm | 1. Call to Order, Review Agenda for Public |
| 7:20 pm | 2. Announcements and Public Comment |
| 7:25 pm | 3. 2024 Annual Town Meeting (ATM): discussion of ATM topics, including but not limited to:
a) Review, insert and determine a position on articles, including but not limited to:
1. D: Other Post-Employment Benefits (OPEB) Funding
2. E: Enterprise Fund Budgets
3. L: Capital Stabilization Fund Appropriation
4. N: Hear Reports
5. Q: Special Education Reserve Fund
6. S: Revise Town Code Chapter 43: Personnel – Invite attendance by MaryAnne Peabody, Chair of Personnel Board
7. U: Fire Department Staffing Study
8. V: Classification and Compensation Study for All Town Wage Scales
9. W: Loker Elementary School Solar Agreement
10. X: Solar Agreements for Town Properties |

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- 11. BB: Revise Town Code 91-1
- 12. CC: Revise Town Code 91-2

- b) Discuss and potential vote to refer revised petitioned zoning article (Article NN: Solar Compact Development for Wayland) to the Planning Board for review, pursuant to M.G.L Chapter 40A § 5

- 8:05 pm 4. Grant Agreement: Discussion and possible vote to honor a grant agreement of American Rescue Plan Act (ARPA) funds to the School Department to fund Full-Day Kindergarten, and to authorize Town Manager, Michael McCall, to sign all necessary and related documents.
- 8:25 pm 5. Surface Water Quality Committee
 - a) Discussion and possible vote to accept the use of the Dudley Pond Association (DPA) gift account funds
 - b) Discussion and possible vote to approve additional budget request for Fiscal Year 2024
 - c) Invite attendance by Thomas Klem, Surface Water Quality Committee Chair
- 8:55 pm 6. Consent Calendar
 - a) Review and vote to approve listed items
 - b) Discuss, consider, and potentially act on items removed from Consent, if any
- 9:05 pm 7. Minutes
 - a) Review and approve the minutes of February 26, and March 4, 2024 if available.
- 9:10 pm 8. Town Manager's Report
 - a) Status of Boat Launch at Dudley Pond
 - b) Community Center Project Update
 - c) Recap since last meeting
- 9:20 pm 9. Review Correspondence
- 9:25 pm 10. Select Board Members' reports and concerns
- 9:35 pm 11. Topics not reasonably anticipated by the Chair 48 hours in advance, if any
- 9:40 pm 12. Executive Session
 - a) Pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (7) to review and approve the executive session minutes of February 12 and February 26 with the intent to hold said minutes.
 - b) Pursuant to Massachusetts General Laws, Chapter 30A, Section 21(a) (3), to discuss strategy with respect to a New England Police Benevolent Association

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Local 176 American Arbitration Association Case Number: 01-23-0001-7213
and vote on a proposed resolution.

9:50 pm
10:10pm

13. Adjourn

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CONSENT CALENDAR

1. Vote the question of accepting a Municipal Energy Technical Assistance Grant from the Department of Energy Resources (DOER) for the purposes to pay a consultant to design a solar PV battery energy storage system, in the amount of \$13,050.00.
2. Vote the question of approving a sandwich board request by Creative Arts Parents Association (CAPA) for advertising the Wayland Middle School's 'College A Cappella Concert on Saturday, April 6th to support arts and programming at Wayland High School during the dates of March 23rd thru April 6th at Fire Station Two, Town Center (corner of Routes 20 & 27), Old Connecticut Path and Cochituate Road (Five Paths), and Route 20/Old Connecticut Path by Coach Grill.
3. Vote the question of approving Town Manager, Michael McCall, as signatory for approving the contract for Wayland Town Copiers, Printers & Related Devices Contract, from Xerox Corporation, in the amount of \$106,182.72.

Article U. Fire Department Staffing Study

Proposed by: Select Board

Estimated Cost: \$39,000

Article Description (final language to be provided by Town Counsel based on description provided):

The article requests funds to complete a staffing study for the fire department. These funds would be used to hire a third-party consultant to review current staffing levels and make recommendations for optimal operational effectiveness.

FINANCE COMMITTEE COMMENTS:

The challenges facing the Wayland Fire Department have changed significantly over the past 25 years. This includes the type of calls for service, as well as the significant increase of call volume. These challenges include: the addition of multiple assisted living facilities and large residential apartment buildings; electric storage systems in homes; electric vehicles; increased code enforcement while staffing ambulances at the paramedic level. These challenges are exacerbated by a labor pool where it is becoming more difficult to hire and retain qualified paramedics/fire fighters.

This study will likely review: fire department staff (needs and utilization); operational efficiency; firefighter and resident safety; future threats and challenges; recruitment, hiring and retention practices. Recommendations may include: best practices such as operational models used by other towns with recommendations to maximize operational efficiency. It will review salary, job description and work condition competitiveness compared to our peer towns. The current hiring pool has decreased substantially making recruitment difficult. Suggestions will be made based upon our recruiting policies and practices in attracting quality candidates along with establishing a more diverse workforce.

It is important to have a third-party consultant complete this study to provide the town with an objective point of view, unbiased from union and/or management opinions, and given their broad network of resources and expertise. Many of our peer towns have completed similar studies and benefited from the results.

The Select Board recommends Blank. Vote:

ARGUMENTS IN FAVOR: The Town will gain important unprejudiced insight and recommendations to improve operational effectiveness, hiring practices, and staffing levels. The study could benefit expense and revenue budgeting by suggesting operational efficiencies or industry best practices. Review of hiring and retention policies will establish a more stable workforce and promote diversity across all departments. Outside firms provide an unbiased, wider scope of options without the boundaries of expense and management influence.

ARGUMENTS OPPOSED: Opponents argue that some guidelines and standards for fire department staffing could be found in the National Fire Protection Association (NFPA) guidance therefore, a consultant is not necessary. Some propose that this study could result in a request for additional funding for the fire department, increasing their budget. Some believe this should not be an article, but part of the operational budget and could set precedent.

RECOMMENDATION: The Finance Committee recommends Blank. Vote:

QUANTUM OF VOTE:

For more information contact Fire Chief Neil McPherson at nmcperson@wayland.ma.us.