



Town of Concord

Town Manager's Operations Report

2025 Volume 12/June 27, 2025

General Administration

Human Resources

We are pleased to offer a monthly update from the Human Resources Department announcing new hires and retirements. We warmly welcome new staff to the Concord team and congratulate our retirees on a successful career and thank them for their contribution to the Concord community.

Economic Development

Food Safety Program Success!

Now that the farm stands are moving into full swing the food safety program is starting to strut its stuff! Back in March local farms and businesses were invited to participate in a voluntary food safety program in collaboration with the Health Department. Completion of the course provided the opportunity to apply for an equipment grant.

Hutchins, Barrett's Mill, Walden Woods Project, Verrill, Wheeler and Scimone Farms all received grants of \$3,000 each of Concord's ARPA funds to purchase fridges, freezers and

June Staffing Updates

Welcome to Concord!

Please join us in welcoming our newest team members! We're excited to have them on board and look forward to their contributions. Be sure to say hello and introduce yourself as they get settled into their new roles. Welcome to the team!

	Joanne Miliano Customer Services Specialist CMLP - Customer Service		Rebecca Schneyer Library Assistant Library
	Daniel Chen Network Engineer CMLP - Broadband		Nancy Stafford Library Assistant Library
	Kevin Monahan Special Police Officer Police		Sara Porth Library Assistant Library
	Katerina Schiavo Water Quality & Resource Protection Intern CPW - Water & Sewer		

Retirements!

As we welcome new employees this month, we also extend our appreciation and best wishes to those retiring from the Town.

	Brian Lefebvre After 31 years of dedicated service, Firefighter Lefebvre is retiring from the Concord Fire Department. We thank him for his unwavering commitment to the safety of our community and wish him all the best in retirement!		Kathi Tew After 21 years of service with Concord Public Works, Kathi is retiring. We congratulate her and wish her a happy and healthy retirement!
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other commercial equipment. The equipment is now kicking into glorious action as the season begins.

Hutchins and Barrett's Mill recently sent photos. At Hutchins, they've filled their retail display freezer with frozen meat from Codman farm. It's modeled by Liv Bigelow of the farm crew from Sudbury. Over at Barrett's Mill, their fridge is full of fresh produce and eggs.

Beyond the public health benefits, this equipment directly helps these

farm stands operate more profitably as they can now expand their product lines and keep perishable items fresher longer.



Third Thursdays



Third Thursdays kicked off in Concord Center on June 19 with live music and interactive entertainment for all ages. The *Maria Frattura Jazz Trio* filled the streets with smooth, sophisticated tunes, creating a perfect atmosphere for an evening out. Families and enjoyed the surprise appearances of beloved puppeteer *Good News Gus*, whose whimsical mini-performances popped up throughout the district, delighting audiences of all ages.

In addition to extended hours at shops, galleries, and eateries, visitors can enjoy sidewalk games, chalk art, and hands-on arts activities. Participating businesses will offer unique in-store experiences and pop-up events—making *Third Thursdays* a standout event on Concord's summer calendar.



Good News Gus and fans

Third Thursdays in Concord Center are presented by the Town of Concord in partnership with the Concord Chamber of Commerce. Programming is supported by the Concord Cultural Council and the Mass Cultural Council as part of the Concord Center Cultural District initiative, which celebrates local arts, commerce, and community spirit.

Police Department

Department Accreditation

The Massachusetts Police Accreditation Commission voted to award Accreditation to the Concord Police Department.

Reaccreditation demonstrates the Department's ongoing commitment to delivering an exemplary level of police service in the community. Accreditation is awarded for a three-year period, ending in June 2028, and presumes functional compliance with program standards between assessments, which includes complying with all new and amended standards adopted by the Commission. Congratulations to the CPD for its leadership and a job well done!



Chief Russell Stevens, MMPAC President, Chief Tom Mulcahy, Capt. Brian Goldman, Lt. Tim Landers, Chief Christopher Delmonte, MMPAC, Vice President

Department of Planning and Land Management (DPLM)

Natural Resources Division

Natural Resources Commission

At the June 11, 2025 NRC meeting, the NRC heard nine filings: three Notice of Intents (NOIs) for a 4-lot subdivision at 874 Barrett's Mill Road; a Request for Determination of Applicability for field and playground updates, and parking and green space enhancements at Thoreau School; an NOI for tree removal at Concord Country Club, an NOI for water chestnut removal in the Sudbury River, an NOI for a garage demolition and new garage and addition and covered porch at 252 Lexington Road; an NOI for a new barn, addition, and deck at 90 Nimrod Drive; and an NOI for an addition and deck at 104 Philip Farm Road. The Commission discussed developing a fee structure for Wetland Bylaw applications and heard from the Highland Street neighborhood on their interest for the Town to acquire Lot A1 at the 17-lot subdivision at 1440 Main Street. Permits were issued for the Thoreau

School site improvements and water chestnut removal, and the remaining hearings continued for more information. The NRC also issued seven Certificates of Compliance for completed projects.

