



# TOWN OF WAYLAND

41 COCHITUATE ROAD  
WAYLAND, MASSACHUSETTS 01778

NAN BALMER  
TOWN ADMINISTRATOR  
TEL. (508) 358-7755  
[www.wayland.ma.us](http://www.wayland.ma.us)

## BOARD OF SELECTMEN

LEA T. ANDERSON  
MARY M. ANTES  
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September 12, 2016

**Submitted electronically to: [phillip.demartino@state.ma.us](mailto:phillip.demartino@state.ma.us)**

Chrystal Konegay, Undersecretary  
Department of Housing & Community Development  
100 Cambridge Street, Suite 300  
Boston, MA 02114  
Attention: Phil DeMartino

## **Re: Town of Wayland, MA – Affordable Housing Production Plan Submission**

Ladies and Gentlemen:

The Town of Wayland is pleased to submit its 2016 updated Housing Production Plan, which is attached to this email. The plan is a collaborative effort in conjunction with the Wayland Housing Partnership, Wayland Housing Authority and the Wayland Affordable Housing Trust.

The AHPP was adopted by the Wayland Planning Board August 22, 2016, and the Wayland Board of Selectmen on September 12, 2016, and outlines the community's affordable housing efforts for the next five years.

### **The municipal contact person on this matter is:**

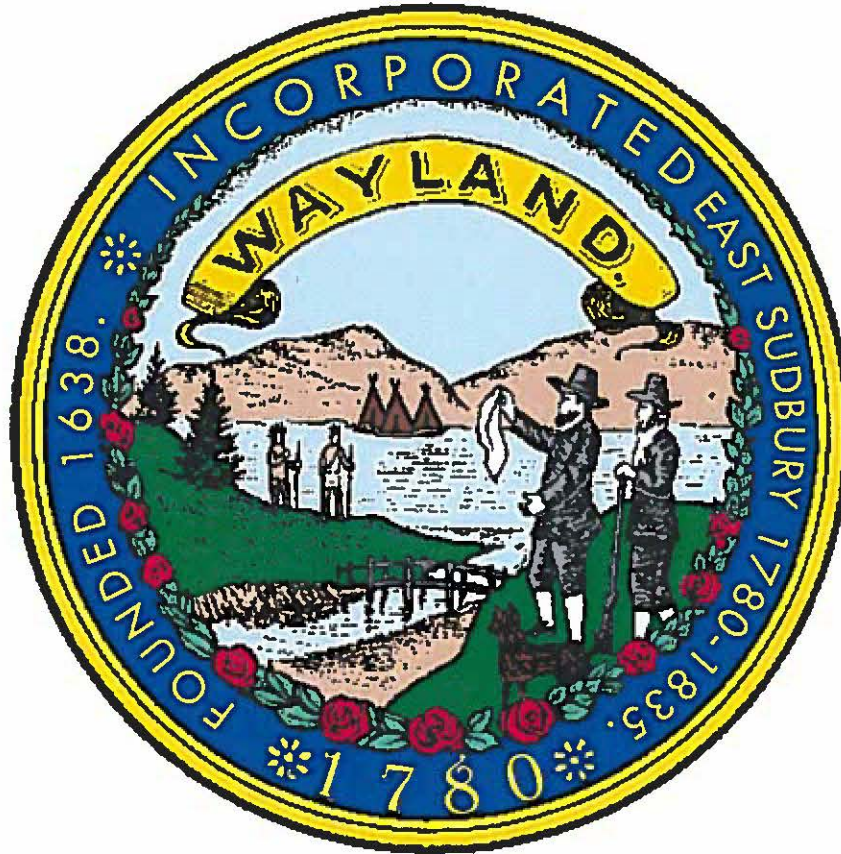
Sarkis Sarkisian, Planning Director  
Department of Planning, Wayland Town Building  
41 Cochituate Road  
Wayland, MA 01778  
[ssarkisian@wayland.ma.us](mailto:ssarkisian@wayland.ma.us)  
(508) 358-3778

Sincerely,

Cherry C. Karlson  
Chair, Board of Selectmen

# TOWN OF WAYLAND

## HOUSING PRODUCTION PLAN



**Prepared through collaboration among these Wayland boards and committees:  
Board of Selectmen, Housing Partnership, Planning Board, Community Preservation  
Committee, Housing Authority, and Municipal Affordable Housing Trust Fund**

For Submission to the Commonwealth of Massachusetts  
Department of Housing and Community Development under  
Housing Production – 760 CMR 56.00

August 2010; Updated July 2016.

## **Town of Wayland Housing Production Plan**

### **Introduction to Wayland**

Wayland is a semi-rural community located 18 miles west of Boston and 26 miles east of Worcester. It is an accessible and attractive suburb of Boston with convenient access to the businesses and industries located along Route 128 and to the Massachusetts Turnpike. Wayland is bordered by Weston, Natick, Framingham, Sudbury, and Lincoln.

The meadows and marshes along the ten-mile stretch of the Sudbury River in Wayland are relatively unspoiled due to private and public efforts to maintain their natural state. Full of wildlife, they present an open, rural setting and contribute to the beauty and uniqueness of this predominantly residential town. The river is a federally-designated wild and scenic river.

The Wayland Public School system regularly ranks among the top school systems in the Commonwealth. The Town completed construction of a \$70 million high school in 2012 and has three elementary schools (grades K-5) and one middle school (6-8).

The Town has made great strides in recent years toward creating affordable housing in the community. Among other things, the Town

- approved zoning to allow 190 units of rental housing at River's Edge, a Town-owned property
- worked with Habitat for Humanity MetroWest-Greater Worcester to provide land for, permit, and help fund 4 units of homeownership housing
- created and funded an affordable housing trust
- has begun to better coordinate the work of various housing entities by convening periodic housing summits.

If everything is built as planned, Wayland will reach its 10% affordable housing goal by 2018.



## I. Comprehensive Housing Needs Assessment

### (1) and (2) Demographic Profile; Future Population and Housing Needs

This demographic profile provides an overview of Wayland's population and household growth, as well as characteristics of the town's population, including household type, age, income, and educational attainment.

Regional and statewide data are provided for comparative purposes. Wayland is a member of the MetroWest sub-region of the Metropolitan Area Planning Council (MAPC). The MAPC area is comprised of 82 towns and 19 cities, including the City of Boston and its outlying communities. MetroWest's nine member communities include Ashland, Framingham, Holliston, Marlborough, Natick, Southborough, Sudbury, Wayland, and Weston.

#### Population

Wayland's population was 12,994 in 2010, down from 13,100 in 2000, as shown in Table 1. It grew approximately 10.3% from 1990 to 2000, but then decreased from 2000 to 2010 by 0.8%. Statewide, Massachusetts has a rate of growth of 3.1% from 2000 to 2010. For the twenty-year period from 1990 to 2010 among the towns studied, only Weston and Sudbury had higher population growth than Wayland. According to Esri, Wayland's population is expected to increase by 5.8% from 2010 to 2017 (US Census Bureau 2010).

Table 1  
Population Growth, 1990-2017

	1990	2000	2010	Change 1990-2000		Change 2000-2010		2017	Change 2010-2017	
				Number	Percent	Number	Percent		Number	Percent
Wayland	11,874	13,100	12,994	1,226	10.3%	-106	-0.8%	13,751	757	5.8%
Concord	17,069	16,993	17,668	-76	-0.4%	675	4.0%	18,587	919	5.2%
Lincoln	7,666	8,056	6,362	390	5.1%	-1,694	-21.0%	6,599	237	3.7%
Weston	10,200	11,469	11,261	1,269	12.4%	-208	-1.8%	11,982	721	6.4%
Natick	30,470	32,170	33,006	1,700	5.6%	836	2.6%	36,415	3,409	10.3%
Framingham	65,029	66,910	66,975	1,881	2.9%	65	0.1%	72,122	5,147	7.7%
Sudbury	14,358	16,841	17,659	2,483	17.3%	818	4.9%	18,607	948	5.4%
Middlesex County	1,398,468	1,465,396	1,503,085	66,928	4.8%	37,689	2.6%	1,569,246	66,161	4.4%
Massachusetts	6,016,425	6,349,097	6,547,629	332,672	5.5%	198,532	3.1%	6,757,192	209,563	3.2%

#### Age Distribution

Table 2 shows the percent by age group of overall population, as well as the percent change for the time period of 2000-2010. The data shows significant population growth in all age groups above age 10, except for 25-34 year olds and 35 -44 year olds, decreasing respectively by 25% and 30%. This could indicate a lack of housing choice for the young professional population in Wayland and/or that young professionals choose to live elsewhere. The highest population growth from 2000 to 2010 occurred in the age group 85 and older, increasing by 61%, though the total number of residents in that age group is less than 400. The next highest population increase



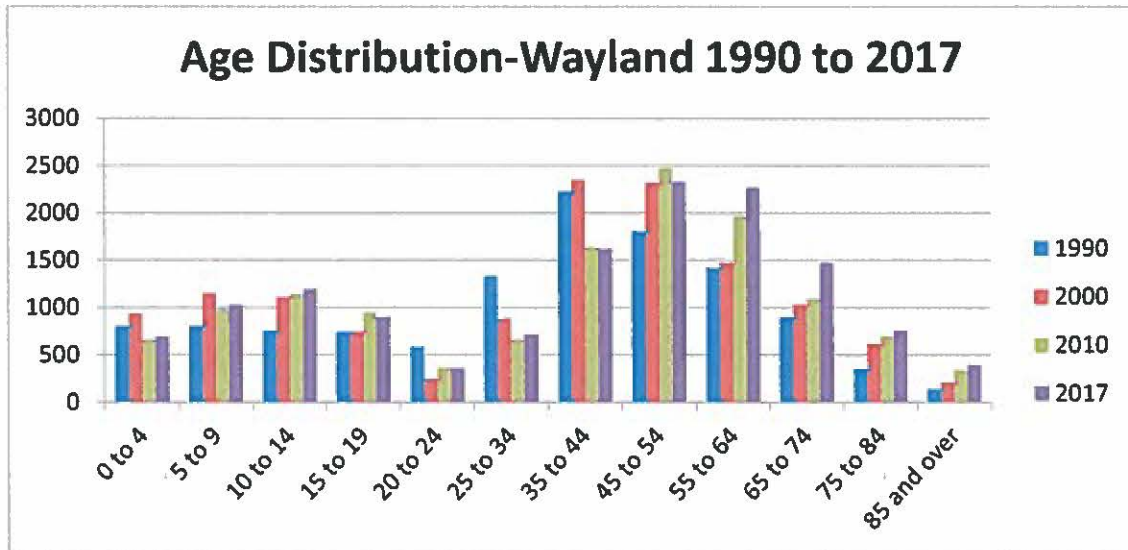
within the same decade was for age 20-24, an increase of 49%; again, the total number of residents in this age group is less than 400. Esri projects that the fastest growing age cohort from 2010-2017 will be in the 55 and older age group, which is projected to increase by 23% (US Census Bureau 2010). This data supports a growing demand in the market for housing choices for seniors in Wayland.

