



TOWN OF ANDOVER

Town Offices
36 Bartlet Street
Andover, MA 01810
978-623-8225
www.andoverma.gov

January 5, 2015

Daniel H. Kowalski, Chairman and
Members of the Board of Selectmen
Town Offices
Andover, MA 01810

Dear Chairman Kowalski and Members of the Board:

It is my intention to retire as the Town Manager of Andover on June 30, 2015, at the end of my fifth five-year term which will conclude 25 years of dedicated service to the Town of Andover. After much thought and discussion with my wife, sons and close friends, I have decided this is the right time for a transition for me personally, professionally and for the Town. I feel blessed and fortunate that I have had a long and successful tenure and had the opportunity to work with distinguished public officials and outstanding department heads, employees, and volunteers. Personally, my family benefitted greatly from having stability and roots in one terrific community. These next six months will be very important for the Town. I and my senior leadership team will work with you to assist with a smooth and seamless transition.

We all know Andover is a special community. I admire our citizens and their talent, patience and willingness to accept and embrace changes and challenges throughout the years. I've enjoyed working with our department heads and employees in a team approach to improve town services. I've enjoyed working with the business community, from small businesses on Main Street to the large corporations that reside in our industrial parks. Most of all I enjoy our residents; comprised of various ethnic, cultural and religious backgrounds. It has been my privilege and honor to serve them.

I am proud of what we have achieved in Andover in twenty-five years. When I started in 1990, we were happy to be a AA community, and because of the hard work and fiscal restraint of all of us, we have now achieved a AAA rating which we have enjoyed for the past several years.

Andover still has challenges ahead, and based on the way we have dealt with them in the past, I know they will be successfully addressed in the future. I feel good about playing an active role in past successes and having committed my personal and professional life to this wonderful community.

I make this decision with mixed emotions, but the time has come for me to pass the baton to the next generation of leaders in municipal management. This decision is made, as I have made all my decisions as Town Manager; in the best interests of the Town.

As you forge ahead to select the new Town Manager, please know that you have one of the best municipal government teams in the country; comprised of dedicated department heads, employees and volunteer members of boards and committees. These folks work countless hours to make Andover a highly desirable place to live and work.

Working in a collaborative manner, I am confident the transition will go smoothly.

Very truly yours,


Reginald S. Stapczynski
Town Manager

cc: Larry Murphy, Town Clerk