Warner's Pond Task Force

The WPTF met on June 12, 2025, to review the recommendation to the NRC for an adaptive pond management plan and formation of a Warner's Pond Management Committee. Five members voted to support the recommendation, two voted that they could live with the recommendation, and two voted to not endorse the recommendation. The final report to the NRC will be posted to the [WPTF webpage](#). The Task Force held a final meeting on June 23 to review an Open Meeting Law complaint filed for failure to submit minutes in a timely manner.

Building Division

Massachusetts Specialized Energy Code Updates and Fossil Fuel-Free Bylaw Seminar and Discussion Group

The Building and Inspections Division held a meeting on June 25 to discuss the recent amendments to the Massachusetts Specialized Energy Code and Concord's Fossil Fuel-Free Bylaw. The meeting addressed the latest changes to the Energy Conservation Code and how they impact projects, when certain codes are triggered, and what to expect, depending on the project. Also discussed was the Fossil Fuel-Free Bylaw and how it may affect building projects. There was a presentation, with questions and open discussion encouraged.

White Pond

Cyanobacteria Monitoring and Mitigation

The 2024 recreation season at White Pond proved very positive. The A-pods removed more than 600 pounds of pollen from the pond and there was only a small amount of

cyanobacteria in early June. No beach closures or water quality warnings were issued during the 2024 summer recreational season.

As we move into the 2025 recreation season, the Health and Natural Resources Division provides a status on water quality monitoring and mitigation. The Town purchased two sentinel A-Pods from Higgins Environmental in FY25. The devices are designed as giant water filters passively removing cyanobacteria, pollen, and detritus from the water. Pollen in the water is thought to provide extra nutrients for cyanobacteria and



Sentinel A-Pods at White Pond

removing the pollen reduces the amount of cyanobacteria growth. The two sentinel A-pod devices were installed the week of June 2, 2025, at White Pond in the Thoreau Cove area. Maintenance of the sentinels will be undertaken by town staff starting July 1, 2025.

Water sampling will be done as needed, based on water quality observations. The Health Division will determine whether it is appropriate to issue water use advisories for cyanoHABs in accordance with the Mass Dept. of Health, Bureau of Environmental Health Guidelines for recreational water use. Swim beaches will continue to be monitored for E.Coli in accordance with state bathing beach regulations.

If a warning or advisory needs to be posted, the following locations will be posted: the Town Beach, Sachem's Cove, and the Dover Property Owner's Association Beach. This posting will be physically at these locations and online at [White Pond Watershed | Concord, MA \(concordma.gov\)](https://www.concordma.gov/white-pond-watershed). Residents are encouraged to sign up for the Notify Me feature from the Town of Concord website [Notify Me | Concord, MA | CivicEngage \(concordma.gov\)](https://www.concordma.gov/notify-me), which will allow residents to obtain the most up to date public health information.

Summer 2025 Recreation Program

The Massachusetts Department of Conservation and Recreation is temporarily closing large sections of Walden Pond due to the construction of the new bath houses and other upgrades. The limited access to Walden Pond is anticipated to increase interest and traffic at White Pond, especially on weekends. With that in mind, the Recreation Department has

created a summer management plan to mitigate impact, while also maintaining a welcoming environment.

White Pond Operating Schedule

- Now through June 15: *Open weekends only*
- June 16 – August 17: *Open daily, 10:00am – 7:00pm*

Day Passes & Guest Policy

- Day passes will be available on weekdays and may be permitted on weekends depending on traffic and crowding.
- Beginning **June 7**, weekends may intermittently be **limited to members and their guests only**.
- Concord Recreation reserves the right to limit or suspend day pass availability at any time to maintain a safe and enjoyable environment.

Managing Traffic & Access

- Staff will be stationed at the top of the White Pond driveway on high-traffic weekends to:
 - Control traffic using cones
 - Verify memberships
 - Direct cars as needed
- Electronic signage will be used by the Town to share information and manage expectations.
- Access may be limited or closed at any time due to overcrowding.

Check-In & Membership Verification

- A staff member will be present at the beach check-in table during operating hours.
- Lifeguards will be on duty and are responsible for both water safety and helping reinforce swimming rules.

Additional Safety & Cleanliness Measures

- Two additional trash containers will be placed by CPW to help keep the beach clean.
 - Concord Police have added White Pond to their regular patrol route.
 - A police detail is being considered for the July 4 Holiday Weekend.
 - Concord Recreation reserves the right to close the pond during periods of inclement weather, with no lifeguards on duty.
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