**Table 2**  
Detailed Population Growth by Age in Wayland, 1990-2017

Age group	1990	2000	2010	Change 1990-2000		Change 2000-2010		2017	Change 2010-2017	
				Number	Percent	Number	Percent		Number	Percent
0 to 4	807	937	662	130	16%	-275	-29%	694	32	5%
5 to 9	805	1,152	987	347	43%	-165	-14%	1,028	41	4%
10 to 14	757	1,114	1,141	357	47%	27	2%	1,197	56	5%
15 to 19	745	749	949	4	1%	200	27%	902	-47	-5%
20 to 24	587	246	367	-341	-58%	121	49%	361	-6	-2%
25 to 34	1,330	884	664	-446	-34%	-220	-25%	717	53	8%
35 to 44	2,225	2,350	1,640	125	6%	-710	-30%	1,624	-16	-1%
45 to 54	1,807	2,322	2,476	515	29%	154	7%	2,330	-146	-6%
55 to 64	1,420	1,478	1,970	58	4%	492	33%	2,268	298	15%
65 to 74	897	1,037	1,098	140	16%	61	6%	1,476	378	34%
75 to 84	350	618	697	268	77%	79	13%	759	62	9%
85 and over	144	213	343	69	48%	130	61%	395	52	15%
Median Age	39.3	41.4	45.3	2.1	5%	3.9	9%	46.5	1.2	3%

**Figure 1** shows the population by age for the Town of Wayland, comparing Census data from 1990 to 2017. The 65 and over population has grown significantly from 1990-2010 and is projected to continue to grow through 2017, comprising approximately 20% of the total population with almost 3,000 persons.

**Figure 1**



In 2010, the median age in Wayland was 45.3. This is higher than its median age in 2000 of 41.4 and in 1990 of 39.3. Esri's projected median age for 2017 is 46.5. This illustrates the trend of a majority middle-aged population that is aging (US Census Bureau 2010).

### Race

The population in Wayland is not racially diverse. It has remained predominantly White over the past decade, as shown in **Table 3** below, with a slight decrease between the 2000 and 2010 Census. As a result, minority residents are increasing slightly in number, with Asians seeing the largest increase, almost doubling in growth from 2000 to 2010 (US Census Bureau 2010). The projections show little change in this racial makeup.

**Table 3**  
**Race in Wayland, 2000-2017**

	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
<b>White Alone</b>	12,080	92.2%	11,330	87.2%	11,575	84.2%
<b>Black Alone</b>	98	0.7%	113	0.9%	149	1.1%
<b>American Indian Alone</b>	13	0.1%	4	0.0%	6	0.0%
<b>Asian Alone</b>	699	5.3%	1,286	9.9%	1,682	12.2%
<b>Pacific Islander Alone</b>	4	0.0%	2	0.0%	4	0.0%
<b>Some Other Race Alone</b>	35	0.3%	51	0.4%	68	0.5%
<b>Two or More Races</b>	171	1.3%	208	1.6%	267	1.9%
<b>Total population</b>	13,100		12,994		13,751	

### Households

A household includes all people who occupy a housing unit, which can be a house, apartment, mobile home, group home, or single room that is occupied as separate living quarters. The number of households in Wayland has continued to experience steady growth from 1990, as seen in **Table 4** below. Wayland had a 4% increase in households from 2000 to 2010, similar to the



statewide growth of 4.2% in Massachusetts. Also from 2000 to 2010, Wayland had the third highest household growth rate of surrounding communities, behind Concord (9.0%) and Sudbury (4.9%). Esri projects that household growth from 2010 to 2017 will be 5.9%, which is slightly higher than in previous years but similar to surrounding towns except for Natick. The household growth rate has been higher than the population growth rate in Wayland, perhaps indicating smaller household formation.

**Table 4**  
**Household Growth, 1990-2017**

	1990	2000	2010	Change 1990-2000		Change 2000-2010		2017	Change 2010-2017	
				Number	Percent	Number	Percent		Number	Percent
<b>Wayland</b>	4,210	4,625	4,808	415	9.9%	183	4.0%	5,090	282	5.9%
<b>Concord</b>	5,691	5,948	6,484	257	4.5%	536	9.0%	6,813	329	5.1%
<b>Lincoln</b>	2,632	2,790	2,404	158	6.0%	-386	-13.8%	2,483	79	3.3%
<b>Weston</b>	3,350	3,718	3,776	368	11.0%	58	1.6%	4,032	256	6.8%
<b>Natick</b>	11,990	13,080	13,406	1,090	9.1%	326	2.5%	14,770	1,364	10.2%
<b>Framingham</b>	25,132	26,153	26,173	1,021	4.1%	20	0.1%	27,562	1,389	5.3%
<b>Sudbury</b>	4,762	5,504	5,771	742	15.6%	267	4.9%	6,084	313	5.4%
<b>Middlesex County</b>	519,527	561,220	580,688	41,693	8.0%	19,468	3.5%	606,609	25,921	4.5%
<b>Massachusetts</b>	2,247,110	2,443,580	2,547,075	196,470	8.7%	103,495	4.2%	2,637,121	90,046	3.5%

### Household Type and Size

As demonstrated below in **Table 5**, the distribution of household types in Wayland has remained relatively the same since 2000. The number of one person households increased from 2000 to 2010, while all other household types decreased. The majority of households (53%) have two or fewer persons, with 2-person households being the most predominant household type (US Census Bureau 2010). This may indicate a need for smaller housing products.

**Table 5**  
**Persons Per Household in Wayland, 2000-2010**

Type	2000		2010	
	Number	Percent	Number	Percent
<b>1-person</b>	743	16.1%	973	20.2%
<b>2-person</b>	1,603	34.7%	1,573	32.7%
<b>3-person</b>	822	17.8%	851	17.7%
<b>4-person</b>	933	20.2%	916	19.1%
<b>5-person</b>	386	8.3%	372	7.7%
<b>6-person</b>	110	2.4%	105	2.2%
<b>7- or more person</b>	28	0.6%	18	0.4%
<b>Total</b>	4,625		4,808	



## Household Size

A family consists of a householder and one or more people living in the same household who is related to the householder by birth, marriage, or adoption. As shown in **Table 6** below, the average family size in Wayland has declined .9% from 2000 to 2010, changing from a median of 2.8 to 2.69 persons per family. Average family size decreased by 1.2% in Massachusetts, and 1.2% in Middlesex County from 2000 to 2010. The projection for Wayland in 2017 anticipates the same number from 2010 to 2017 as in 2010, and projects a 0.4% increase in Middlesex County, but a 0.4% decrease in Massachusetts from 2010 to 2017 (US Census Bureau 2010).

Table 6

Average Household Size, 1990-2017							
	1990	2000	2010	% Change 1990-2000	% Change 2000-2010	2017	% Change 2010 -2017
Wayland	2.8	2.8	2.69	0.0%	-3.9%	2.69	0.0%
Concord	2.69	2.62	2.46	-2.6%	-6.1%	2.48	0.8%
Lincoln	2.9	2.83	2.65	-2.4%	-6.4%	2.66	0.4%
Weston	2.78	2.85	2.82	2.5%	-1.1%	2.82	0.0%
Natick	2.5	2.42	2.44	-3.2%	0.8%	2.44	0.0%
Framingham	2.44	2.43	2.47	-0.4%	1.6%	2.48	0.4%
Sudbury	3	3.02	3.02	0.7%	0.0%	3.02	0.0%
Middlesex County	2.59	2.52	2.49	-2.7%	-1.2%	2.5	0.4%
Massachusetts	2.58	2.51	2.48	-2.7%	-1.2%	2.47	-0.4%

## Family Growth

A family consists of a householder and one or more people living in the same household who is related to the householder by birth, marriage, or adoption. As shown below in **Table 7**, the number of families in Wayland from 2000 to 2010 has decreased by 1.2% while the number of families in both Middlesex County and the Commonwealth of Massachusetts increased. The projection for 2017 shows a change in growth in Wayland by 5.4%, higher than Middlesex County and Massachusetts.

Table 7

Change in Number of Families, 1990-2017										
	1990	2000	2010	Change 1990-2000		Change 2000-2010		2017	Change 2010-2017	
				Number	Percent	Number	Percent		Number	Percent
Wayland	3,424	3,722	3,676	298	8.7%	-46	-1.2%	3,876	200	5.4%
Concord	4,263	4,440	4,490	177	4.2%	50	1.1%	4,693	203	4.5%
Lincoln	2,175	2,255	1,806	80	3.7%	-449	-19.9%	1,858	52	2.9%
Weston	2,727	2,993	2,948	266	9.8%	-45	-1.5%	3,132	184	6.2%
Natick	8,117	8,532	8,714	415	5.1%	182	2.1%	9,509	795	9.1%
Framingham	16,023	16,573	16,535	550	3.4%	-38	-0.2%	17,312	777	4.7%
Sudbury	4,045	4,751	4,946	706	17.5%	195	4.1%	5,194	248	5.0%
Middlesex County	347,305	361,076	366,656	13,771	4.0%	5,580	1.5%	380,128	13,472	3.7%
Massachusetts	1,514,746	1,576,696	1,603,591	61,950	4.1%	26,895	1.7%	1,645,290	41,699	2.6%



## Household Income

As shown in **Table 8**, the median household income in Wayland has increased by 28.5% from 2000 to 2010. Wayland's median income is significantly higher than its surrounding communities. Other than Lincoln and Sudbury, the median income of other surrounding towns has not grown as quickly indicating that Wayland may be becoming a more attractive place to live for a more affluent population. By 2017, median household income in Wayland is projected by Esri to increase to \$139,370, although at a significantly slower rate (7.4%) than in the two previous decades (US Census Bureau 2010).

