



MASSACHUSETTS

The Town of Lexington's historic role as the birthplace of American liberty attracts heavy tourism and places special demands on the Town's infrastructure.

2013 AMERICAN PUBLIC WORKS ASSOCIATION Top Ten Public Works Leaders of the Year

NOMINEE:

William Hadley

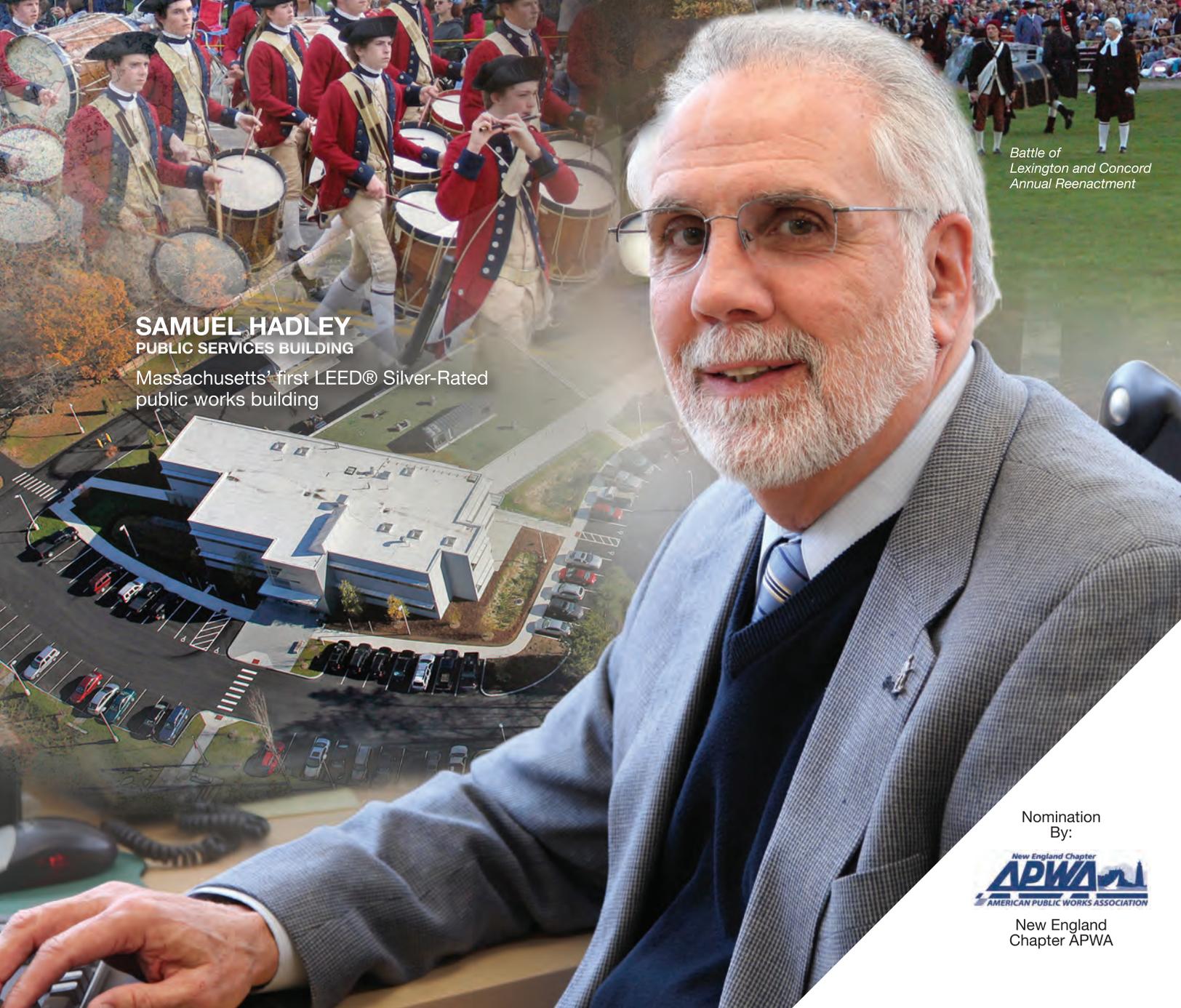
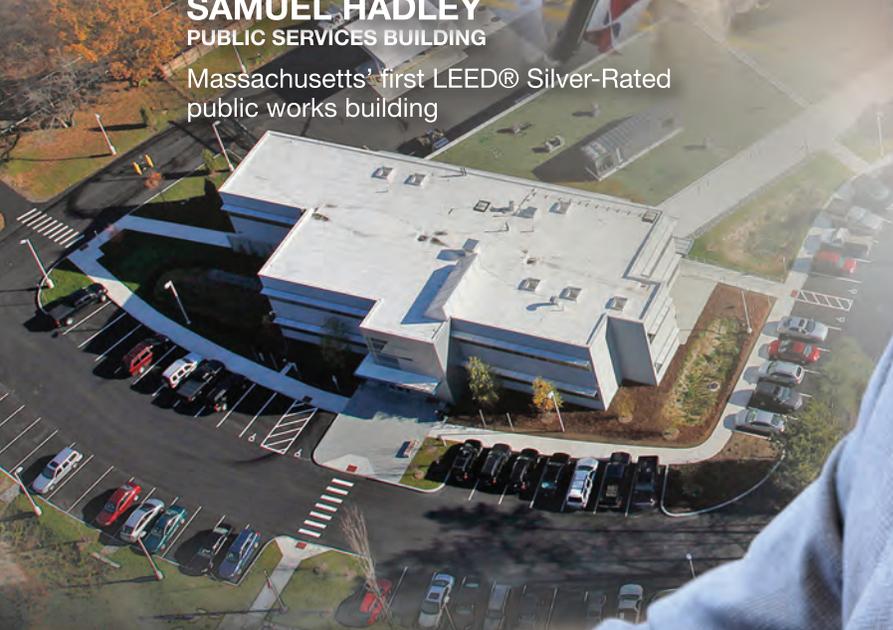
Bill is The Town of Lexington's DPW Director and a direct descendant of Samuel Hadley, one of the Minutemen who died on Lexington Green and for whom the Town's new Public Services Facility for which Bill fervently championed is named.



*Battle of
Lexington and Concord
Annual Reenactment*

SAMUEL HADLEY PUBLIC SERVICES BUILDING

Massachusetts' first LEED® Silver-Rated public works building



Nomination
By:



New England
Chapter APWA

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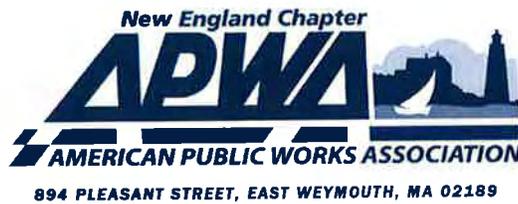
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March 1, 2013

Awards Review Committee

American Public Works Association

2345 Grand Boulevard, Suite 700

Kansas City, Missouri 64108-2625

RE: Nomination – 2013 Top Ten Public Works Leader Award

William P. Hadley, Director of Public Works, Town of Lexington

Dear Committee Members:

On behalf of the New England Chapter of the American Public Works Association, I am pleased to support the nomination of William P. Hadley, Director of Public Works for the Town of Lexington, Massachusetts, for the 2013 Top Ten Public Leaders of the Year Award.

A consummate leader, Bill Hadley directs a team of professionals who are dedicated to enhancing the quality of life in Lexington and supporting the Town's core values. With Bill's direction, DPW employees strive to maximize the efficient and effective use of resources in supporting and maintaining Lexington's infrastructure, public land, and service programs while promoting the town's sustainability initiatives. Under Bill's guidance, Lexington DPW staff members are committed to public safety and providing prompt, courteous, and quality service to its customers.

Among his most recent accomplishments, Bill oversaw the planning, design, and construction of the Samuel Hadley Public Services Building – a state-of-the-art, modern public services facility that incorporates sustainable building approaches and unique engineering applications. Making sustainable design a priority, this flagship facility earned Silver certification under the Leadership in Energy and Environmental Design (LEED) Green Building Rating System™ and was an APWA 2010 Project of the Year Award winner.

Known as the "Birthplace of American Liberty," Lexington is famous for being the site of the first shot of the American Revolutionary War. The Samuel Hadley Public Services Building, named for Bill's ancestor who was among the eight minutemen killed at the Battle of Lexington Green in 1775, is Bill's legacy to the department and the community and serves reverence to local and national history.

Climate change is among the greatest environmental challenges of this generation, with potentially profound effects on the economy, public health, water resources, infrastructure, energy demand, and recreation. Bill is committed to making sure Lexington is doing its part to mitigate and adapt to this challenge, recognizing the necessity of engaging in adaptation planning today by taking a close look at strategies that could help the Town become more resilient and ready to adapt to climate change as it occurs.

Today, Lexington boasts heavy tourism for folks both locally and nationally adding pressure for the DPW to maintain its aging infrastructure at the highest level and doing so in a manner that meet the town's objectives to be at the forefront of innovation and sustainability.

Bill is a professional in every way and has dedicated his career to public service and the public works profession. He is an active member of the New England Chapter APWA and always available to support his colleagues.

It is with pleasure that I nominate William P. Hadley for the 2013 Top Ten Public Works Leader Award.

