

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*

SLOANE AND WALSH

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TIMOTHY B. SWEETLAND

*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.

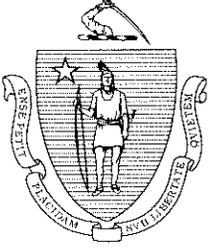
Very truly yours,



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

THE STATE HOUSE, ROOM 34
TEL. (617) 722-2320
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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.

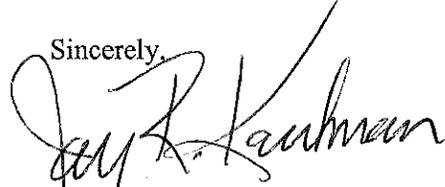
I also recall the national search for a new DPW director for Lexington about a dozen years ago, the search ended with Bill's appointment. Given his quiet leadership, his ever-noticeable expertise and professionalism, and his rapport with both his crews and community officials, it was no surprise that 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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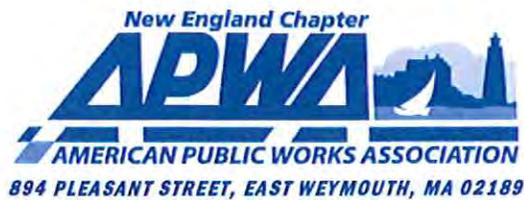
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February 26, 2013

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.

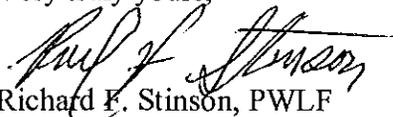
Bill has also played a key role on many community, state and APWA committees, some of which include:

- 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

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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.

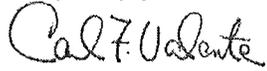
Bill has also been instrumental in a variety of traffic calming efforts in Lexington, a high priority for our community. For many years, Town officials and residents assumed that the speed and travel patterns of commuters are something that could not be changed. By proposing various traffic calming measures,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

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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, 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

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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

DNM/lap

cc: Mr. Richard Benevento, President New England Chapter