**Table 8**  
Median Household Income, 1990-2017

	1990	2000	2010	% Change 1990-2000	% Change 2000-2010	2017	% Change 2010-2017
<b>Wayland</b>	\$72,057	\$101,036	\$129,805	40.2%	28.5%	\$139,370	7.4%
<b>Concord</b>	\$69,830	\$94,546	\$119,858	35.4%	26.8%	\$144,377	20.5%
<b>Lincoln</b>	\$57,613	\$80,779	\$121,104	40.2%	49.9%	\$155,367	28.3%
<b>Weston</b>	\$95,134	\$154,553	\$148,512	62.5%	-3.9%	\$200,000	34.7%
<b>Natick</b>	\$49,298	\$69,173	\$87,568	40.3%	26.6%	\$95,164	8.7%
<b>Framingham</b>	\$42,934	\$54,430	\$64,061	26.8%	17.7%	\$78,288	22.2%
<b>Sudbury</b>	\$79,092	\$118,579	\$153,295	49.9%	29.3%	\$162,877	6.3%
<b>Middlesex County</b>	\$43,847	\$60,814	\$77,377	38.7%	27.2%	\$85,661	10.7%
<b>Massachusetts</b>	\$36,952	\$50,539	\$64,509	36.8%	27.7%	\$73,930	14.6%

As seen in **Table 9** below, the majority of households in Wayland in 2010 have incomes greater than \$100,000 annually. The percent of households earning over \$100,000 in 2000 was 50.6%; in 2010, this number grew to 61.5%; and is projected to grow to 69.4% by 2017. Very few households earn less than 30% of Area Median Income or under \$30,000 a year (US Census Bureau 2010).

**Table 9**  
Households by Income in Wayland, 2000-2017

	2000		2010		% Change 2000-2010	2017		% Change 2010-2017
<b>Household Income Base</b>	4,624		4,818		4.2%	5,090		5.6%
<b>Less than \$15,000</b>	292	6.3%	155	3.2%	-46.9%	218	4.3%	40.6%
<b>\$15,000 to \$24,999</b>	141	3.0%	126	2.6%	-10.6%	85	1.7%	-32.5%
<b>\$25,000 to \$34,999</b>	184	4.0%	128	2.7%	-30.4%	97	1.9%	-24.2%
<b>\$35,000 to \$49,999</b>	418	9.0%	329	6.8%	-21.3%	226	4.4%	-31.3%
<b>\$50,000 to \$74,999</b>	686	14.8%	681	14.1%	-0.7%	398	7.8%	-41.6%
<b>\$75,000 to \$99,999</b>	563	12.2%	437	9.1%	-22.4%	535	10.5%	22.4%
<b>\$100,000 to \$149,999</b>	964	20.8%	989	20.5%	2.6%	1164	22.9%	17.7%
<b>\$150,000 to \$199,999</b>	426	9.2%	666	13.8%	56.3%	813	16.0%	22.1%
<b>\$200,000 or more</b>	950	20.5%	1,307	27.1%	37.6%	1,554	30.5%	18.9%



## Rent Burdened

Households are considered rent burdened if they pay more than 30% of their income on rent. Households are considered severely rent burdened if they pay more than 50% of their income on rent. As shown in **Table 10**, an estimated 42.3% of households in Wayland paid at least 30% of their income on rent in 2010. This is a slightly lower percentage than in both Middlesex County and Massachusetts. Similarly, compared to Middlesex County and the state, a smaller percentage of households—an estimated 14.5%—were severely rent burdened. There was a 53.1% increase in severely rent burdened houses in Wayland from 2000 to 2010, and a 36.9% increase in households paying more than 30% of their income toward rent. While it is good news that the percent of rent-burdened households in Wayland is lower compared to surrounding towns, the high percent of growth in both rent-burdened and severely rent-burdened households indicates an immediate demand for affordable rental housing in Wayland.

**Table 10**  
Gross Rent as Percentage of Income, 2000-2010

	2000		2010		% Change 2000 to 2010
	Number	Percent	Number	Percent	Percent
<b>Wayland</b>					
<b>Total Renter Households</b>	389	100.0%	518	100.0%	33.2%
<b>30%+</b>	160	41.1%	219	42.3%	36.9%
<b>50%+</b>	49	12.6%	75	14.5%	53.1%
<b>Middlesex County</b>					
<b>Total Renter Households</b>	214,291	100.0%	206,544	100.0%	-3.6%
<b>30%+</b>	75,074	35.0%	92,014	44.5%	22.6%
<b>50%+</b>	33,411	15.6%	45,189	21.9%	35.3%
<b>Massachusetts</b>					
<b>Total Renter Households</b>	932,073	100.0%	904,078	100.0%	-3.0%
<b>30%+</b>	445,472	42.9%	432,188	47.8%	-3.0%
<b>50%+</b>	160,173	15.4%	219,252	24.3%	36.9%

## Housing Cost Burden

Homeowners are considered to be burdened by housing costs if they spend more than 30% of their income toward housing costs. Over one-third of all homeowners in Wayland, 41.4% or 1,782 people, are considered burdened by housing costs (see **Table 11**). This is a significant figure considering that the median income of Wayland is over \$100,000. In Middlesex County, over half of all homeowners, 55.3% or 202,413 in number, are considered to be burdened by housing costs. The number of cost-burdened homeowners in Massachusetts is 1,002,337, or 62.5% of the total. These trends illustrate that there are high housing costs in Massachusetts, which even burden homeowners in affluent areas as they struggle financially with housing costs (US Census Bureau 2010).



**Table 11**

Homeowners Costs Percentage of Income, 2010		
	Number	Percent
<b>Wayland</b>		
<b>Total Owner Households</b>	4,300	
<b>30%+</b>	1,782	41.4%
<b>Middlesex County</b>		
<b>Total Owner Households</b>	366,303	
<b>30%+</b>	202,413	55.3%
<b>Massachusetts</b>		
<b>Total Owner Households</b>	1,604,473	
<b>30%+</b>	1,002,337	62.5%

### Poverty

In 2010, the median income in Wayland was \$91,800. For reference, an individual working an average wage job will earn approximately \$22,000 per year. According to the 2016 federal poverty guidelines, a person whose income is \$11,880 annually is at the 100% poverty level. Therefore, a person earning an average wage in Wayland will earn approximately 200% of the federal poverty level. A family of four at the 100% poverty level earns \$24,300, just above minimum wage. As shown in **Table 12**, poverty rates in Wayland have stayed consistently lower than most surrounding towns in terms of percentage of families below the poverty level. In 2010, only 0.9% of families were below the poverty line in Wayland, down from 1.7% in 2000. Statewide in 2010, 6.9% of families were below the poverty line and 3.2% were reported to be below poverty in Middlesex County (US Census Bureau 2010).

**Table 12**

Families in Poverty, 1990-2010						
	1990		2000		2010	
	Total Families	% Below Poverty	Total Families	% Below Poverty	Total Families	% Below Poverty
<b>Wayland</b>	33	0.8%	77	1.7%	42	0.9%
<b>Concord</b>	89	1.5%	92	1.6%	105	1.7
<b>Lincoln</b>	25	1.0%	7	0.3%	59	2.2%
<b>Weston</b>	45	1.4%	65	1.7%	79	2.1%
<b>Natick</b>	154	1.3%	144	1.1%	173	1.4%
<b>Framingham</b>	680	2.7%	1,004	3.9%	1,039	4.0%
<b>Sudbury</b>	31	0.7%	102	1.9%	85	1.5%
<b>Middlesex County</b>	14,831	2.9%	15,740	2.8%	17,434	3.2%
<b>Massachusetts</b>	1,514,746	6.8%	1,576,696	6.7%	1,603,591	6.9%

We also examined individual poverty rates in Wayland as compared to the county and state. Wayland has had a lower poverty rate than Middlesex County and Massachusetts in all age groups. Our research shows that, as a percentage of all persons, more individual females are below the poverty rate than males. In Wayland, more than twice the number of persons ages 65 and over experience poverty than any other age group, at 4.0%. **Table 13** also illustrates that the percentage of all individuals below the poverty level is one-fourth the average of Middlesex County and roughly one-fifth of the state average (US Census Bureau 2010).

**Table 13**

Individual Poverty Rates, 2010									
	Wayland			Middlesex County			Massachusetts		
	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level
<b>All Individuals</b>	12,864	241	1.9%	1,428,271	108,660	7.6%	6,253,462	658,391	10.5%
<b>Under 18 years</b>	3,569	30	0.8%	316,796	25,318	8.0%	1,412,218	186,815	13.2%
<b>18 to 64 years</b>	7,199	128	1.8%	928,323	68,778	7.4%	4,006,774	394,306	9.8%
<b>65 years and over</b>	2,096	83	4.0%	183,152	14,564	8.0%	834,470	77,270	9.3%
<b>Male</b>	6,093	73	1.2%	694,487	46,409	6.7%	3,024,012	283,884	9.4%
<b>Female</b>	6,771	168	2.5%	733,784	62,251	8.5%	3,229,450	374,507	11.6%

In Wayland, according to the details of all families below the poverty level in **Table 14**, there are higher proportions of single, female-head-of-household families and families with single, female-head-of-household and a child under 18 listed as having incomes below the poverty level (4.1% and 7.1%, respectively), when compared to married-couple-families with or without children under 18 (0.6% and 0.0%, respectively) or all families with or without children under 18 (0.9% and 0.7%, respectively). (US Census Bureau 2010).

**Table 14**

Poverty Rates Detailed, Wayland, 2010	
	Percent
<b>All families</b>	0.90%
<b>With related children under 18 years</b>	0.70%
<b>Married couple families</b>	0.60%
<b>With related children under 18 years</b>	0.00%
<b>Families with female householder, no husband present</b>	4.10%
<b>With related children under 18 years</b>	7.10%

## Education

As seen in **Table 15**, in 2010, 87.3% of the population age 25 or older in Wayland pursued higher education after high school. This is a considerably larger proportion of the population compared to Middlesex County, which had 68.3% of residents continue to higher education, or



to the Commonwealth of Massachusetts, of which 61.2% go onto higher education (US Census Bureau 2010).

**Table 15**

	Less than High School Diploma	High School Graduate or GED	Some College	Associate's Degree	Bachelor's Degree	Master's, Professional School, or Doctorate Degree
<b>Wayland</b>	1.6%	10.9%	8.8%	4.1%	29.3%	45.1%
<b>Concord</b>	6.0%	16.6%	9.0%	3.7%	31.4%	33.3%
<b>Lincoln</b>	0.2%	6.6%	9.2%	5.6%	32.5%	45.9%
<b>Weston</b>	3.0%	7.5%	6.1%	4.1%	29.5%	49.8%
<b>Natick</b>	4.9%	19.2%	11.2%	6.9%	32.7%	25.1%
<b>Framingham</b>	10.9%	25.1%	14.8%	6.0%	25.9%	17.3%
<b>Sudbury</b>	2.9%	10.1%	9.6%	4.4%	33.8%	39.1%
<b>Middlesex County</b>	8.7%	23.1%	13.6%	6.2%	25.2%	23.3%
<b>Massachusetts</b>	11.6%	27.2%	15.8%	7.6%	21.7%	16.1%

## Employment

Wayland residents age 16 years and older worked mainly in professional jobs in 2010, as shown in **Table 16**. The most common occupational category, 27.5% of workers, was educational services, health care, and social assistance, followed by professional scientific, management, and administrative jobs, which included 24.2% of workers. Wayland had roughly the same proportion of the population employed in the educational services, health care, and social assistance industries as Middlesex County and Massachusetts. Other common occupations in Wayland were finance, insurance, and real estate (9.8%) and manufacturing (7.2%) (US Census Bureau 2010).