Respectfully submitted,



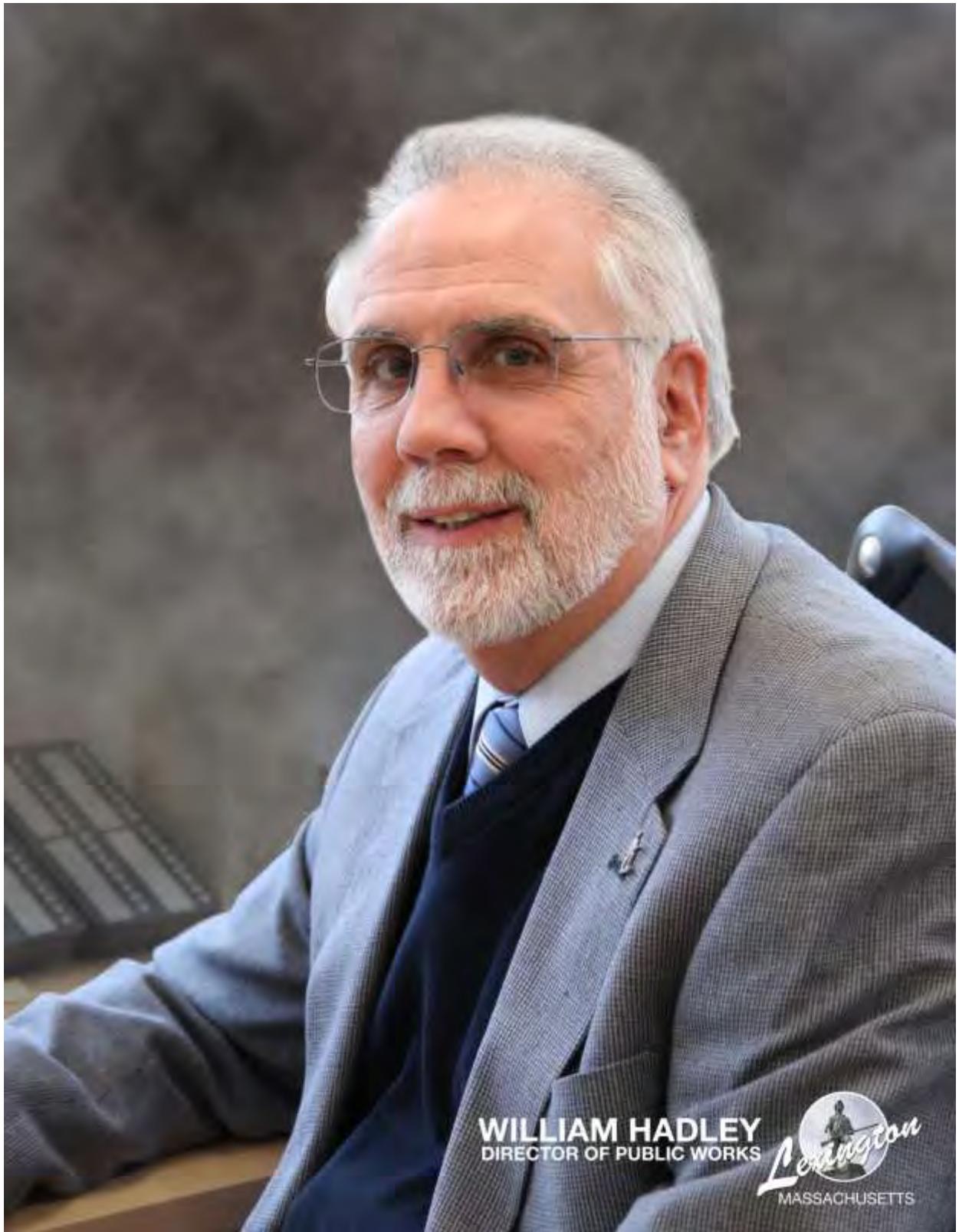
Richard J. Benevento
New England Chapter President

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American Public Works Association
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WILLIAM HADLEY
DIRECTOR OF PUBLIC WORKS



SECTION 1 - NOMINATION APPLICATION



New England Chapter Nominee—Top Ten Public Works Leaders of the Year William P. Hadley – Town of Lexington, Massachusetts

On behalf of the New England Chapter of the American Public Works Association, please consider our candidate, Mr. William P. Hadley, Director of Public Works in Lexington, Massachusetts, for the Top Ten Public Works Leaders of the Year Award. The completed Nomination and Supporting Data Forms follow in this section.

Known as the “Birthplace of American Liberty,” Lexington is famous as the site of the first shot of the American Revolutionary War – “**the shot heard ‘round the world.**” Today, Lexington is a tourist destination hosting more than 100,000 people annually. An important part of Lexington DPW’s mission is to maintain the infrastructure, parks, and roads to support tourism in this historic community.



Candidate for 2013 Top Public Works Leaders - Driven by Civic Duty and Pride

BILL HADLEY is the quintessential public works director, spending his entire career serving the residents of Lexington.

- Named for Bill’s ancestor who was among the eight minutemen killed at the Battle of Lexington Green in 1775, the Samuel Hadley Public Services Building is Bill’s legacy to the department and the community and serves reverence to local and national history.
- Among the nation’s most historic communities, Lexington’s aging infrastructure must be pragmatically and consistently rehabilitated to not only support residents, but significant tourism.
- Lexington prides itself on its commitment to innovation and sustainability. Bill supports the town’s mission in overseeing *green* engineering applications and programs in the Department of Public Services.

TOP TEN PUBLIC WORKS LEADERS OF THE YEAR AWARD NOMINATION FORM

Deadline March 4, 2013
(electronic submittals only)

In order for the nominee to be considered, both the Nomination Form and Supporting Data Form must be completed by either the nominee or the group/individual making the nomination.

Please note below who is completing this form.

- Nominee
 Group/Individual Nominating

Candidate's Name

Title

Agency/Organization

Address (if post office box, include street address)

City State/Province Zip/Postal Code

Phone Fax

E-mail

Group/Individual Nominating

Title

Agency/Organization

Address (if post office box, include street address)

City State/Province Zip/Postal Code

Phone Fax

E-mail

Continued...

TOP TEN PUBLIC WORKS LEADERS OF THE YEAR AWARD SUPPORTING DATA FORM

Deadline March 4, 2013
(electronic submittals only)

Please complete the requirements listed below limiting submittal to **20 pages**. The 20-page limit does not include nomination form, photographs, or letters of recommendation. Include at least one color photograph (head shot) of the nominee with your submittal.

Candidate

Title

Agency/Organization

If applicable, indicate the population served by candidate's agency/organization:

Please indicate the category under which the candidate's agency/organization falls:

- Municipality
- County/Special District
- State/Federal/Military
- Private Sector

Address the following areas in supporting documentation limiting submittal to 20 pages. Nominations must adhere to the sequence below:

Employment Record Briefly list all employment positions, dates of each position and description of responsibilities. Begin with current employment and include consulting work.

Job-Related Technical and Managerial Accomplishments Describe all major achievements and accomplishments. State specific role in each. Include innovations in technical and/or managerial fields. Describe your commitment to advancing other people in career and profession. NOTE: This section weighs most heavily in the judging process.

Initial and Lifelong Education Include colleges and universities attended, dates of attendance, majors, and degrees received. List attendance at professional institutes and on-the-job-training.

Publications and/or Presentations List any published articles and/or papers delivered at professional meetings.

Professional Involvement List organizations, activities, offices held.

Community Service List organizations, activities, offices held.

Awards List educational, professional and civic awards. Include recognition for public service.

Directions

Nominations should be limited to no more than 20 pages. The 20 pages do not include a letter of introduction from the chapter/nominator or the nomination form and supporting data form and any letters of recommendation, which should be limited to six. If submission has a letter or introduction (maximum of two pages) it should be placed in front of the nomination. Submittal should address the areas outlined above in the sequence stated. Letters of recommendation will be accepted provided each letter cites specific examples of professional involvement with the nominee. Letters will not be accepted after nomination deadline. Include at least one color photograph (head shot) of the nominee with submittal.

SECTION 2 – LETTERS OF RECOMMENDATION

Successful public works officials need a strong network of supporters and allies. Bill Hadley has developed an extensive network of people who believe that his work and experience in public works is outstanding. Many of these people speak of Bill Hadley with hyperbole, using words like “tireless,” “integrity,” “trust,” and “exceptional.” Below are excerpts from various letters of recommendation.

<p>Richard F. Stinson, PWFL APWA Region 1 Director</p>	<p>“Bill is a strong advocate for Public Works, his community, and APWA. Bill is constantly working to ensure that Public Works is recognized, heard, and second to none.”</p>
<p>Deborah N. Mauger, Chairman Lexington Board of Selectmen (2010-Present)</p>	<p>“Our community has to come to terms with the impact of climate change and we will count on Bill to help us think of additional measures we can make in managing both our physical assets and energy consumption. As well, we find that our responses to storm events have become more frequent and more serious in nature. Bill and his department have been instrumental in helping manage during emergency operations. We will need his leadership and creativity to develop new and better ways of managing given changing conditions.”</p>
<p>Ann Daniels Director of Credentials APWA</p>	<p>“As Public Works Director he is leading his department in working through the Accreditation process and, in doing so, has led their efforts to meet the more than 500 management practices. Through this effort, the department has strengthened their programs and are developing new processes and procedures, which are showing benefits in the operation and management of the department.”</p>
<p>Patrick W. Goddard Director of Public Facilities Town of Lexington</p>	<p>“...the first ‘green’ DPW building in Massachusetts was shaped by Bill’s vision of how collaboration among employees is instrumental in efficient and effective operations. The layout of the building allows for interaction between residents, operations staff, team leaders, and crews in an open and welcoming space.”</p>
<p>Mary Jo Bohart Executive Director Lexington Chamber of Commerce, Inc.</p>	<p>“I can assure you that the Lexington Chamber of Commerce is well aware of the quality of service delivery that we enjoy each day by our DPW Director. The public buildings, grounds, and infrastructure of Lexington, collectively, represent a vast array of responsibility, are well managed and well maintained under the solid leadership of Mr. Bill Hadley.”</p>
<p>Wayne Brooks Manager of Operations (2003-2011) (Retired)</p>	<p>“I found Bill to be one of the most dedicated professionals in the Public Works profession. His dedication to his employees and the Town of Lexington is exemplified by the countless hours, nights, and weekends spent meeting with the public, architects and employees advocating the need for a new Public Works Facility. Because of his effort, Lexington now has one of the first green public works facilities in New England.”</p>
<p>Stephen J. Daly Director of Municipal Governance Metropolitan Area Planning Council</p>	<p>“Bill has always had high standards to which he holds himself and those he manages. He is also a humble man and a friend to many, providing sage counsel with a calming influence. I know him as deliberative, analytical, decisive, and a champion for best practices in public works.”</p>
<p>Kenneth J. Donnelly State Senator</p>	<p>“Bill’s leadership qualities surfaced early in his career. This was evidenced by the innovative and unique ideas he brought to enhancing public safety.</p>