**Table 16**

### Occupation by Industry for Workers Age 16+, 2010

Industry	Wayland		Middlesex County		Massachusetts	
	Total	Percent	Total	Percent	Total	Percent
<b>Total Employed Population</b>	6,723		783,897		3,292,019	
<b>Agriculture, forestry, fishing and hunting, and mining</b>	9	0.1%	1,686	0.2%	12,657	0.4%
<b>Construction</b>	288	4.3%	40,713	5.2%	203,730	6.2%
<b>Manufacturing</b>	483	7.2%	80,687	10.3%	332,118	10.1%
<b>Wholesale trade</b>	129	1.9%	19,126	2.4%	92,475	2.8%
<b>Retail trade</b>	402	6.0%	74,502	9.5%	355,905	10.8%
<b>Transportation, warehousing, and utilities</b>	80	1.2%	23,891	3.0%	125,530	3.8%
<b>Information</b>	352	5.2%	26,545	3.4%	90,777	2.8%
<b>Finance, insurance, real estate</b>	660	9.8%	62,701	8.0%	270,332	8.2%
<b>Professional, scientific, management, administrative</b>	1,628	24.2%	133,261	17.0%	411,407	12.5%
<b>Educational services, health care, and social assistance</b>	1,851	27.5%	205,657	26.2%	854,913	26.0%
<b>Arts, entertainment, recreation, accommodation, and food services</b>	331	4.9%	51,814	6.6%	261,906	8.0%
<b>Public administration</b>	213	3.2%	28,720	3.7%	132,221	4.0%
<b>Other services</b>	297	4.4%	34,594	4.4%	148,048	4.5%



Within Wayland, the largest employers (100-249 employees) are a mix of public schools, food services, a gardening supplies store, and a medical laser equipment company (see **Table 17**).

**Table 17**

Top 25 Employers in Wayland, 2016		
Company Name	Address	Number of employees
Candela Corp	Boston Post Rd	100-249
Primebar Grill	Boston Post Rd	100-249
Russell's Garden Ctr	Boston Post Rd	100-249
Wayland High School	Old Connecticut Path	100-249
Wayland Middle School	Main St	100-249
Whole Foods Market	Boston Post Rd	100-249
A Blade of Grass	Boston Post Rd	50-99
Bertucci's	Elissa Ave	50-99
Claypit Hill Elementary School	Adams Ln	50-99
Donelan's Supermarket	Commonwealth Rd	50-99
Happy Hollow School	Pequot Rd	50-99
Ipromoteu	Commonwealth Rd	50-99
Loker School	Loker St	50-99
Neighbor Brigade	Willard St	50-99
Parmenter VNA & Comm Care	Cochituate Rd	50-99
Stop & Shop Supermarket	Andrew Ave	50-99
Villa Restaurant	E Plain St	50-99
Wayland Country Club	Old Sudbury Rd	50-99
Broadcasting Unlimited Inc	Main St	20-49
Goddard School	Commonwealth Rd	20-49
Members First Inc	Commonwealth Rd	20-49
Parmenter-Hospice Residence	Green Way	20-49
Twin Pines Landscaping	Old Connecticut Path	20-49
US Post Office	Boston Post Rd	20-49
Wayland Nursing & Rehab Ctr	Commonwealth Rd	20-49
<i>Source: Commonwealth of MA Labor and Workforce Development, June 2016; alphabetical within tier</i>		

### Commute to Work

On average, Wayland residents have a slightly longer commute to work than their counterparts in Middlesex County and the Commonwealth of Massachusetts, with a mean travel time of 28.6 minutes (see **Table 18**). Over 48.2% of Wayland residents traveled more than thirty minutes to work compared to 44.2% in Middlesex County and 41% in Massachusetts (US Census Bureau 2010).

<b>Table 18</b> <b>Travel Time to Work, 2010</b>			
	<b>Wayland</b>	<b>Middlesex County</b>	<b>Massachusetts</b>
	<b>Percent</b>	<b>Percent</b>	<b>Percent</b>
<b>Less than 15 minutes</b>	21.20%	22.78%	25.96%
<b>15 - 30 minutes</b>	30.50%	33.05%	33.08%
<b>30 - 45 minutes</b>	27.50%	25.16%	21.86%
<b>45 - 60 Minutes</b>	13.10%	10.60%	9.38%
<b>60 or more minutes</b>	7.60%	8.41%	9.72%
<b>Mean travel time to work (minutes)</b>	28.6	27.4	27.1
<i>Source:</i>			

The 2010 US Census found, as shown in **Table 19**, that 53.3% of all individuals had at least two vehicles available per household. This is higher than both Middlesex County (39.5%) and Massachusetts (37.1%), and may reflect the lack of access to public transportation in the community. In addition, roughly one-fourth of the population in Wayland had access to three or more cars (US Census Bureau 2010).

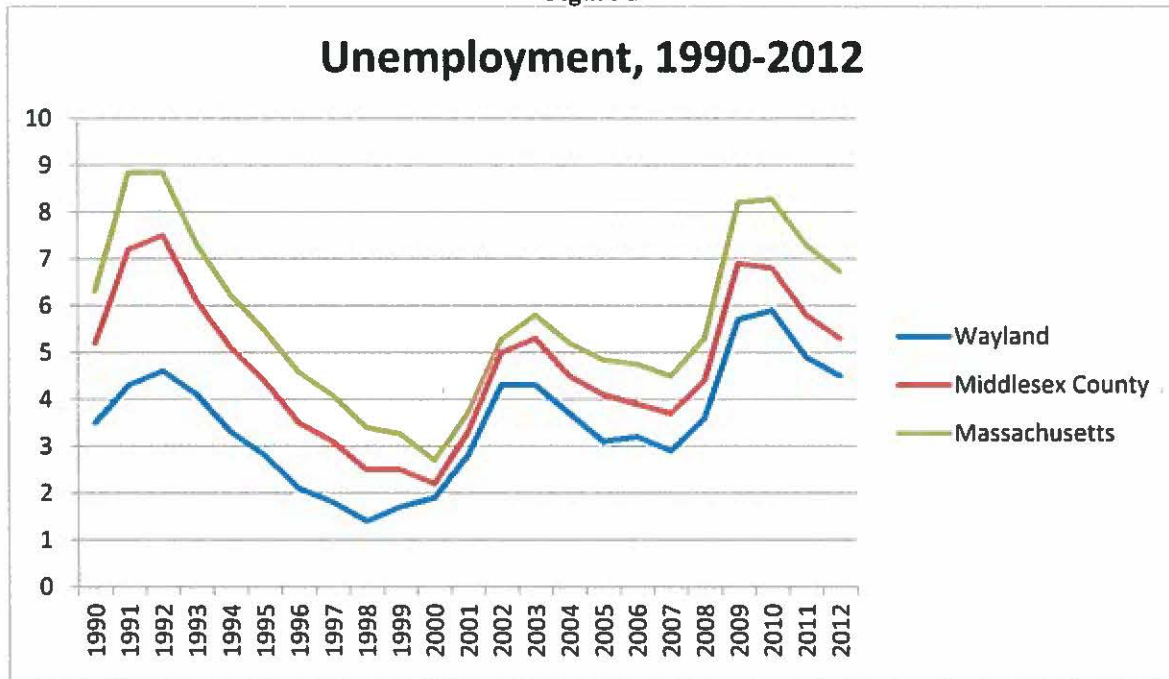
<b>Table 19</b> <b>Vehicles Available per Housing Unit, 2010</b>						
	<b>Wayland</b>		<b>Middlesex County</b>		<b>Massachusetts</b>	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
<b>Occupied housing units</b>	4,964		579,209		2,522,409	
<b>No vehicles available</b>	190	3.8%	61,644	10.6%	311,674	12.4%
<b>1 vehicle available</b>	1,163	23.4%	206,334	35.6%	903,684	35.8%
<b>2 vehicles available</b>	2,644	53.3%	228,945	39.5%	934,818	37.1%
<b>3 or more vehicles available</b>	967	19.5%	82,286	14.2%	372,233	14.8%

## Unemployment

As **Figure 2** demonstrates, the annual unemployment rate in Wayland (not seasonally adjusted) has remained lower than in Middlesex County and Massachusetts. In addition, after it peaked at a 5.9% high in 2010 due to the national economic downturn, unemployment rates have continued to decline steadily, as have the rates for the county and state (Massachusetts Executive Office of Labor and Workforce Development, 2013).



Figure 2



The lowest the unemployment rate in Wayland was below 2% from 1997 through 2000, as seen in Table 20. In 2012, Wayland's unemployment rate was 4.5%, compared to Middlesex County, 5.3%, and Massachusetts, 6.7% (Massachusetts Executive Office of Labor and Workforce Development, 2013).

Table 20

Annual Unemployment Rates, 1990-2012			
Year	Wayland	Middlesex County	Massachusetts
1990	3.5	5.2	6.3
1991	4.3	7.2	8.8
1992	4.6	7.5	8.8
1993	4.1	6.1	7.3
1994	3.3	5.1	6.2
1995	2.8	4.4	5.5
1996	2.1	3.5	4.6
1997	1.8	3.1	4.1
1998	1.4	2.5	3.4
1999	1.7	2.5	3.3
2000	1.9	2.2	2.8
2001	2.8	3.3	3.7
2002	4.3	5.0	5.3
2003	4.3	5.3	5.8



Annual Unemployment Rates, 1990-2012			
Year	Wayland	Middlesex County	Massachusetts
2004	3.7	4.5	5.2
2005	3.1	4.1	4.8
2006	3.2	3.9	4.8
2007	2.9	3.7	4.5
2008	3.6	4.4	5.4
2009	5.7	6.9	8.1
2010	5.9	6.8	8.3
2011	4.9	5.8	7.3
2012	4.5	5.3	6.7

As seen in **Table 21**, the unemployment rate in Wayland was lower or the same than surrounding towns, Middlesex County, and the Commonwealth of Massachusetts on a monthly basis from 2012 to the most recent data available, November 2013. The unemployment rate has declined in Wayland from a high of 5.1% in October 2013 to 4.4% in November 2013 (Massachusetts Executive Office of Labor and Workforce Development, 2013).

**Table 21**  
Unemployment Rate in Recent 13 Months

Month	Wayland	Concord	Lincoln	Weston	Natick	Framingham	Sudbury	Middlesex County	Massachusetts
Nov-13	4.4	4.7	4.6	4.2	4.4	4.8	4.6	5.2	6.6
Oct-13	5.1	5.2	5.1	4.9	5	5.4	5	5.7	6.8
Sep-13	4.6	4.9	4.6	4.8	4.9	5.3	5.1	5.6	6.9
Aug-13	4.2	4.6	4.2	4.4	4.9	5.3	4.8	5.5	6.9
Jul-13	4.8	4.9	5	4.9	5.5	5.6	5.2	5.9	7.2
Jun-13	5.3	5.5	5.2	5.3	5.8	6	5.8	6.1	7.4
May-13	4.3	4.7	4.3	4.4	4.8	5.5	5	5.4	6.7
Apr-13	3.9	4.4	4	3.8	4.4	4.9	4.3	4.9	6.3
Mar-13	3.7	4	3.4	3	4.3	4.9	4	5	6.8
Feb-12	3.9	4.3	3.8	3.2	4.3	4.9	4.1	5.1	6.8
Jan-12	4.5	5	4.3	3.6	4.8	5.6	4.6	5.6	7.4
Dec-12	4	4.8	4.2	3.5	4.4	5	4.4	5.1	6.6
Nov-12	4	4.9	4.1	3.4	4.2	4.4	4.4	4.9	6.2

## Housing Units

**Table 22** displays the total number of housing units in Wayland and surrounding areas from 1990 to 2010, with 2017 Esri projections. In 2010, there were 5,021 housing units in Wayland, a growth of 286 units (6.0%) from 2000. This is similar to surrounding communities except for Concord, with slightly more than double Wayland's growth rate, and Lincoln, which decreased 10%. The average housing unit growth rate in Massachusetts was 7.1% for this same time period.

When compared to surrounding towns, the housing unit growth rate in Wayland is within one percentage point with Natick and Sudbury, as well as Middlesex County, while Concord has the highest growth rate, as shown below (US Census Bureau 2010).

**Table 22**  
**Housing Units, 1990-2017**

	1990	2000	% Change 1990- 2000	2010	% Change 2000 to 2010	2017	% Change 2010 to 2017
<b>Wayland</b>	4,383	4,735	8.0%	5,021	6.0%	5,090	1.4%
<b>Concord</b>	5,915	6,153	4.0%	6,947	12.9%	6,813	-1.9%
<b>Lincoln</b>	2,714	2,911	7.3%	2,617	-10.1%	2,483	-5.1%
<b>Weston</b>	3,508	3,825	9.0%	4,008	4.8%	4,032	0.6%
<b>Natick</b>	12,625	13,368	5.9%	14,121	5.6%	14,770	4.6%
<b>Framingham</b>	26,422	26,734	1.2%	27,529	3.0%	27,562	0.1%
<b>Sudbury</b>	4,875	5,590	14.7%	5,951	6.5%	6,084	2.2%
<b>Middlesex County</b>	543,796	576,681	6.0%	612,004	6.1%	606,609	-0.9%
<b>Massachusetts</b>	2,472,711	2,621,989	6.0%	2,808,254	7.1%	2,895,695	3.1%

### Age and Condition

**Table 23** provides information on the age of the housing stock in Wayland. The greatest percentage of houses, roughly 24%, were built between 1950 and 1959, similar to the 20.5% built from 1960 to 1969. During the three decades from 1960 through 1999, there was significantly less development of new housing in Wayland (7% to 9.6%), while the period 2000-2004 saw only 3.4%, dropping to 0.9% from 2005 to the present (US Census Bureau 2010).

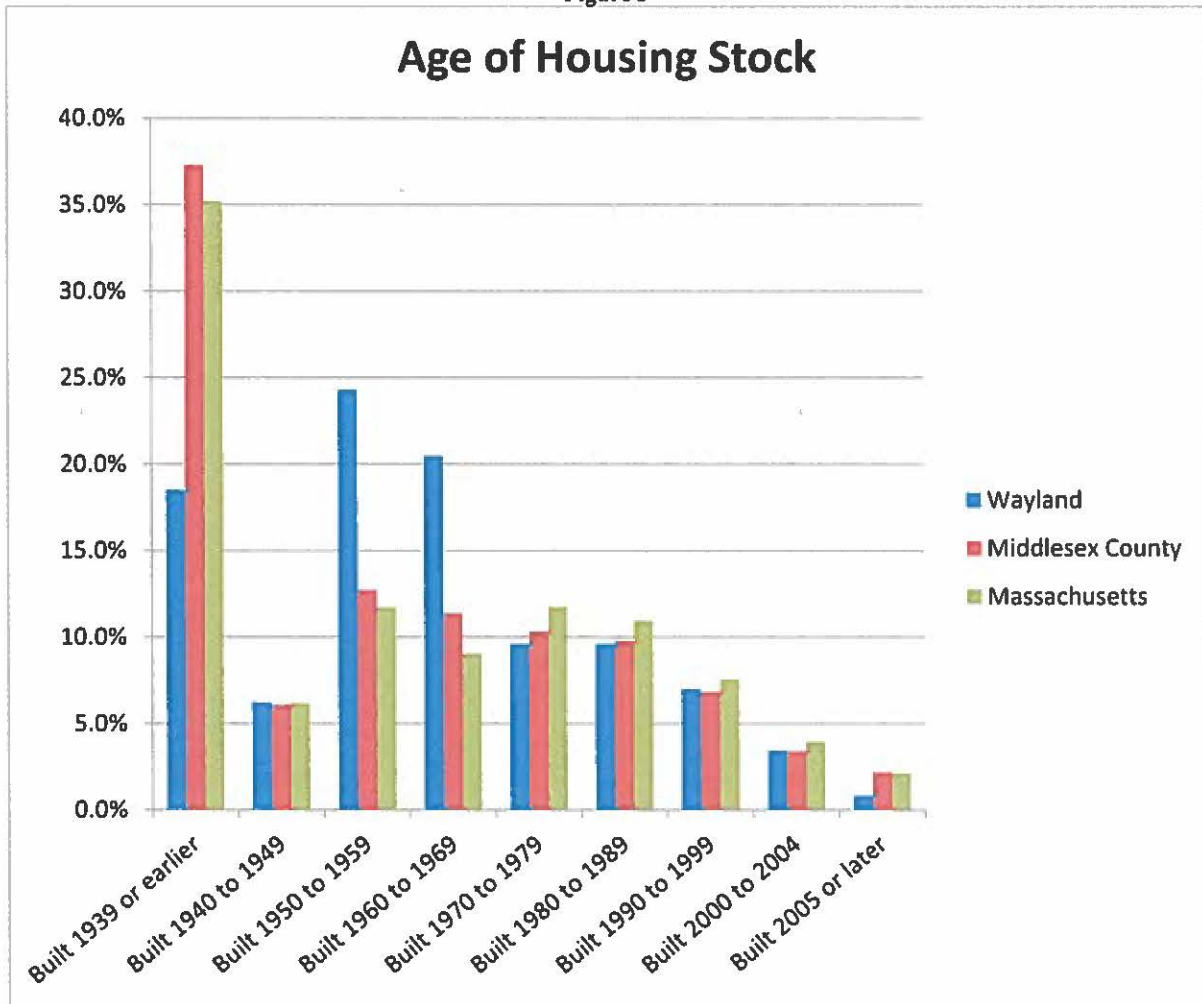
**Table 23**  
**Year Housing Units Built, Wayland**

	Total	Percent
<b>Built 2005 or later</b>	41	0.9%
<b>Built 2000 to 2004</b>	166	3.4%
<b>Built 1990 to 1999</b>	337	7.0%
<b>Built 1980 to 1989</b>	462	9.6%
<b>Built 1970 to 1979</b>	463	9.6%
<b>Built 1960 to 1969</b>	987	20.5%
<b>Built 1950 to 1959</b>	1171	24.3%
<b>Built 1940 to 1949</b>	300	6.2%
<b>Built 1939 or earlier</b>	891	18.5%

**Figure 3** shows that, except for standout decades in 1950 and 1960 when Wayland had roughly 10% higher rates, the rate of housing production in Wayland has followed the same patterns as Middlesex County and Massachusetts. Additionally, Wayland has a much smaller percentage of older homes built before 1939 as compared to the state and county averages.



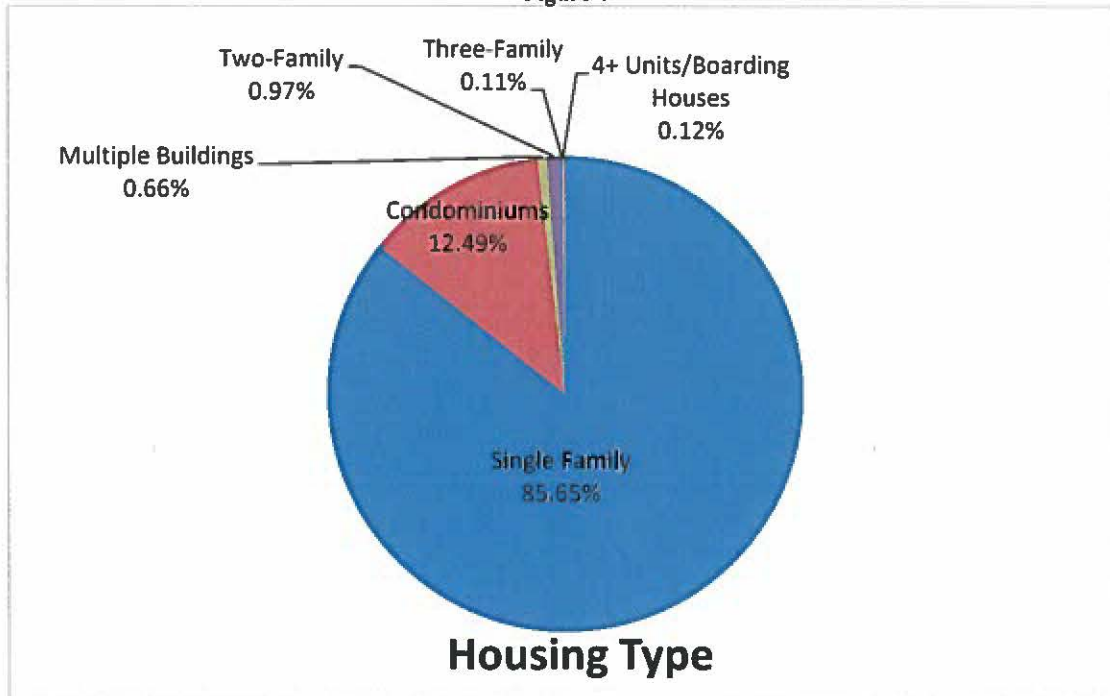
Figure 3



## Housing Type

The housing stock in Wayland is primarily single-family homes, with 4,053 units. Additionally, there are 591 condominium units, as shown in **Figure 4**. Condominium growth has outpaced single-family homes over the past decade, with condominium units increasing by 27% and single-family homes only by 2%. Multi-family units only account for a small percentage of residential dwellings, with 31 multi-dwellings on one lot, 46 two-family, and 5 three-family units. Six properties are classified as 4+units/boarding houses.