SECTION 2 – LETTERS OF RECOMMENDATION

<p>Theodore M. Edson, P.E. Former DPW Director Enfield CT.</p>	<p>“As an experienced public works professional, I rate Bill’s performance as a DPW Director as superb. Bill is technically very knowledgeable; has recruited very talented persons; stays within budget; and has instilled in his subordinates as sense of civic pride that is reflected in the high quality of their work. Lexington’s water and sewer service, grounds and road maintenance, trash collection and composting facility are the envy of surrounding towns.”</p>
<p>Carl F. Valente, Town Manager Town of Lexington</p>	<p>“Bill may be surprised by how much I value his efforts to develop senior staff and see this as his most important leadership trait. In my 29 years in public service I have learned that the most important aspects of a public manager’s responsibilities are to hire, mentor, and promote staff. Bill, quite frankly, has developed an outstanding management team that has a passion for public service ... these talented staff will be Bill’s true legacy to Lexington allowing the DPW to offer outstanding service to the community for years to come.”</p>
<p>Jay R. Kaufman State Representative</p>	<p>“There are undoubtedly ten highly qualified men and women that the American Public Works Association can justifiably honor. I doubt there is one who better combines the human and professional qualities that make Bill the special person and member of the team that he is ... I know he will bring honor to the APWA as one of their shining stars.”</p>
<p>Leo Sacco, Chief Medford Police/ Chairman, Northeast Homeland Security Regional Advisory Council</p>	<p>“Bill has been instrumental in the region’s integration of public works into the homeland security framework and his consistent commitment has resulted in many improvements to public safety and emergency preparedness across the region.”</p>
<p>William J. Dailey, Jr. Sloane and Walsh Attorneys at Law Former Lexington Selectman (1988-1997)</p>	<p>“Bill has been an effective leader in putting together a DPW team that works well together, from top to bottom. This team demonstrates respect and trust for each other, and has produced a result for the Town which is extraordinary.”</p>
<p>David J. Pinsonneault, CSFM, CPRP DPW Operations Manager</p>	<p>“Lexington DPW is a great place to work and we accomplish many things because of Bill Hadley’s leadership. He is a man of integrity, has great passion for the public works profession, and genuinely cares about the safety and welfare of his employees and the general public.”</p>
<p>Management Team Department of Public Works Town of Lexington</p>	<p>“Bill allows us to do our jobs and helps to provide the resources we need to be successful both as people and as managers. He places great trust in us and our abilities and backs us up 100%. His commitment to the public, his employees, and his job have set a great example for us on how to have success in the public sector in order to provide prompt, courteous and quality service.”</p>
<p>Jeanne Krieger Former Chairman Board of Selectmen Town of Lexington (1998-2010)</p>	<p>“Bill continues to adapt to changing community needs. He encourages his staff to work with residents as well as to adopt new standards to make the Town more resilient to our changing climate. His department’s actions, including incorporating the Emergency Operation Center in the new DPW facility, instituting stormwater infrastructure improvements, installing LED street light fixtures and managing a town composting facility for residential yard waste serve to raise citizen awareness and encourage individual’s to work to improve their community.”</p>



NORTHEAST HOMELAND SECURITY REGIONAL ADVISORY COUNCIL

February 28, 2013

Top Ten Public Works Leaders of the Year Awards Program
American Public Works Association
2345 Grand Boulevard, Suite 7090
Kansas City, Missouri 64108-2625

RE: Top Ten Public Works Leaders of the Year Award Nomination – William Hadley

Dear Committee Members:

I am writing to recommend William Hadley, Lexington, Massachusetts Public Works Director, for the Top Ten Public Works Leaders of the Year Award. For the past ten years, I have had the opportunity to work with Bill on the Northeast Homeland Security Regional Advisory Council (NERAC). The Council is the policy-making body for homeland security and emergency preparedness in 85 Northeastern Massachusetts municipalities and Bill has been the Council's Public Works representative since its inception in 2004. Bill has been instrumental in the region's integration of Public Works into the homeland security framework and his consistent commitment has resulted in many improvements to public safety and emergency preparedness across the region.

During his time on the Council, Bill has served as the Chairman of the NERAC Regional Cache Committee, where he has demonstrated exemplary leadership in the development of three cache sites that store critical emergency equipment for use by communities during times of need. He has played an essential role in the development of equipment sharing protocols, strategically identifying the equipment most needed in the region, and ensuring sustainability of the NERAC Cache System. Under Bill's direction, the Public Works Department in Lexington has been successfully operating and maintaining one of these sites for the past three years.

Bill also serves as a voting member of the NERAC Training and Exercise Committee where he regularly organizes and hosts Hazardous Materials Awareness Courses and Incident Command System (ICS) courses for employees of municipal Public Works Departments within the NERAC region. In addition, he is currently taking part in an ambitious project to integrate Public Works into the existing communications interoperability infrastructure in the region, which will create the capability for Public Works Departments to communicate with one another and their local first responders during disasters.

Bill has volunteered his time to NERAC initiatives and dedicated his life to public service and the betterment of his community. He is well-deserving of all of the honor and prestige that comes with an award such as the Public Works Leaders of the Year Award. It is my hope, that through this letter, Bill receives well-earned consideration for this award.

Sincerely,

Leo G. Sacco Jr.
Chief, Medford Police Department
Chair, NERAC

CC: Richard J. Benevento, *President, New England Chapter*

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*Also admitted

February 26, 2013

Top Ten Public Works Leaders of the Year Award Program
American Public Works Association
2345 Grand Boulevard, Suite 7090
Kansas City, MI 64108-2625

RE: Top Ten Public Works Leader of the Year Award Nomination – William Hadley

Dear Committee Members:

I have known William P. Hadley, the Director of Public Works for the Town of Lexington, Massachusetts, for approximately 35 years. At this time I am writing to support the nomination of Bill Hadley for selection as one of the top ten public works leader of the year award.

Bill Hadley has had an extraordinary career with the Town of Lexington. He has been the Director of Public Works for approximately twelve years and during that time has worked effectively to organize his employees in order to maximize the output which can be realized through the proper use of employee manpower. At the same time Bill has a unique ability to maintain moral among the staff which is so important if high levels of performance are to be achieved.

Lexington is a town with a population of approximately 30,000. It is a diverse town with many longtime residents and many people new to the Town. The residents can be demanding as to the services they expect. At the same time Lexington faces the same budget constraints which are being felt nationwide.

I was a member of the Board of Selectmen for twelve of Bill's years with the Town. In that role you depend upon department heads to provide you with accurate information and to be candid as they express the needs for their areas of responsibility. I came to appreciate Bill's ability to bring information needed to make decisions and to present the information in an unvarnished manner. Bill Hadley has the unique ability to outline the goals of his department, the costs that are needed to cover the work to be performed, and the benefits which can be expected to be derived by the Town. We all came to value Bill's advice.

As Public Works Director Bill Hadley directly supervises the highway operations, the water and sewer department, the cemetery, the parks department and the tree department. Not only is he required to report and advise elected officials, he is also expected to interact with and support a myriad of committees whose members are knowledgeable on certain issues, are quite vocal, and can be demanding. Bill has the ability to work constructively with these individuals, often much to the relief to the town officials who appoint these volunteers to their committee positions. These groups can range from conservation and recreation members to solid waste and bike way committee members.

The maintenance of the infrastructure within any municipality is of the upmost importance. If this work is allowed to slide the ultimate expense to the town can be multiplied. Bill Hadley has been a leader in maintaining the Town's municipal water system which draws its water from the regional water resource authority. The efforts instituted by Bill Hadley to achieve water conservation are matters of great significance to the Town and Bill has been recognized as a leader in working with the Water Resource Authority as a member of its advisory board. His achievements have been recognized as he has been elected to the Executive Committee for the Authority. The Town's efforts to control the costs related to waste disposal have been greatly enhanced by Bill's efforts to encourage our residents to recycle. Lexington has one of the highest recycling percentages in the area as efforts are made by the Town to redirect materials from the waste stream. As new and challenging concerns occur Bill has been a leader through the Northeast Homeland Security Counsel at developing and guiding the implementation of regional homeland security plans.

Most importantly, Bill has been an effective leader in putting together a DPW team that works well together, from top to bottom. This team demonstrates respect and trust for each other and has produced a result for the Town which is extraordinary. Bill's commitment to the improvement of the department is demonstrated by the efforts which are being made to have the department be accredited by the national APWA accreditation board. When this occurs Lexington will be the second community in Massachusetts to attain this designation.

Through his years of dedicated service Bill has become a valued leader in the Town of Lexington and is recognized as someone who is supportive of his peers and a person who is a true resource for the Town. It is without hesitation that I enthusiastically endorse Bill Hadley for your consideration. He is truly a DPW leader. If there is any additional information I can

Top Ten Public Works Leaders of the Year Award Program
February 26, 2013
Page 3

provide please do not hesitate to contact me.

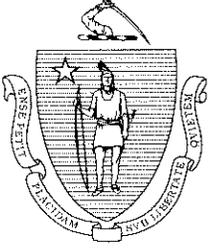
Very truly yours,



William J. Dailey, Jr.

WJD/dlm

cc: Mr. Richard J. Benevento
President New England Chapter



The Commonwealth of Massachusetts
House of Representatives
State House, Boston 02133-1054

JAY R. KAUFMAN
STATE REPRESENTATIVE
LEXINGTON - ARLINGTON - WOBURN

CHAIRMAN
COMMITTEE ON REVENUE

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February 28, 2013

Top Ten Public Works Leaders of the Year Awards Program
American Public Works Association
2345 Grand Boulevard, Suite 7090
Kansas City, Missouri 64108-2625

RE: Top Ten Public Works Leader of the Year Award Nomination – William Hadley

Dear Committee Members:

I am writing to enthusiastically support and endorse Mr. William Hadley's nomination as one of this year's Top 10 DPW leaders. I know of few people in public life more worthy of special recognition and more deserving of expressions of appreciation for all that he does and for all that he does so well.

I've known Bill for a quarter of a century and have watched as he moved through the ranks of the Lexington DPW. We first worked together when he was appointed Superintendent of the Water and Sewer Division and I served on the state water authority's citizens advisory board. I distinctly remember feeling hometown pride as I learned that "my" water and sewer guy had a statewide reputation as one of the best.

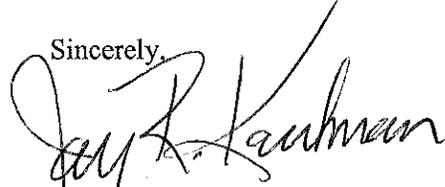
I also recall the national search for a new DPW director for Lexington about a dozen years ago, the search ended with Bill's appointment. Given his quiet leadership, his ever-noticeable expertise and professionalism, and his rapport with both his crews and community officials, it was no surprise that Bill was, hands down, the choice of his peers. It was hard, at the time, to imagine anyone else who could do a better job and, indeed, the national search proved this to be true.

Since then, Bill has been the point person for the community's response to a natural gas explosion, played a central role in the redesign and rebuilding of the center of town, played critical roles in the development of the town's compost facility and in the expansion of downtown parking, overseen the department's budget and capital programs, and been the "face" of our core services in Town Meeting and in countless public sessions. He shepherded us through the process of moving from maintaining a tired, old, undersized DPW facility through the design, public acceptance, and ultimately construction of our new

DPW building. His thoughtfulness and concern for the DPW crews are built into the building's architecture, and, because of him, we will always be able to boast that we have the first "green" DPW building in Massachusetts.

Bill's exemplary service and leadership extend beyond the town's boundaries. For the past eighteen years, he has served on the Massachusetts Water Resources Authority's Advisory Board and, since 1998 has served on their Executive Committee. He also represents Lexington on the Northeast Homeland Security Council.

But no statement about Bill can fail to acknowledge Bill's big heart. While he is always last to claim credit for his many accomplishments, his staff and coworkers know that he is every bit as concerned about their wellbeing and growth as he is about the quality of the work they do together. There are undoubtedly ten highly qualified men and women that the American public Works Association can justifiably honor. I doubt there is one who better combines the human and professional qualities that make Bill the special person and member of the team that he is. We are blessed to have him in Lexington, and I know he will bring honor to the APWA as one of their shining stars.

Sincerely,

Jay R. Kaufman

CC: Mr. Richard Benevento, President New England Chapter

EXECUTIVE COMMITTEE

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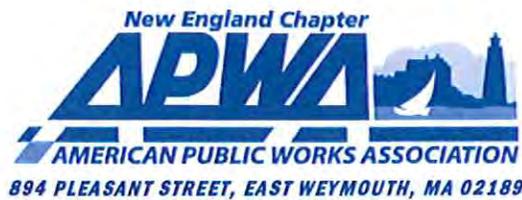
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Michael Mancini
Thomas C. Collins
Robert L. Moylan
Carl L. Quiram

Past Presidents
James Sollmi
Lawrence E. Bombara
Steven F. Parkinson
Julia A. Forgue
Richard F. Stinson
David P. Thompson
Don B. DeHart
A. Thomas DeMaio
Sheila M. McGauvran
Robert W. Simonds
Ronald B. Manning
George R. Crombie
Robert R. Albee
Lon R. Hultgren
Walter J. Tonaszuck
Roger Mullins
Theodore S. MacLeod
S. Robert Pryzby
F. Worth Landers
Ronald H. Ford
William D. O'Neill
Robert A. MacEwen
James W. Haley

Directors Emeritus
Jack J. Henebury
John O. Kunz

Chaplain
David P. Hanlon



February 26, 2013

American Public Works Association
Attn: Top Ten Award Review Committee
2345 Grand Boulevard, Suite 500
Kansas City, MO 64108-2641

Re: Top Ten – Nominee William Hadley, Town of Lexington, Massachusetts

To whom it may concern:

It is with a great deal of pleasure that I provide this recommendation on behalf of William (Bill) Hadley for “Top Ten Public Works Leader of the Year”.

Bill is a strong advocate for Public Works, his Community and APWA. He is someone who understands the issues and someone who understands the demands placed on Public Works. Bill is on the front line everyday dealing with staff, the public, the business community and elected officials. Bill is constantly working to ensure that Public Works is recognized, heard and second to none. This has allowed Bill to work his way up through the ranks of Public Works, becoming Lexington’s DPW Director in 2000.

Many individuals look at an association as a stepping stone; Bill Hadley works for the success of his community, the public works profession and our APWA association. He is not afraid to speak out on issues, stand his ground or take a position. He is an individual who is concerned about doing what is necessary to promote public works in a positive light. He is always striving to make Lexington a better place for residents and businesses, now and in the future.

Bill has played a key role in his community having a major influence on solid waste issues, water & sewer issues, emergency response, green community initiatives and many other issues. Some of Bill’s accomplishments include:

- Transitioned Lexington street light maintenance from a private company to in-house operations.
- Implemented a state-mandated Cathode Ray Tube (CRTs) collection program.
- Oversaw development and expansion of the compost facility increasing revenue from \$24,063 in FY2003 to \$414,050 in FY2011.
- Implemented a Pay-As-You-Throw (PAYT) trash collection program.
- Implemented a new public works position to oversee all trash and recycling issues to ensure the program runs smoothly and successfully.
- In May 2003 Bill initiated the first DPW Open House at the Operations Facility.
- In 2006 he began promoting the development of a new DPW facility. The new “Silver LEED” public works facility was placed on-line in 2009.

- Successfully negotiated a \$430,947 from Keyspan for resurfacing roadways damaged by a November 2005 gas leak.
- Began a program of replacing incandescent street light fixtures with energy-efficient compact fluorescent bulbs.
- Successfully implemented the installation of wire-cut brick sidewalks in the Historic Districts Center.
- In 2010 worked with the Facilities Department on energy efficient programs culminating in Lexington being designated as a "Green Community" from the Massachusetts Department of Environmental Protection. This also included grant funding for street light conversion and public space solar compactors.
- Applied for and qualified for a grant to convert the remaining street light bulbs to energy-efficient induction lighting, saving \$100,000 in energy costs.
- Facilitated the designation of Lexington as the Regional Cache for the Northeast Regional Advisory Council (NERAC) - emergency equipment.
- Oversaw town-wide capital improvement projects valuing \$50,794,106.
- Under Bill's leadership, Lexington DPW is going through the National APWA Accreditation process and will be the second community in Massachusetts to attain this designation.

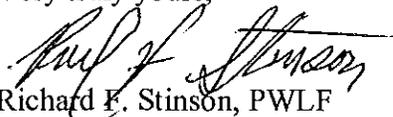
Bill has also played a key role on many community, state and APWA committees, some of which include:

- Lexington's representative to the Massachusetts Water Resources Authority (MWRA) Advisory Board and member of the Executive Committee.
- Lexington's representative to Northeast Solid Waste Committee (NESWC).
- Public Works Representative to the Commonwealth's Northeast Homeland Security Council, representing 85 communities.
- Town of Lexington Water and Sewer Rate Study Committee.
- Town of Lexington Water and Sewer Abatement Board.
- Numerous New England APWA Chapter committees.

Bill is well respected in the Town of Lexington, the state of Massachusetts, and by the New England Chapter. We are all amazed at the time he gives of himself for the benefit of his community, our profession and APWA.

I am proud and honored to recommend Bill Hadley for this distinguished award.

Very truly yours,



Richard F. Stinson, PWLF
 Director of Public Works – Town of Wakefield, Massachusetts
 APWA Region 1 Director



Town of Lexington
Town Manager's Office

Carl F. Valente, Town Manager
Linda Crew Vine, Deputy Town Manager

Tel: (781) 862-0500 ext. 276
Fax: (781) 861-2921

March 1, 2013

Top Ten Public Works Leaders of the Year Awards Program
American Public Works Association
2345 Grand Boulevard, Suite 7090
Kansas City, Missouri 64108-2625

RE: Top Ten Public Works Leaders of the Year Award Nomination – William Hadley

Dear Committee Members:

It is my understanding that the New England Chapter of the APWA has nominated Lexington, Massachusetts Department of Public Works Director William (Bill) Hadley for the Top Ten Public Works Leaders of the Year award program. I am writing to offer my strong support of Bill for this prestigious award.

I have been Lexington's Town Manager since 2005. I work with Bill on a daily basis and can directly speak to his leadership, community relations, innovative problem solving and high standard of personal and professional integrity. Let me briefly comment on each of these qualities.

Leadership: During Bill's tenure, the Lexington DPW has gone through various organizational and staffing changes. The two most notable have been Bill's leadership in developing new senior staff and his work in articulating to the community the critical need for a new Public Services facility.

Bill may be surprised by how much I value his efforts to develop senior staff and see this as his most important leadership trait. In my 29 years working in public service, I have learned that the most important aspects of a public manager's responsibilities are to hire, mentor and promote staff. Bill, quite frankly, has developed an outstanding management team that has a passion for public service. Within the past few years Bill has hired a new Director of Operations, Town Engineer, Water/Sewer Superintendent and Grounds Superintendent. These talented staff will be Bill's true legacy, allowing the Lexington DPW to offer outstanding service to the community for years to come.

Bill was also the driving force in bringing forward a desperately needed and long-debated Public Services building that now houses the DPW and Department of Public Facilities. This \$27 million LEED certified facility of 56,000 square feet has become a model for facilities of this type in our region. Getting community acceptance to construct and finance a project of this size took meeting after meeting and, in some cases, a one-on-one effort by Bill to explain to key decision makers the human side of having a safe and efficient work environment for the DPW staff. Bill never wavered on his message of why this project was right for our community.

Community Relations: By the very nature of its activities, a public works department is highly visible to the community. Bill has established a commitment to serving and advising Town committees (e.g., Tree Committee, Sidewalk Committee, Center Committee, Energy Efficiency Committee, Historic Districts Commission., Bicycle Committee, Commission on Disability), neighborhood groups and the business community. He welcomes and actively solicits input before and during the engineering stage for any public works project that will impact a particular area of the community. I cannot count the number of community meetings I attend where Bill patiently listens to questions and comments and makes every attempt to accommodate community wishes while being sensitive to the financial constraints of the project. These efforts have invariably lead to community acceptance of our many public works improvement projects.

Innovative Problem Solving: As DPW Director, Bill sets a tone of looking for new ways to improve DPW operations and services to residents. Bill played a key role in moving the Town to a recycling level of 55 percent of the Town's total solid waste. He is now leading the effort to evaluate bringing an anaerobic digestion (food waste) facility to the Town's yard waste composting facility, securing nearly \$80,000 in State grants to assist in this technical evaluation.

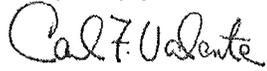
Bill has also been instrumental in a variety of traffic calming efforts in Lexington, a high priority for our community. For many years, Town officials and residents assumed that the speed and travel patterns of commuters are something that could not be changed. By proposing various traffic calming measures, pedestrian safety improvements and regulatory changes, Bill is addressing many long-standing traffic issues in our community.

Professional Integrity: Bill conducts his personal and professional life with the highest integrity. He has a reputation with his staff, from laborer to division manager, as being fair and unbiased in his decisions. He was successful in hiring female laborers and professional staff in response to the Town's goal to diversify its workforce. His long hours and work ethic are legendary. Bill is someone who cares deeply about his community and his profession. His actions have always demonstrated the genuine pride he takes in his work.

On a more personal level, I have always valued my professional and personal relationship with Bill. He is not only a fiercely loyal person but also a warm, caring

individual. To this day, I value his advice and counsel. I cannot more strongly recommend him to the American Public Works Association.

Very truly yours,

A handwritten signature in cursive script that reads "Carl F. Valente". The signature is written in black ink and is positioned above the printed name.

Carl F. Valente
Town Manager



Town of Lexington, Massachusetts

OFFICE OF SELECTMEN

DEBORAH N. MAUGER, CHAIRMAN
PETER C.J. KELLEY
NORMAN P. COHEN
HANK MANZ
GEORGE A. BURNELL

TEL: (781) 862-0500 x208
FAX: (781) 863-9468

February 28, 2013

Top Ten Public Works Leaders of the Year Awards Program
American Public Works Association
2345 Grand Boulevard, Suite 7090
Kansas City, MO 64108-2625

RE: Top Ten Public Works Leader of the Year Award Nomination – William Hadley

Dear American Public Works Association National Committee:

I am writing this recommendation from the Board of Selectmen of the Town of Lexington, Massachusetts in support of Mr. William Hadley's nomination for the Top Ten Public Works Leader of the Year Award. Bill has been our Public Works Director, a full-time professional municipal position, since April of 2000. Bill rose through the ranks of our Public Works operations after beginning his public service career in 1976 as a laborer in our Water Division. He was promoted to foreman in 1985, then Water/Sewer Superintendent in 1987. Bill has consistently demonstrated a dedication to the community and his employees through his entire tenure with the Department.