Figure 4



### Housing Tenure

**Table 24** shows the housing tenure in Wayland and surrounding areas from 2000 to 2010, with 2017 Esri estimates. In 2010, Wayland had the second highest rate of homeownership (88.7%, behind Sudbury's 92.1%) in the study area. Middlesex County and Massachusetts had lower rates (62.2% and 62.3% respectively). From 2000 to 2010, there was a slight (0.9%) decrease in homeownership in Wayland, while the homeownership rate is estimated to be similar to the 2010 rate in 2017 (88.2%). This indicates that Wayland may be losing rental units to condominium units and/or that all the growth has been in ownership units.

**Table 24**  
Housing Tenure, 2000-2017

	2000		2010		2017	
	Rental	Owned	Rental	Owned	Rental	Owned
<b>Wayland</b>	8.1%	89.6%	11.3%	88.7%	11.8%	88.2%
<b>Concord</b>	18.7%	78.0%	23.1%	76.9%	23.6%	76.4%
<b>Lincoln</b>	37.1%	58.7%	29.0%	71.0%	30.0%	70.0%
<b>Weston</b>	13.5%	83.7%	14.6%	85.4%	15.1%	84.9%
<b>Natick</b>	28.2%	69.6%	28.4%	71.6%	29.5%	70.5%
<b>Framingham</b>	43.5%	54.3%	44.5%	55.5%	44.8%	55.2%
<b>Sudbury</b>	7.7%	90.8%	7.7%	92.3%	7.9%	92.1%
<b>Middlesex County</b>	37.2%	60.1%	37.8%	62.2%	38.4%	61.6%
<b>Massachusetts</b>	38.3%	61.7%	37.7%	62.3%	38.4%	61.6%



**Table 25** shows the average home sales price for the Town of Wayland for the period of January- February of each year, followed by **Table 26**, showing the number of sales for each calendar year. The sales prices and volume closely mirror the ups and downs of the recent economic turbulence and recovery.

<b>Table 25</b> Average Home Sales Price, Wayland, 1987-2014			
<b>Year</b>	<b>1-Fam</b>	<b>Condo</b>	<b>All</b>
2014	\$566,500	\$554,000	\$563,000
2013	\$597,000	\$480,000	\$581,800
2012	\$533,000	\$450,000	\$512,500
2011	\$555,500	\$556,458	\$550,000
2010	\$545,000	\$500,000	\$548,750
2009	\$510,000	\$305,000	\$470,000
2008	\$505,000	\$457,500	\$505,000
2007	\$631,000	\$631,000	\$625,000
2006	\$586,250	\$639,250	\$600,000
2005	\$600,000	\$634,000	\$604,000
2004	\$570,000	\$590,000	\$587,500
2003	\$535,000	\$570,000	\$536,000
2002	\$506,000	\$535,000	\$518,750
2001	\$475,000	\$520,000	\$490,000
2000	\$400,000	\$524,100	\$434,000
1999	\$377,000	\$449,900	\$393,250
1998	\$340,000	\$442,958	\$400,000
1997	\$321,250	\$385,000	\$325,000
1996	\$317,500	\$340,000	\$312,500
1995	\$310,000	\$361,000	\$315,000
1994	\$280,000	\$267,250	\$278,950
1993	\$275,000	\$266,500	\$266,900
1992	\$255,500	\$246,000	\$249,000
1991	\$252,500	\$235,000	\$240,000
1990	\$267,000	\$317,000	\$270,000
1989	\$275,000	\$333,000	\$297,000
1988	\$285,000	\$305,000	\$291,000
1987	\$270,000	\$299,634	\$268,000

**Table 26**

Number of Homes Sold, Wayland, 1987-2014			
Year	1-Fam	Condo	All
2014	18	6	24
2013	181	43	245
2012	187	61	270
2011	130	49	189
2010	143	27	182
2009	139	49	198
2008	131	20	162
2007	143	30	191
2006	168	33	216
2005	168	27	214
2004	199	41	258
2003	179	29	223
2002	160	42	222
2001	149	37	204
2000	158	82	273
1999	191	55	264
1998	165	109	300
1997	210	47	305
1996	196	35	271
1995	160	44	223
1994	182	26	246
1993	157	30	209
1992	175	27	225
1991	170	32	224
1990	111	33	161
1989	134	43	198
1988	155	64	240
1987	161	17	191

### **Vacancy**

The Foundation for Growth created a working paper to project housing construction needs for Massachusetts under a variety of possible economic scenarios through the year 2020 (Koshgarian, Foundation for Growth: Housing and Employment in 2010, 2010). In their findings, the authors assumed that a healthy vacancy rate is defined as the rate at which prices neither rise nor fall. This rate has been estimated by the Harvard Joint Center for Housing Studies for the purposes of national housing projections to be 1.5 percent for owner-occupied housing and 7.4 percent for rental housing (Belsky, Drew, & McCue, 2007). The report stated that rental vacancy rate should be close to 7.4 percent to avoid unnecessary price inflation.



The report highlighted the following information:

- In 2008, Massachusetts had a shortage of 20,116 housing units statewide, if vacancy rates needed for healthy markets are considered.
- In 2008, the Boston Metro region had a shortage of 14,343 units, reflecting shortages in both single- and multi-family housing units, with 10,330 for multi-family units alone.
- Rental vacancy rates were lowest for multi-family housing in Massachusetts in Metro Boston (4.5 percent).
- The report projected that the age group 25- to 34-years-old in Massachusetts would increase 11.6% from 2008 to 2020.
- The report forecast a gap in housing supply of 33,775 multi-family units in Massachusetts, including 20,651 in Greater Boston.

**Table 27** shows the increase in vacancy rate from 2000 to 2010. In 2010, the vacancy rate in Wayland was 4.2%. The vacancy rate in Wayland is the second lowest compared to surrounding towns, yet renter vacancy rate is the second highest. (US Census Bureau, 2010).

**Table 27**

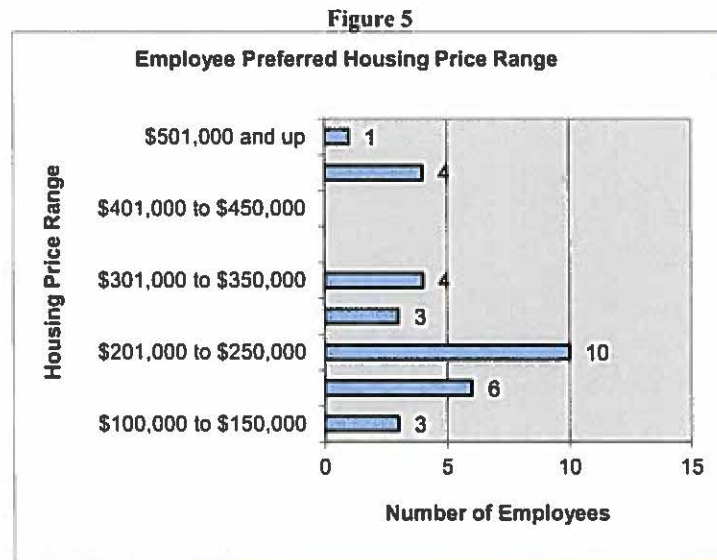
<b>VACANT UNITS</b>								
	<b>2000</b>			<b>2010</b>			<b>Change in Vacant Units</b>	
	<b>Total Units</b>	<b>Vacant</b>	<b>Percent</b>	<b>Total Units</b>	<b>Vacant</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
<b>Wayland</b>	4,735	110	2.3%	5,021	213	4.2%	103	93.6%
<b>Concord</b>	6,153	205	3.3%	6,947	463	6.7%	258	125.9%
<b>Lincoln</b>	2,911	121	4.2%	2,617	213	8.1%	92	76.0%
<b>Weston</b>	3,825	107	2.8%	4,008	232	5.8%	125	116.8%
<b>Natick</b>	13,368	288	2.2%	14,121	715	5.1%	427	148.3%
<b>Framingham</b>	26,734	581	2.2%	27,529	1,356	4.9%	775	133.4%
<b>Sudbury</b>	5,590	86	1.5%	5,951	180	3.0%	94	109.3%
<b>Middlesex County</b>	576,681	15,461	2.7%	612,004	31,316	5.1%	15,855	102.5%
<b>Massachusetts</b>	2,621,289	178,409	6.8%	2,808,254	261,179	9.3%	82,770	46.4%

### **Town Employee Housing Needs**

In the spring of 2004, the Town distributed a survey to its 152 employees, excluding school employees. The results of the 44 responses were compiled in order to determine the need for housing among Town employees. Forty-one (41) respondents stated they lived in a house and 35 owned versus six (6) who rented. Out of the 44 respondents, 24 resided outside of Wayland. When asked if they would be interested in housing in Wayland if it were available, 30 respondents answered yes. The majority of the 30 respondents stated they would be interested in owning a house in Wayland and two (2) respondents stated they would like to rent. The questionnaire also asked the price range that employees would consider for purchasing a house in Wayland. (See **Figure 5**.)

The Town compiled the place of residence of all Town of Wayland employees, including those employed through the School Department. In total, 75.4% of all employees (513 out of 680) reside outside of Wayland.

The results of the survey, if extrapolated to all of the Town's employees, demonstrate that there is a need for employee housing within the Town. Steps should be taken to construct a broad range of housing so that employees such as teachers and police officers can reside in the town in which they work.



### **(3), (4), and (5) Development Constraints and Limitations; Mitigation Measures; and Infrastructure Capacity**

Residential development is influenced by a number of factors, including historical development patterns, local zoning regulations, and the forces of supply and demand in the housing market. The Town's ability to provide services and infrastructure also impact the creation of housing, particularly to provide affordable housing. This section provides an overview of the development constraints that impact residential development and the regulatory and physical impediments to the creation of affordable housing.

#### **Residential Zoning Districts**

Wayland's residential district is known as the Single Residence District. The district includes four sub-districts that have varying lot area and dimensional requirements. Allowed uses in the Single Residence District include single-family dwellings, low-income elderly housing, and subsidized low-income, multi-family housing.<sup>1</sup> Special permit uses include accessory dwellings, accessory dwellings for families receiving rental assistance from the Wayland Housing Authority (WHA), assisted living facilities, and nursing homes.