To augment his professional skills, Bill has maintained a commitment to ongoing education. He holds a B.S. in Education from Salem State College. Additionally, he is a graduate of the Program for Senior Executives in State and Local Government at the Kennedy School of Government of Harvard University.

In addition to managing our local public works operations, Bill participates in broader regional activities. Since 1994 he has been an appointed member of the Massachusetts Water Resource Association (MWRA) Advisory Board and in 1998 he was elected to their Executive Committee. He represents the Department of Public Works on the Northeast Homeland Security Council. This council represents 85 communities and is responsible for developing and guiding the implementation of regional homeland security plans that are driven by regional vulnerabilities. He was also invited by the American Public Works Association (APWA) to be an assessment evaluator in the APWA accreditation program.

Bill manages his employees as a team of professionals dedicated to enhancing the quality of life of Lexington's citizens and support for the Town's core values. He has been instrumental in overseeing the professional development of the Department by encouraging employees to study for and obtain additional licenses and certifications. Our Public Works employees are a cohesive working team of members who demonstrate mutual respect and trust. Bill is also charged with maximizing the efficient and effective use of public resources in supporting and maintaining our infrastructure, public lands and service program. He oversees an in-house capital program of approximately \$8.5 million annually. Our Department of Public Works (DPW) is committed to public safety while providing prompt, courteous and quality service to all of our customers.

One of Bill's notable achievements was his leadership in successfully articulating the needs for a new DPW facility. His advocacy for a new facility addressed not only service needs, but the importance of the working environment for his employees. He was tenacious and tireless, but kept his sense of humor and perspective throughout the process. As a result, Lexington built a new \$27 million facility which opened in July 2009. It is the first "green" DPW building in Massachusetts. This new facility is Bill's legacy both to his department and to the community.

Bill serves on many internal staff teams, including the Town Manager's Senior Management Team, as well as a staff member on elected and appointment boards and committees. Highlights include:

- Natural Gas Explosion Response Team – Bill assisted in and coordinated the response and mitigation process after a natural gas explosion destroyed one home and caused damage to hundreds of other components of the residential gas utility system;
- National APWA Accreditation Process for Lexington DPW – Lexington DPW has embarked on the National APWA Accreditation process and would be the second community in Massachusetts to attain this designation;
- Northeast Homeland Security Council Cache – Bill facilitated the location of this cache, which stores regional emergency supplies, at our Hartwell Avenue Compost Facility; and
- Town projects – Bill facilitated discussions among stakeholders regarding projects in our Center Business District including reconstruction of Depot Square/Emory Park; oversaw a sidewalk pilot program for Massachusetts Avenue and Waltham Street; oversaw the creation of an additional public parking lot on NSTAR property in our Town Center; and facilitated the development of an innovative composting and recycling facility on a former Town landfill.

Our community has to come to terms with the impact of climate change and we will count on Bill to help us think of additional measures we can make in managing both our physical assets and energy consumption. As well, we find that our response to storm events have become

February 28, 2013

more frequent and are more serious in nature. Bill and his department have been instrumental in helping manage during emergency operations. We will need his leadership and creativity in order to develop new and better ways of managing given changing conditions.

Finally, it is a pleasure to work with Bill. He maintains a calm demeanor and sense of humor in all of his interactions with the Board of Selectmen, our employees and our citizens. It is with great pride that we support his nomination.

Sincerely,



Deborah N. Mauger
Chairman

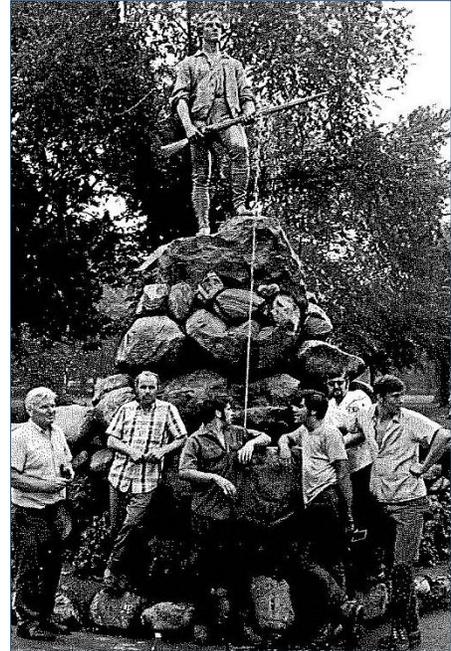
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cc: Mr. Richard Benevento, President New England Chapter

SECTION 3 – EMPLOYMENT RECORD

A CAREER OF MUNICIPAL PUBLIC WORKS SERVICE

With 37 years of committed service to the Town of Lexington, Bill Hadley has served in several positions in the Department of Public Works. Beginning his career as a laborer in the Water Division in 1976, Bill was promoted to meter repair/light equipment operator in 1979, and later to foreman in 1985. In 1987, he earned the position of Water and Sewer Superintendent and served in that role until his appointment as Director of Public Works in 2000. This broad experience has afforded Bill a strong understanding and appreciation for all functions and operations at all levels and, most importantly, has resulted in a refined ability to recognize areas that need improvement. (At right is a vintage photograph of Bill with co-workers at Lexington Green in his early days with the DPW.)



Bill provides leadership, management, and oversight for a 14-division public works department with over 91 employees serving more than 31,000 residents. He is responsible for the maintenance of all town roads and bridges (284 miles); engineering; parks/playgrounds (21); public buildings (14); sewer and water mains (154 miles); sewage pumping stations (9); snow removal operations; refuse collection, disposal, and recycling; and the regional household hazardous products collection facility.



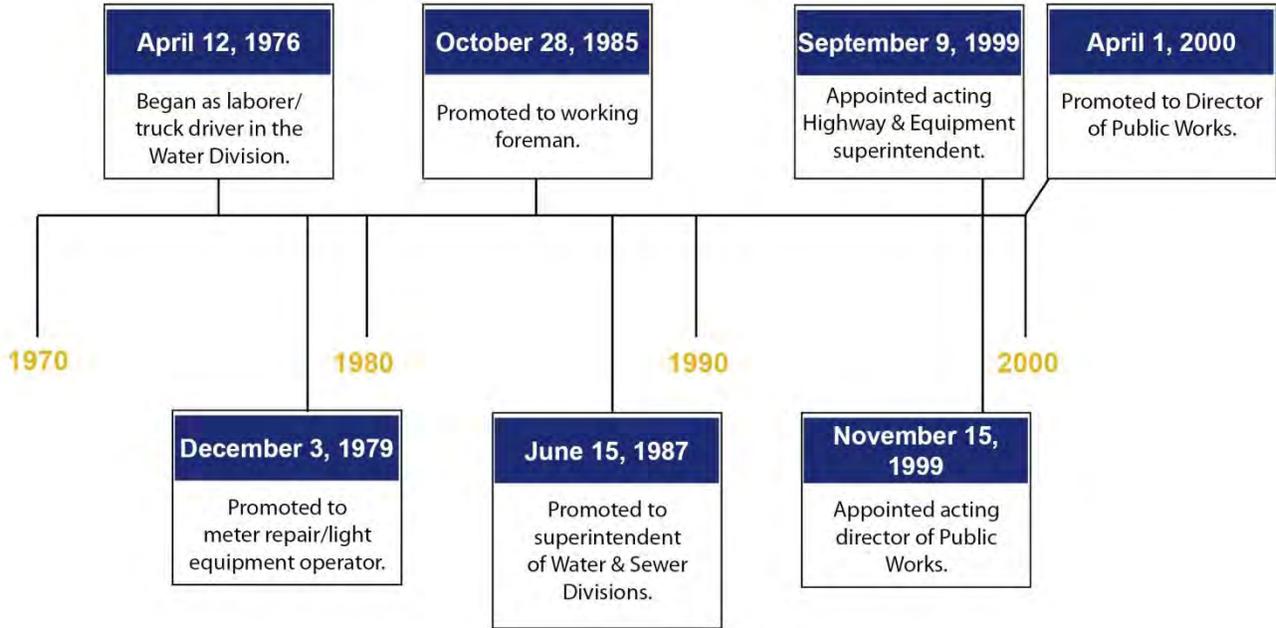
Bill is charged with oversight of an annual operating budget of \$26.4 million and annual capital budget of \$13.6 million. **Maintaining aging infrastructure and ongoing capital improvements in a historic community hosting 100,000 tourists annually is a daily challenge facing Bill. He meets this challenge with competence in public service and commitment to sustainability and innovation.**

Overseeing infrastructure maintenance within any municipality is of the utmost importance. The cost to a community of improperly maintained infrastructure can be immense and compound rapidly. Bill Hadley has been a leader in maintaining the Town's municipal water system, which draws water from the Massachusetts Water Resources Authority (MWRA). He has been recognized by the MWRA for his leadership as a member of its advisory board as well as for his efforts to achieve water conservation. He has further been recognized for his achievements since being elected to the Executive Committee. The Town's efforts to control costs related to waste disposal have been greatly enhanced by Bill's work to encourage residents to recycle. Lexington has one of the highest recycling percentages in the area as efforts are made by the Town to redirect materials from the waste stream. With regard to regional

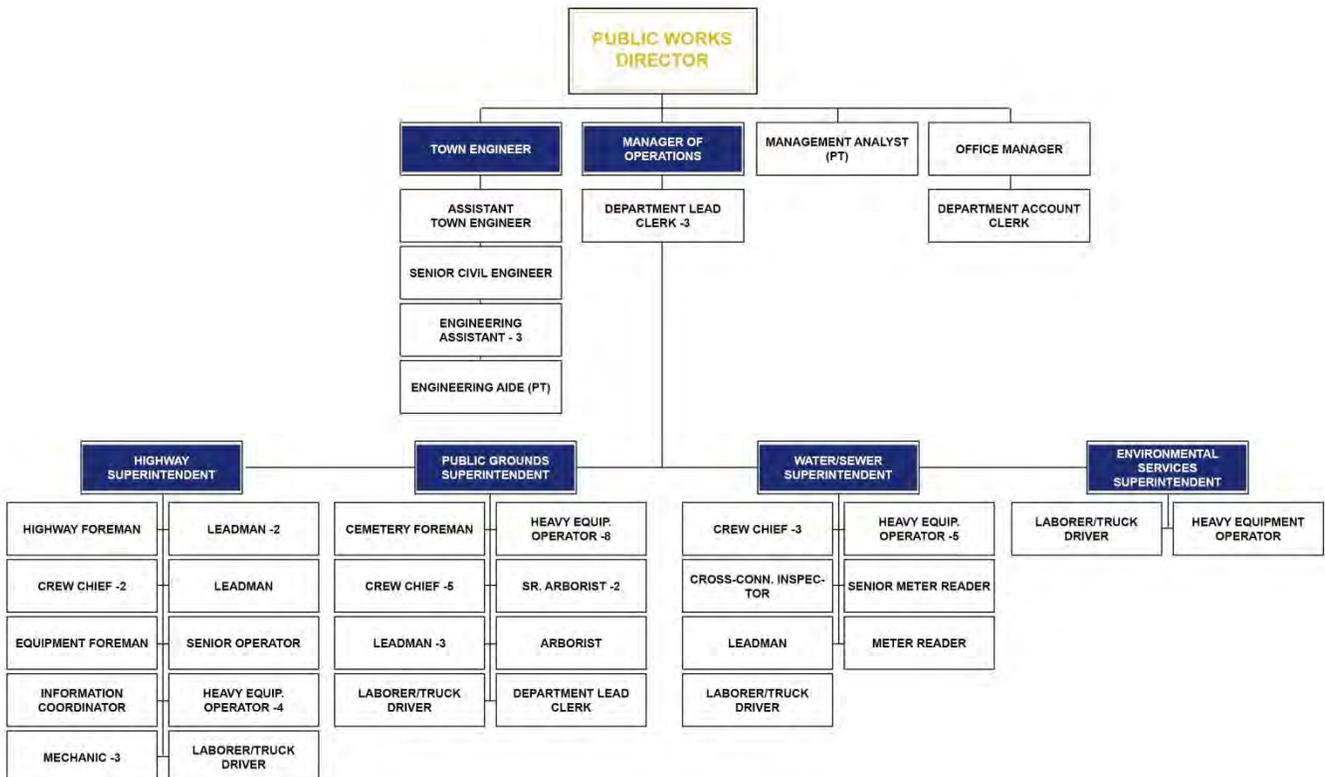
SECTION 3 – EMPLOYMENT RECORD

homeland security, Bill has been a leader through the Northeast Homeland Security Counsel at developing and guiding the implementation of regional homeland security plans as new challenges arise

CAREER TIMELINE



DEPARTMENT ORGANIZATION CHART



SECTION 4 – JOB-RELATED TECHNICAL & MANAGERIAL ACCOMPLISHMENTS

STRONG LEADER AND TEAM BUILDER

Bill Hadley views the DPW as a team of professionals who are dedicated to enhancing the quality of life in Lexington and supporting the town's core values. He has been instrumental in overseeing the professional development of his employees by encouraging them to prepare for and obtain additional licensure and certification. Lexington's DPW employees are a cohesive working team whose members respect and trust one another and have the enthusiasm to work together to meet challenges. With Bill's leadership, every effort is made to maximize the efficient and effective use of resources in supporting and maintaining Lexington's infrastructure, public land, and service programs. Lexington Public Works is committed to public safety and providing prompt, courteous, and high quality service to its customers.



Revolutionizing Public Works - The Town of Lexington, MA Department of Public Works (sporting their APWA shirts) sponsored their annual DPW Day. This is a time when Public Works welcomes the community to its new LEED Silver Samuel Hadley Public Service Building headquarters and offers a close-up look at what the Engineering, Environmental Service, Highway, Public Grounds, Sewer/Water and Transportation Division do on a daily basis. Director of Public Works Bill Hadley (center kneeling) enjoys seeing the excitement in the children as they scurry around with balloons and juice boxes, sitting on mowers, and marveling at DPW staff going sky high in the bucket truck. Other highlights included the pollywogs at the Engineering booth and the worm farm at the recycling station. "It's a good public relations day," said Bill Hadley. "The employees can mingle with the public on a non-emergency basis, and it's an opportunity for the kids and residents to see what we do."

SECTION 4 – JOB-RELATED TECHNICAL & MANAGERIAL ACCOMPLISHMENTS

A GREEN COMMUNITY

Always at the forefront of environmental initiatives, Lexington was among the original communities in Massachusetts, to be ranked a “green community” in May 2010 by the Executive Office of Energy and Environmental Affairs (EOEA). Under EOEA, “The Green Communities Division empowers the Commonwealth’s cities and towns to reduce their energy use and their carbon footprint on the journey towards healthier communities and stronger economies.”

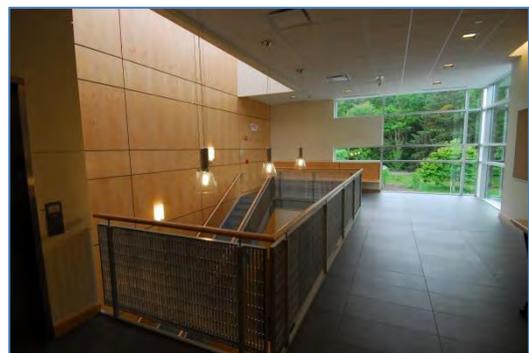


GREEN INITIATIVES UNDER BILL’S LEADERSHIP – Striving to Reduce the Carbon Footprint				
Electric vehicle charge facility	Compost facility – an income generator	LEED® Public Services Facility	Pavement markings promote bike/pedestrian use versus vehicle use	Proposed anaerobic digestion at compost facility to generate renewable energy

AWARD-WINNING “GREEN” NEW PUBLIC SERVICES FACILITY

Among Bill’s most notable accomplishments is Lexington’s 2010 ACEC/MA Engineering Excellence Award-Winning new Public Services Facility. This state-of-the art public services facility incorporates sustainable building approaches and unique engineering applications, and serves as a flagship facility for Lexington Public Works. The facility is providing a safe, healthy workspace for employees while conserving natural resources, preserving the environment, providing efficient equipment storage and civic space for the community, and incorporating the Minuteman Bicycle Trail into its site design.

Completed on time and \$2 million under budget, this project made sustainable design a priority to ultimately earn a Silver certification under the **Leadership in Energy and Environmental Design (LEED) Green Building Rating System™**. The facility incorporates unique programming and design approaches to include siting that maximizes natural day lighting; gravity vents and low-draw ventilation fans for cost-efficient air circulation; cost-effective radiant heating and heating by recycled waste oil; a vegetated green roof and raingarden; and stormwater harvesting for up to 5,000 gallons of non-potable water for public works use – **the first such application in New England. The Samuel Hadley Public Services Building is Bill’s legacy to the department and the community.** It is the first “green” DPW building in New England and one of only five in the country.



All occupied spaces have natural day lighting

SECTION 4 – JOB-RELATED TECHNICAL & MANAGERIAL ACCOMPLISHMENTS

VEHICLE CHARGE FACILITY

On February 27, 2012, the Town of Lexington turned on the juice for its new electric vehicle charging stations. The installation includes two stations with four plug-ins that reach four metered parking spaces at the far end of the lot. As a leader in transportation innovation and sustainable practices, Lexington was awarded the charging stations by the Commonwealth's Department of Environmental Resources. With this installation, the town is playing a significant role in reducing pollution and fossil fuel consumption. Lexington's public charging stations will be available for the nearly 20,000 daily incoming commuters. In awarding the funds, the Department of Environmental Resources gave preference to the 35 recently designated Green Communities, of which Lexington was an original designee.



Ribbon Cutting for Electric Charge Facility

COMPOST FACILITY

Throughout the past decade, the town's compost facility has become an income generator for the town. Bill Hadley has overseen the development and expansion of the compost facility from generating revenue of \$24,063 in FY2003 to \$426,981 in FY2012. Through the operation of the compost facility, the town saves money on waste disposal, as the organic waste is no longer disposed of in landfills and incinerators. Under Bill's leadership, the town cut costs, increased revenue, and helped preserve our environment.

Lexington's Colonial Times featured the compost facility in their September/October 2008 issue, including this excerpt: "When a town composts, disposal fees are reduced and taxes saved. It also reduces air emissions and ash disposal from resource recovery plants and uses the nutrient value of food waste in the creation of compost, a beneficial end product."

In 2011, Bill began investigating the option of incorporating anaerobic digestion to the Lexington Compost Facility by introducing food waste to the yard waste mix and produce electricity from a renewable energy source.



CLIMATE CHANGE

Under Bill's leadership, Lexington has recycled more the 56,000 tons in the past 10 years – saving nearly 1 million trees, conserving 113,000 barrels of oil, preserving 400 million gallons of water, and mitigating more than 170 million lbs. of pollutants.

STREETLIGHT INFRASTRUCTURE

In 2010 Bill oversaw replacement of Lexington's streetlight infrastructure with a new induction light system and compact fluorescent bulbs reducing electricity usage by 45% and saving more than \$120,000 a year.

SECTION 4 – JOB-RELATED TECHNICAL & MANAGERIAL ACCOMPLISHMENTS

PAY AS YOU THROW (PAYT) PROGRAM

One of Bill's initial projects as Director of Public Works was implementation of a PAYT program. For Bill, this project ranks among the most successful and best environmental programs he has been involved with. He has also supported recycling initiatives by hiring a full-time solid waste coordinator to promote Lexington's environmental programs. These initiatives include the regional Minuteman Hazardous Products Facility, Cathode Ray Tube (CRT) collections, school cleanups, and mercury disposal education.

ROAD RESURFACING AND SIDEWALK IMPROVEMENTS

Bill assisted in implementing a \$7 million road resurfacing program by championing a successful debt exclusion vote. Bill spearheaded efforts to implement the roadway asset management program resulting in a funding increase for roadway maintenance and improvements of 70% annually. In just two years, the roadway network has seen a marked improvement demonstrated by a 5 point rise in the pavement condition index. Coupled with the improvements to the roadway conditions, Bill has worked to improve pedestrian and bicycle accommodations throughout town. These improvements include installing over two miles of sidewalk and replacing more than three miles in the same time period, adding more than one hundred and fifty handicapped accessible ramps, and improving pedestrian safety at five signalized intersections. The installation of approximately six miles of bike accommodations, including sharrows and bike lanes, was incorporated into these roadway projects as well.

ACCOMPLISHMENTS IN THE PAST DECADE

- 2012–2013 Leader of equipment cache for 3 regions within the Northeast Homeland Security Regional Advisory Council communities.
- 2011–2013 Exploring anaerobic digestion to process commercial food waste and generate renewable energy.
- 2010–2012 Secured \$3,000,000 in grant funds from the Northeast Region of Homeland Security for equipment distribution for 85 communities.
- 2001-2012 Oversaw development and expansion of the compost facility from generating revenue of \$24,063 in FY2003 to \$414,050 in FY2011.
Supported implementation of a Geographic Information System (GIS) system.
Oversaw town-wide capital improvement projects valuing \$50,794,106.
Introduced improved snow removal techniques to include upgraded sidewalk plows, front-end loader mounted snow blower; and brine machine for pre-storm roadway treatment.
Completed compliance actions related to Phase I EPA stormwater regulations.
Participated in the first three Citizens' Academies to educate residents on town departments.
- 2011 Coordinated emergency response for major snow events in January and February, a hurricane in August, and a snowstorm Halloween weekend that resulted in road closures and loss of utilities.
Received federal grant money for installation of two electric vehicle charging stations.
- 2010 Worked with Facilities Department on energy efficient programs culminating in the designation of Lexington as a "Green Community" from the DEP. This included grant funding for street light conversion and public space solar compactors.
Applied for and qualified for a grant to convert the remaining street light bulbs to energy-efficient induction lighting, saving \$100,000 in energy costs.
Facilitated the designation of Lexington to house a regional cache for the Northeast Regional Advisory Council (NERAC) for emergency equipment storage.