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<sup>1</sup> Town Meeting approval is required for the construction of Town-supported low-income elderly housing and subsidized low-income, multi-family housing.



In addition, the Bylaw includes three other provisions to encourage multi-family and affordable housing: the Planned Development District (Rice Road/Mainstone), Senior and Family Housing District (Paine Estates/Tradition), and the Southeastern Wayland-Cochituate Planning Overlay District. Currently, there is one parcel that remains to be developed within the Planned Development District under the special permit for Mainstone Farms. However, there is no additional land available for development in the other special districts.

The Conservation Cluster Bylaw provides yet another housing development method. However, this bylaw does not include provisions or incentives for multi-family or affordable housing. Of course, the Inclusionary Zoning Bylaw applies to projects of six units or more. The Conservation Cluster Bylaw has recently been used for several projects including Sage Hill, Michael Road Extension, and the Covered Bridge development.

#### **Mitigation Measures**

This Plan includes strategies to bolster zoning provisions that will not only better direct development to “smarter” locations but also integrate further incentives for including affordable housing (see Section 10).

#### **Natural Resource Limitation**

Wayland’s abundant natural resources limit and constrain residential development: wetlands, surface water, steep slopes, a large aquifer protection district, and threatened/endangered species all create challenges to creating affordable housing.

##### ***Wetlands and Floodplains***

The Town contains 1,472 acres of wetlands (14.5% of the Town) that support groundwater recharge, floodwater retention, and wildlife habitat. Many of these wetlands are found adjacent to or near Wayland’s surface water resources. There are also slightly more than 2,300 acres of floodplains in the Town, which generally correspond to these wetland areas.

##### ***Habitats and Ecosystems***

Wayland’s plant and animal habitats range from the Sudbury River wetland system to upland forests and from open farm fields to suburban backyards. Because of Wayland’s varied terrain and long history of disturbance, the Town’s vegetation has become quite diverse. In general, Wayland’s common native plants are species that have adapted to poor, acid soil. The Town also has a number of rare and endangered species and habitats that, pursuant to federal and state law, must be protected.

The Natural Heritage & Endangered Species Program (NHESP) provides an inventory of rare and endangered species and their habitats throughout the Commonwealth. This inventory includes the following classifications:

- **Estimated Habitat for Rare Wildlife:** These areas consist of wetland and adjacent upland habitats used by state-listed rare animal species and are regulated under the Massachusetts Wetlands Protection Act. Anyone proposing a project within an Estimated Habitat must undergo project review by NHESP. Wayland contains two Estimated Habitat areas: the northern portion of the Sudbury River corridor and an area in the Mill Brook watershed.
- **Priority Habitat for State-Listed Rare Species:** These areas indicate the most important habitats for *all* state-listed rare species, including both upland and wetland species, and both

plant and animal species. These areas are intended for land use planning purposes, and their status does not confer any protection under state law. The Sudbury River corridor and the Mill Brook habitat site are included as Priority Habitat areas.

- **Certified Vernal Pools:** Among Wayland's important habitat features are vernal pools, an isolated wetland inhabited by many wildlife species, some of which are totally dependent on vernal pools for their survival. Vernal pools are small, seasonal water bodies occurring in isolated basins, which are usually wet during the spring and early summer and dry up during the later summer months. Vernal pools typically lack fish populations, making them excellent breeding habitat for many amphibian species and larval and adult habitat for many insect species, as well as other wildlife. The wood frog (*Rana sylvatica*) and all species of mole salamanders (genus *Ambystoma*) that occur in Massachusetts breed exclusively in vernal pools. Areas in the immediate vicinity of the pool also provide these species with important non-breeding habitat functions, such as feeding, shelter and over wintering sites.

There are a number of vernal pools in Wayland have been inventoried by local volunteers and certified under NHESP's process. Certified vernal pools that are located within Areas Subject to Flooding (as defined by the Wetlands Protection Act) are protected under the Wetlands Protection Act for their wildlife habitat value. Neither state nor local law protects certified vernal pools outside of Areas Subject to Flooding or uncertified vernal pools. Because vernal pools are temporary and seasonal, they can easily be destroyed unless they have been certified with the NHESP and have protection under the Wetlands Protection Act. Continued identification of vernal pools is needed and proposed development projects should be located away from these critical habitat areas.

- **Potential Vernal Pools:** In addition to officially certified vernal pools, NHESP recently inventoried "potential vernal pools" based on aerial photographs. There is a level of error to be expected with this type of study. Some vernal pools may be missed due to unfavorable conditions in the landscape topography, pool physiography, photograph quality, and forest cover. Wayland has over 100 potential vernal pools. These areas are not protected by environmental laws unless they are within Areas Subject to Flooding and until they have been verified and certified.

#### **Mitigation Measures**

The Town will ensure that all new development firmly complies with all local, state, and federal laws and regulations related to the protection of its many ecologically-sensitive natural resources. This includes strict compliance with wetlands, Title 5, and endangered species requirements.

#### **Open Space Inventory**

The Town's open space is divided between various usage types and ownership categories. Open space may be used for habitat preservation, passive recreation, and active recreation. Ownership of open space could be public or private, each with different levels of protection. For example, land owned by the Wayland Conservation Commission or the US Fish and Wildlife Service is generally constrained by legal restrictions that prevent its development. This is also the case with private lands that are subject to a conservation restriction. In contrast, lands owned by Town departments or by private parties without a conservation restriction may be legally developed by the owner or conveyed to another party to develop. Some of these properties could be used for



affordable housing, though development is subject to various levels of restriction, ownership, or other constraints. The Town of Wayland is finalizing the Open Space Plan and hopes to have it approved in 2016.

### **Mitigation Measures**

This Plan includes strategies for developing affordable housing through “smart growth” principles that would cluster housing to preserve significant open space, focus development in areas that are more appropriate for somewhat higher densities, redevelop existing underutilized properties, and convert existing housing to long-term affordability. This approach accommodates growth within the context of preserving existing open space to the greatest extent possible.

### **Public Lands**

As overseer of the Great Meadows National Wildlife Refuge, the US Fish and Wildlife Service is the largest single landowner in the Town other than the Town, with more than 1,250 acres of property in the Sudbury River corridor. The Commonwealth of Massachusetts also owns about 250 acres of land in the Town.

The Town of Wayland owns more than 1,400 acres locally, including

- Approximately 765 acres are under the control of the Conservation Commission
- 200 acres under the School Committee
- 165 acres under the Parks and Recreation Commission
- 75 acres under the control of the Water Department.

The largest Town-owned conservation areas are the 135-acre Hamlen Woods Conservation Area located off of Rice Road (the Sudbury Valley Trustees own portions of this area), the 93-acre Sedge Meadow Conservation Area located off of Moore Road along the Sudbury River, and the 86-acre Heard Farm Conservation Area located off Pelham Island Road. Other large open Town-owned parcels exist, but the Town has not yet made a final determination regarding their future use.

Undeveloped and unprotected public land in Wayland is of great importance to the Town’s future, given that more than 900 acres of land falls into this category. Some of this public land may be suitable for new Town facilities or uses, such as schools, recreational facilities, or affordable housing. On the other hand, these are among the last areas in Town still available to be conserved as open space or to address the Town’s active recreation needs. The Town’s active role in determining the future of these lands must be based on a comprehensive—not piecemeal—approach.

### **Mitigation Measures**

This Plan includes a list of Town-owned properties that are being considered for some development of affordable housing. The Wayland Housing Partnership and Planning Board will continue to work with the Board of Selectmen, the Affordable Housing Trust, and other boards and committees to identify which parcels are most feasible to move forward on within the timeframe of this five-year Plan.

## **Private Open Space/Chapter Land**

Private entities own a significant amount of Wayland's open space. Of the protected private open space in Wayland, the Sudbury Valley Trustees own and manage approximately 345 acres, while the Nature Conservancy owns approximately six acres of land off Pelham Island Road.

About 830 acres of private land<sup>2</sup> is actively used for agricultural and horticultural purposes or is managed to provide specific recreational opportunities. Land in active or passive use is eligible for a reduced tax rate under G.L. Chapters 61, 61A, and 61B, which are designations for land that is used for forestry, agriculture or conservation, or recreation, respectively ("Chapter land").

When a property owner intends to sell or convert the use of Chapter land, the Town has the "right of first refusal" for purchase of the land within 120 days of notification by the property owners of the pending sale. This right may also be assigned to a nonprofit conservation organization such as a land trust. Towns often have trouble taking advantage of the right of first refusal because of the rapid timeframe within which the Town must find the money and approve the purchase. The CPA potentially creates a pool of funds that may be used to purchase Chapter lands or options to purchase. Still, a Town Meeting vote is required to authorize land acquisitions including the use of CPA funds for purchase.

## **Mitigation Measures**

When the Town began setting aside funds for the CPA, one of the primary interests was planning for the preservation of Mainstone Farm. Mainstone Farm is located at 87 Old Connecticut Path and is approximately 208 acres of rolling pastures, wooded hillsides, and rich wetlands and one of the largest remaining pieces of undeveloped and unprotected open space in Wayland and the Boston region. In the Spring of 2016 Town Meeting voted 12 million dollars for the preservation of a conservation restriction (CR) on Mainstone Farm. This happened as a result of the Town partnering with the Sudbury Valley Trustees (SVT) for financial considerations and with the owners of the property. The Town of Wayland has also applied for a Self Help Grant from DCR.

The Town will continue to pursue opportunities for acquiring private land to provide important public benefits such as the preservation of open space, active recreational opportunities, and affordable housing. The Town will also work with for-profit and nonprofit entities to develop private properties to meet local needs, priorities, and smart growth principles.

## **Town Infrastructure**

### ***Public Services and Facilities***

The Town of Wayland provides a wide range of high quality municipal services to its residents and businesses. These range from public safety services provided by the Police and Fire Departments to roadway maintenance, water supply, waste disposal, and septage treatment services. Wayland has one of the state's best public school systems as well as an excellent public library. The Town also offers athletic and recreational programs at local playfields, playgrounds, gymnasias, pool, Town Beach, and parks. Finally, the Town provides human services through the Senior Center/Council on Aging, Health Department, Youth and Family Services, and other programs.

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<sup>2</sup> Source: Wayland Assessor's database.



Residential development incrementally increases the demand on public services and infrastructure. In order to satisfy the demand and need of existing and new residents, all of these municipal services and government functions must be properly staffed and have adequate and well-maintained public buildings and facilities from which to operate. This increase in demand results in higher costs, which must be borne by residents and business in Wayland. Due to continued growth, the Town has planned and implemented recent facility improvements such as expanding the Middle School, renovating the Town Pool, converting the landfill to a trash transfer facility, and building a new Public Safety Building to meet the needs of the Police and Fire Departments. The Town opened its completely new \$70 million High School in 2012 and the Highway Department/Parks and Recreation Department Garage in 2015.