SECTION 4 – JOB-RELATED TECHNICAL & MANAGERIAL ACCOMPLISHMENTS

- 2009 Oversaw LEED Silver designation of DPW facility for staff, vehicles, storage, and functions.
- 2008 Provided uninterrupted service to residents while the DPW staff and vehicles were temporarily deployed to different areas of town during construction of new facility.
- 2007 Planned and managed the move and 18-month transition of staff, vehicles, storage and functions from the old DPW facility to temporary quarters while the new facility was constructed on the same site.
Facilitated the transfer of building maintenance responsibilities from the Public Works to the new Department of Public Facilities.
Oversaw negotiations of a lease agreement with NSTAR and the creation of a new parking lot off Edison Way.
Established a tree nursery with an initial 130 saplings planted for future use.
- 2006 Successfully implemented installation of wire-cut brick sidewalks in the Historic Districts Center.
Participated in the development of an architectural plan for the new DPW facility.
Worked with the school department to explore combining school and municipal custodial and maintenance services.
Successfully negotiated a \$430,947 from Keyspan for resurfacing roadways damaged by November 2005 gas leak.
Worked with Center Committee on connectivity improvements in the center and parking lots.
Began the program of replacing incandescent street light fixtures with energy-efficient compact fluorescent bulbs.
- 2005 Took on the Self-Assessment phase of the APWA Accreditation process.
Assisted Keyspan and Police and Fire Departments during restoration of gas utility service after the November explosion that leveled a residence and threatened many others.
Participated in the dissolution of the 20-year Northeast Solid Waste Committee (NESWC) agreement and provision for trash disposal.
- 2004 Managed major staff reductions caused by early retirements by re-evaluating priorities and shifting necessary workload.
- 2003 As a member of the NESWC, was instrumental in negotiating a new contract to dispose of solid waste at a much lower rate after the expiration of the NESWC contract.
Initiated the first DPW Open House at the Operations Facility in May.
Coordinated the reconstruction of three multi-purpose athletic fields and a playground at Lincoln Park, including installation of a synthetic turf system.
- 2002 Continued to oversee the successful PAYT Program while negotiating a contract extension with the recycling contractor to increase to weekly recycling at no charge to the town.
Due to a technicality, on March 30, the Superior Court ordered Lexington to stop the PAYT program. Bill continued to promote the basic values of PAYT as he oversaw the refund program approved by the Board of Selectmen.
- 2001 Completed the repainting and reconstruction work on two Morgan Road water storage tanks.
Implemented a PAYT trash program after Town Meeting voted to adopt it and the town was awarded a DEP grant.
- 2001 Facilitated the reconstruction of Depot Square by MassHighway through a federal grant by mitigating issues between center business owners and nearby residents.
Recommended the creation of a new position; a solid waste coordinator was subsequently hired.
- 2000 Managed transition of streetlight maintenance program from Boston Edison to in-house repair.
- 2000 Implemented a state-mandated Cathode Ray Tube (CRTs) collection program.
- 2000 Recognized with DEP award for the town's recycling initiatives.

SECTION 5 – INITIAL & LIFELONG PROFESSIONAL EDUCATION

EDUCATION

- 1986 Principles of Management, Middlesex Community College
- 1974 Bachelor of Science, Business Education, Salem State College

CONTINUING EDUCATION

Bill is a life-long learner and a strong advocate of the “Seven Habits” programs promulgated by the Covey Institute. He is a graduate of the Program for Senior Executives in State and Local Government at Harvard University’s Kennedy School of Government. His continuing education includes:

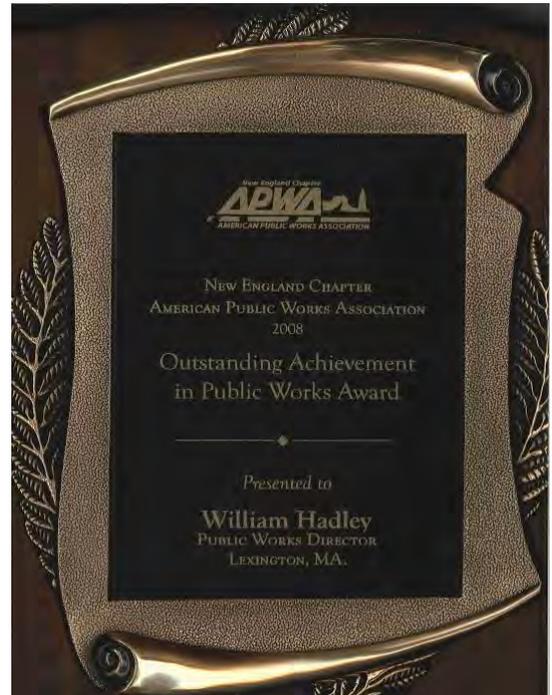
- 2012 Social Media’s Role in Disaster Preparedness, Northeast Homeland Security Regional Advisory Council
- 2012 Massachusetts Department of Transportation (MassDOT) Utility Relocations, Massachusetts Highway Association
- 2012 MassDOT Construction Prequalification Program, Massachusetts Highway Association
- 2011 EBC Solid Waste, Water Resource & Renewable Energy Program: Anaerobic Digestion – From Waste to Resource, Technical Session, Environmental Business Council of New England
- 2011 Certificate of Completion for Massachusetts Emergency Management Agency, Hazmat Awareness (HAZ01) Training
- 2008 Participation in Baystate Roads Program, Pavement Preservation for Municipalities Workshop, Tewksbury, MA
- 2008 Certificate of Training, National Highway Institute, FHWA-NHI-131063 Hot-Mix Asphalt Evaluation and Rehabilitation
- Since 2000 Multiple seminars and workshops from Bay State Roads, New England Water Works, Norfolk Bristol Middlesex Highway Association, Solid Waste Association of North America
- 1997 Executive Program for State and Local Officials, John F. Kennedy School of Government, Harvard University
- 1996 Principle Centered Leadership, Covey Institute
- 1995 Seven Habits of Highly Effective People, Covey Institute
- 1993 Institute for Participatory Management and Planning, Lexington, MA
- 1998-1994 Computer training sponsored by the Town of Lexington, MA
- 1989 Customer Satisfaction, Lexington, MA
- 1983 Leak Detection Seminar, New England Water Works Association, Holliston, MA, MA
- 1982 Pipe Location and Leak Detection, Heath Associates
- 1981 Water Distribution Course, Lowell University

SECTION 7 - PROFESSIONAL INVOLVEMENT

PROFESSIONAL PARTICIPATION

Bill Hadley has been active in professional organizations throughout his career.

- American Federation of State, County and Municipal Employees (AFSCME)
 - Recording Secretary, Local #1703, 1982-1986
 - President, Lexington Chapter, Local #1703, 1976-1986
 - Executive Board Council #93, 1980-1901
- American Public Works Association (New England Chapter)
 - Member, New England Chapter
 - Accreditation Evaluator for the APWA National Accreditation Program
 - Initiated and led town's efforts to become an APWA National Accredited Department
- Massachusetts Water Works Association
 - Recognized in 2003 for more than 20 years of active participation



ADDITIONAL APPOINTMENTS

2012	Elected to the Board of Directors of the New England Chapter of the American Public Works Association
2008-09	Lexington Rotary Guest Speaker
2008	Appointed to newly created Water and Sewer Abatement Board
2006	Appointed as an evaluator for the APWA Accreditation Program
2004	Appointed by Commonwealth's Secretary of Public Safety to represent the public works departments for 85 communities for the Northeast Homeland Security Council. Served on Planning and Training Subcommittee and hosted December meeting for 200 emergency managers. Appointed to Water and Sewer Rate Study Committee
2003	Appointed to DPW Facility/Senior Center Re-evaluation Advisory Committee
2002	Solid Waste Association of North American (SWANA)
2000	Appointed Lexington's representative to Northeast Solid Waste Committee (NESWC)
1998	Lexington's representative to the Massachusetts Water Resources Authority (MWRA) Advisory Board and member of Executive Committee

SECTION 8 - COMMUNITY SERVICE

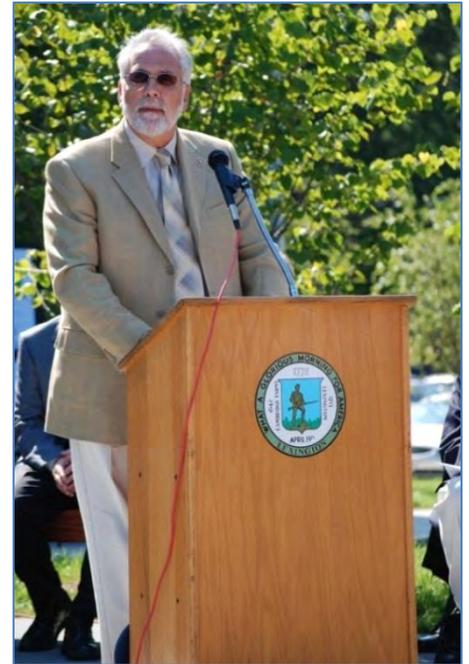
Civic pride and duty are the cornerstones to Bill's approach to public service. He is often times asked to staff or support a board or committee working on a town project. Since 2001, the Town of Lexington has hosted an annual DPW Day under Bill's direction. Bill's committee and community service volunteerism includes:

TOWN OF LEXINGTON

- Member of Center Committee
- Member of Energy Committee
- Member of Water/Sewer Ad Hoc Committee
- Member of Permanent Building Committee
- Member of Sidewalk Committee
- Member of Disability Commission

Collaborative in his approach to working with his peers, customers, and others, Bill regularly volunteers to serve on internal staff teams, such as:

- Vehicle Replacement Team
- Vehicle Use Team
- Wireless Communications Team
- Parking Team
- Water and Sewer Abatement Board



FEDERAL AND STATE

- In 2012, elected Recording Secretary of the Executive Committee of Massachusetts Water Resource Authority Advisory Board.
- In July 2003, the Commonwealth's Secretary of Public Safety appointed Bill to represent Public Works for the Northeast Homeland Security Council, which represents 85 communities and is responsible for developing and guiding implementation of regional homeland security plans driven by regional vulnerabilities.
- Bill represented Lexington on the Executive Board of Northeast Solid Waste Committee (NESWC).
- Since 1994, Bill Hadley has served as an appointed member of the Massachusetts Water Resources Authority (MWRA) Advisory Board. In 1998, he was elected to their Executive Committee.
- Bill actively participates in local, state, and national politics.

CIVIC

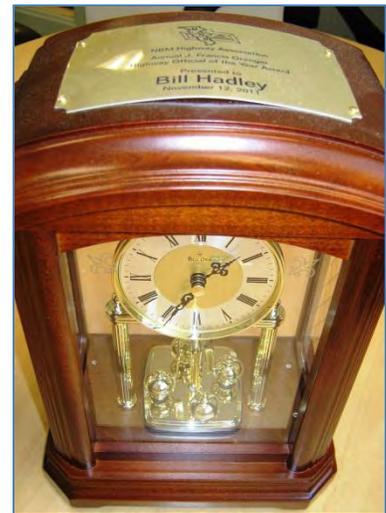
- Lexington Reads, 2008 - 2012
- Elected Town Meeting Member, Billerica
- Board of Directors, Lexington Men's Softball League
- Assistant Coach, Billerica Little League, 1990-1994
- Appointed to Lexington Youth Award Committee, 1986
- Elected Town Meeting Member, Lexington, 1975-1981



SECTION 9 - AWARDS & ACHIEVEMENTS

AWARDS – BILL HADLEY

- **2012** Rotary Club of Lexington, Massachusetts in appreciation of presentation to the Rotary Club
- **2011** J. Francis Granger Award (also known as “The Man of the Year” Award), presented annually to a highway official for outstanding public works service from the Norfolk-Bristol-Middlesex (NBM) Highway Association
- **2003** Massachusetts Water Works Association for Commitment to the water works profession as an active member for over 20 years



AWARDS – LEXINGTON DPW

- **2010** American Council of Engineering Companies of Massachusetts, Engineering Excellence Gold Award to the Town of Lexington, Massachusetts for New Public Services Facility
- **2010** American Public Works Association, Project of the Year Structures for the Samuel Hadley Services Building
- **2008** New England American Public Works Association, Outstanding Achievement in Public Works Award
- **2010** ABC/Green, Building Green Award presented to Lexington Department of Public Work for the Samuel Hadley Services Building
- **2000** Department of Environmental Protection Award for the Town's Recycling Initiatives

CITATIONS FOR LEXINGTON WATER DEPARTMENT

- Multiple Governor's Citation in recognition of “dedicated service in maintaining a safe and abundant supply of clean water” **May 8, 2012 / May 1, 2011 / May 7, 2008 / May 9, 2007**
- Public Water System Award from the Massachusetts Department of Environmental Protection for outstanding performance and achievement in **2011 / 2010 / 2007 / 2006**
- State Senate Official Citation for “dedication in maintaining a safe and abundant supply of clean water,” **May 7, 2008**
- House of Representative's Citation in recognition of “being awarded a Public Water System Award for outstanding performance” on **May 7, 2008**
- House of Representative's Citation in recognition of “creating and maintaining one of the top public drinking water systems in the Commonwealth” on **May 10, 2007**
- Governor's Citation in recognition of “dedicated service in maintaining a safe and abundant supply of clean water” on **May 9, 2007**



The Rotary Club of Lexington, Massachusetts

In your Honor

William Hadley

In appreciation of your presentation to the Rotary Club of Lexington a donation will be made to the Rotary International End Polio Now Campaign to vaccinate 40 children against the polio virus as part of Rotary's global effort to eradicate Polio in the world.



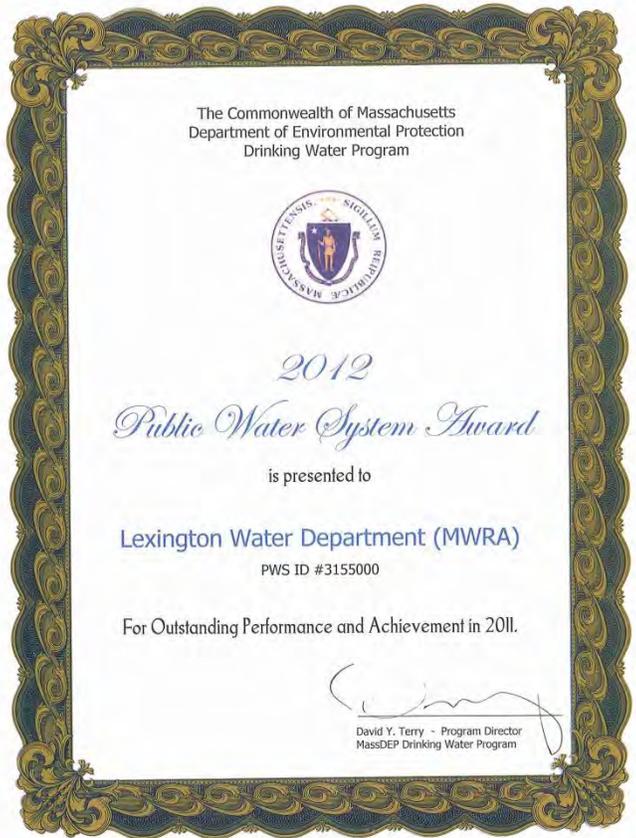
Rotary's End Polio Now Campaign provides the vaccine, operational support, medical personnel, laboratory equipment, and educational materials for health workers and parents.

By making a contribution in your honor to Polio Plus or End Polio Now, the Rotary Club of Lexington has assured that you will be part of the successful eradication of Polio worldwide.



Murry R. Awarick
Murry R. Awarick, President

June 11, 2012



The Commonwealth of Massachusetts



Lexington Water Department (MWRA)

ON BEHALF OF THE CITIZENS OF THE COMMONWEALTH OF MASSACHUSETTS, WE ARE PLEASED TO CONFER UPON YOU THIS GOVERNOR'S CITATION IN RECOGNITION OF YOUR DEDICATED SERVICE TO MAINTAINING A SAFE AND ABUNDANT SUPPLY OF CLEAN WATER AND IN APPRECIATION OF YOUR COMMITMENT TO PROTECTING THIS VALUABLE NATURAL RESOURCE.

THIS EIGHTH DAY OF MAY IN THE YEAR 2012

Deval L. Patrick
DEVAL L. PATRICK
Governor

Timothy P. Murray
TIMOTHY P. MURRAY
Lieutenant Governor

Commonwealth of Massachusetts



Lexington Water Department (MWRA)

ON BEHALF OF THE CITIZENS OF THE COMMONWEALTH OF MASSACHUSETTS, WE ARE PLEASED TO CONFER UPON YOU THIS GOVERNOR'S CITATION IN RECOGNITION OF YOUR DEDICATED SERVICE IN MAINTAINING A SAFE AN ABUNDANT SUPPLY OF CLEAN WATER AND IN APPRECIATION OF YOUR COMMITMENT TO PROTECTING THIS VALUABLE NATURAL RESOURCE.

THIS FIRST DAY OF MAY IN THE YEAR 2011

Deval L. Patrick
DEVAL L. PATRICK
Governor

Timothy P. Murray
TIMOTHY P. MURRAY
Lieutenant Governor



*Building Green
Award*

Presented to

**Lexington DPW
CTA Construction Co., Inc.**

**Lexington DPW - Samuel Hadley
Public Services Building**

For outstanding achievements in
green/sustainable construction

November 18, 2010

ACEC

AMERICAN COUNCIL OF ENGINEERING COMPANIES
OF MASSACHUSETTS

Presents the

2010 Gold Award

to

Town of Lexington, Massachusetts

Honoring Outstanding Professional Design Excellence
for

New Public Services Facility

by

Weston & Sampson Engineers, Inc./HKT Architects, Inc.

March 24, 2010

ACEC/MA Engineering
Excellence Awards Competition



AMERICAN PUBLIC WORKS ASSOCIATION

Project of the Year Award
Structures

\$5 million but less than \$25 million

Presented to the

Town of Lexington, Massachusetts

For the

Samuel Hadley Public Services Building

August 16, 2010



NEW ENGLAND CHAPTER
AMERICAN PUBLIC WORKS ASSOCIATION
2008

Outstanding Achievement
in Public Works Award

Presented to

**William Hadley
PUBLIC WORKS DIRECTOR
LEXINGTON, MA.**

Commonwealth of Massachusetts
 State Senate



Official Citation

Be it Known, that the Massachusetts Senate
 Hereby extends its Congratulations to:

LEXINGTON WATER SUPPLY

In Recognition of:

YOUR DEDICATION IN MAINTAINING A SAFE AND
 ABUNDANT SUPPLY OF CLEAN WATER THERE BY, EARNING
 YOU THE PUBLIC WATER SYSTEM AWARD FOR EXCELLENCE ; and

Be it further known that the Massachusetts
 Senate extends best wishes for continued success;
 that this Citation be duly signed by the
 President of the Senate and attested to and a copy
 thereof transmitted by the Clerk of the Senate.

By: James Murray
 President of the Senate

Attest: William Powell
 Clerk of the Senate

Offered by: Susan C. Fauro
 State Senator SUSAN C. FAURO

Date: May 7, 2008



The Commonwealth of Massachusetts




House of Representatives

Citation

Be it hereby known to all that:
 The House of Representatives hereby
 offers its sincerest congratulations to:

The Lexington Water Department
 In recognition of
 being awarded a Public Water System Award for outstanding performance.

The entire membership extends its very best wishes
 and expresses the hope for future good fortune
 and continued success in all endeavors.

Given this 7th day of May, 2008
 at the State House, Boston, Massachusetts

by: Salvatore F. Di Masi
 Salvatore F. Di Masi
 Speaker of the House

Offered by: Jay R. Kaufman Thomas M. Stanley
 Jay R. Kaufman Thomas M. Stanley
 State Representative




The Commonwealth of Massachusetts
 Department of Environmental Protection
 Drinking Water Program

2008 Public Water System Award

Consecutive System Category

is presented to

Lexington Water Department
 pws id #: 3155000

For Outstanding Performance & Achievement in 2007



David V. Terry, Program Director
 MassDEP Drinking Water Program



The Commonwealth of Massachusetts




House of Representatives

Citation

Be it hereby known to all that:
 The House of Representatives hereby
 offers its sincerest congratulations to:

Lexington Water Department
 In recognition of
 your exemplary utilization of water resources in Lexington. Thank you for your excellence in creating and
 maintaining one of the top public drinking water systems in the Commonwealth.

The entire membership extends its very best wishes
 and expresses the hope for future good fortune
 and continued success in all endeavors.

Given this 10th day of May, 2007
 at the State House, Boston, Massachusetts

by: Salvatore F. Di Masi
 Salvatore F. Di Masi
 Speaker of the House

Offered by: Jay R. Kaufman
 Jay R. Kaufman
 State Representative