Despite these improvements, Wayland still has a list of needed and desired projects, such as additional capital improvements at Fire Station Two and the Library, creation of a new community and/or senior center, and improved facilities for Town departments. Fortunately, plans are underway to address these community needs and, under the guidance of a special property-use committee, Town boards and committees are proactively identifying and prioritizing future needs. In addition, the Town has established a committee to oversee planning for a community center, renovation of Town Offices, and utilization of the 40,000 square foot municipal pad in the Town Center for a to-be-determined municipal use or combination of uses.

#### ***Water***

The Town's ability to provide water for residential development is a significant restraint on development. Currently, public water serves approximately 95% of the Town.

The Water Department delivers more than 700 million gallons of potable water annually to Wayland's residences and businesses from eight active Town wells. In order to protect the Town's wells, over 50% of the Wayland's land area is included in aquifer protection districts. Wells are regularly tested in compliance with the Federal Safe Drinking Water Act. In 2002, the eight (8) wells pumped a total of 684.0 million gallons, or an average of 1.9 million gallons per day (mg/d). Over the past seven (7) years, the Town has supplied an average of 714.0 million gallons per year.

The location and pumping rate for each well is shown in **Table 28**.

Table 28

**Town of Wayland  
Municipal Well Location and Pumping Rates**

<b>Well</b>	<b>Location</b>	<b>Million Gallons Pumped, 1999</b>	<b>Million Gallons Pumped, 2002</b>
<b>Chamberlain Well</b>	Off Moore Rd., NE section of Town	106.1	72.9
<b>Campbell Road Well</b>	Off Campbell Rd., N section of Town	69.8	84.0
<b>Baldwin Pond Wells 1&amp; 2</b>	Adjacent to Baldwin Pond off Old Sudbury Rd., NE section of Town	91.6	90.5
<b>Baldwin Pond Well 3</b>	Same as above	126.6	84.3
<b>Happy Hollow Well 1</b>	Behind Happy Hollow School off Old Connecticut Path, SW section of Town	130.5	148.7
<b>Happy Hollow Well 2</b>	Same as above	212.2	203.0
<b>Meadowview Well</b>	Near the Sudbury/Framingham Town line off Stonebridge Rd.	51.6	.5
<b>Total</b>		<b>788.4</b>	<b>683.9</b>

*Source: TATA & Howard, Inc., Wayland Water Distribution System Update, December 2002.*

The Town holds permits from the Massachusetts Department of Environmental Protection (DEP) to withdraw an average of 1.66 mg/d from its eight wells combined. Thus, the Town's current average withdrawal of 1.87 mg/d is 0.21 mg/d over permitted levels. While the Town has a Consent Agreement with DEP to reduce water usage levels, continued violations of the permit limits could result in fines or other enforcement actions by DEP.

While the Town's average daily demand is less than 2.00 mg/d, actual daily usage fluctuates greatly depending on seasonal demands, drought conditions, and fire suppression needs. Lawn irrigation systems contribute significantly to these seasonal fluctuations. The Water Department estimates that between Memorial Day and Labor Day, approximately 2.0 mg/d are used for lawn irrigation purposes.<sup>3</sup> The peak (maximum) daily demand was 4.57 mg/d in 1999 and 4.23 mg/d in 2000—more than twice the average daily demand. Averaged out over the course of a month, there were six months between 1997 and 2000 (all of them summer months) when average water usage exceeded 3.00 mg/d and during June 1999 average usage exceeded 3.75 mg/d for the entire month.

As shown in **Table 29**, Wayland's 4,678 residential water connections consume approximately 58.0% of the Town's municipal water, while commercial uses consume almost 2.1%.

<sup>3</sup> Wayland Water Department and TATA & Howard, Inc., Wayland Water Distribution System Update, December 2000.



**Table 29**

**Town of Wayland  
Water Usage by Service Type**

<b>Service Type</b>	<b>Million Gallons Per Year</b>	<b>% of Total</b>
<b>Residential</b>	397.1	58.06%
<b>Commercial</b>	14.6	2.14%
<b>Recreational</b>	20.8	3.04%
<b>Restaurants</b>	9.6	1.40%
<b>Municipal/School</b>	6.0	0.87%
<b>Other Semi-Residential</b>	8.7	0.15%
<b>Service Stations</b>	0.05	0.08%
<b>Summer Camp</b>	0.02	0.03%
<b>Medical</b>	4.0	0.60%
<b>Industrial/Agricultural</b>	2.8	0.41%
<b>Unaccounted</b>	219.6	32.10%
<b>Total</b>	<b>683.27</b>	<b>98.8%</b>

*Source: TATA & Howard, Inc., Wayland Water Distribution System Update, December 2002.*

The Water Department is unable to account for a significant amount of water usage in the Town. In 1998, 24% of the total water usage was unaccounted for and this figure increased to 32% in 1999, 34% in 2000, and 32% in 2002. Unaccounted water usage could be the result of water line leaks and inaccurate metering. The Town is actively studying the system, identifying older deficient or leaking system components, and replacing faulty meters.

The Town adopted a Water Conservation Bylaw (Chapter 190, adopted in 1999, amended in 2008) that gives the Board of Selectmen, acting as Water Commissioners, the authority to declare a state of water supply conservation when a water shortage exists. The bylaw identifies five water reduction measures including odd/even street address outdoor watering bans, complete outdoor water bans, limited outdoor watering hours, prohibitions on filling swimming pools, and hand-water only restriction (sprinkler devices prohibited). The bylaw also includes enforcement actions including written reprimands, a \$100 fine, and the termination of water services. In addition, the Town adopted a bylaw regulating the expansion of sprinkler systems (Chapter 191, 2008).

The Water Commission and Water Department implemented an improved water meter reading system to detect leaks and non-functioning meters and are continuing to examine ways to reduce water consumption in the Town. The Water Department is also working with the School Department and the Parks and Recreation Commission to reduce municipal water consumption used for irrigation purposes. Of particular note is the new Baldwin Water Treatment Plant that has improved the town's water capacity.

### ***Wastewater Management***

Providing for wastewater disposal also constrains construction of affordable housing, especially in areas with small lots (such as Cochituate) or having environmental constraints (such as parts of Wayland Center or near to protected wetlands and other resources). Septic constraints may prevent the development of multi-family residential structures or may discourage redevelopment of properties into multiple units. Even where development or redevelopment can occur, necessary septic and leaching field locations in suitable soils may limit the size and siting of a building.

Wastewater disposal is an important issue for Wayland's future for two reasons. First, by releasing untreated sewage – and its bacteria, nitrates, and other contaminants – into the soil, failing septic systems pose environmental and health threats to the humans and animals of the community. Second, because of the space required for effective leaching, reliance on on-site wastewater disposal systems generally precludes the type of higher-density, pedestrian-oriented development patterns that the Town desires for the Wayland Center and Cochituate business districts. Without some form of centralized wastewater collection and treatment system, development densities must remain low enough to comply with the rigorous septic system siting and design regulations of Title 5 (310 CMR 15.000) and the Wayland Board of Health Regulations for On-Site Subsurface Sewage Disposal Systems, thus limiting the ability to provide multiple units of affordable housing.

### **Mitigation Measures**

It will be important for any new affordable housing development to address these infrastructure constraints, septic issues in particular, and insure that there are sufficient amounts of subsidies incorporated into the project to adequately service new residents and protect the environment.

The Town will support affordable housing projects by helping to address infrastructure constraints and ensuring that project subsidies account for residents' public services needs and environmental protection measures.



## II. Affordable Housing Goals

Developing affordable housing is a challenge under the best of circumstances. It is particularly challenging when land sells for as much as \$450,000 per acre, the median price of a home is \$566,000 (according Warren Group data as of February 2014), developable land is limited, development relies on septic systems and Town water, taxes are high, and the priority for many residents (who consider Wayland to be – and value it as – a semi-rural community) is open space. This section outlines the Town's goals for the production of affordable units and makes recommendations for accomplishing these goals.

DHCD has administered the Planned Production Program since December 2002, in accordance with regulations that enable cities and towns to prepare and adopt a Housing Production Plan<sup>4</sup> demonstrating the production of an increase of .75% over one year or 1.5% over two-years of its year-round housing stock eligible for inclusion in the SHI.<sup>5</sup> If DHCD certifies that the locality complied with its annual goals or that it had met two-year goals, the Town may, through its Zoning Board of Appeals, deny comprehensive permit applications without opportunity for appeal by developers for one or two years, respectively.

Recent changes to Chapter 40B established new rules.<sup>6</sup> For example, Planned Production Plans are now referred to as Housing Production Plans. Annual goals changed from 0.75% of the community's year-round housing stock (i.e., 35 units per year or 70 units over two years for Wayland) to 0.50% of its year-round units, meaning that Wayland now must produce at least 25 affordable units annually to meet production goals through 2020.

The Board of Selectmen is committed to making substantial headway in providing opportunities for people of low- and moderate-income to live in Wayland and meeting the Town's and Commonwealth's goal of 10% affordable housing. In an effort to meet the Town's affordable housing needs and responsibility, the Board of Selectmen has made it a **goal to produce 0.50% of its housing stock, or at least 25 units in a calendar year**, as affordable housing.

This Housing Production Plan was developed in order to provide direction in meeting local housing goals. The goals of Wayland's housing plan are to

1. Meet local housing needs along the full range of incomes to promote diversity and stability of individuals and families
2. Leverage public and private resources to the greatest extent possible
3. Ensure the creation of new housing that is compatible with the existing community and helps preserve open space

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<sup>4</sup> A Housing Production Plan (HPP) is a community's proactive proposal for developing affordable housing by creating strategies to enable it to meet its affordable housing needs in a manner consistent with the Chapter 40B statute and regulations and producing housing units in accordance with the HPP. The HPP regulation became effective on February 22, 2008 when the DHCD promulgated 760 CMR 56.00, Comprehensive Permit; Low or Moderate Income Housing. The HPP regulation is contained in 760 CMR 56.03(4). HPPs replace Planned Production under 760 CMR 31.07(1)(i). If a community has a DHCD-approved HPP and is granted certification of compliance with the plan by DHCD, a decision by the Zoning Board of Appeals (ZBA) relative to a comprehensive permit application will be deemed "consistent with local needs" under MGL Chapter 40B. "Consistent with local needs" means the ZBA's decision will be upheld by the Housing Appeals Committee.

<sup>5</sup> Massachusetts General Law Chapter 40B, 760 CMR 31.07(1)(i).

<sup>6</sup> Massachusetts General Law Chapter 40B, 760 CMR 56.00.