

2011 BOARD OF SELECTMEN/TOWN MANAGER GOALS

BOARD OF SELECTMEN GOALS

1	Support and engage in a semi-annual Strategic Planning Retreat devoted to town-wide policy identification, prioritization, discussion and development with standing boards, committees and management staff.
2	Support town management staff in the streamlining and simplifying of town operations and functions to ensure best use of staff, reduced costs, and efficiencies in allocation of town resources.
3	Maximize contribution of Energy Committee to town. Charge Energy Committee with investigating the water rights within town. Investigate becoming a Green Community to reduce our energy consumption town-wide, and qualify for federal and state grants.

TOWN MANAGER GOALS

1	Develop FY12 base budget without an override in order to assess the impact to town services. Reduce reliance on non-recurring cash reserves.
2	Centralize management and maintenance of all municipal facilities.
3	Manage perchlorate issue to attempt to stabilize plume spread, minimize impact to both residents and town, implement corrective measures, and pursue perchlorate suppliers for settlement.
4	Continue employee recognition, commendation, and support to maintain a positive work environment and retain employees.
5	Implement a system to ensure annual performance reviews of employees, with a merit-based pay increase system for non-union employees. Implement periodic one-on-one meetings with department heads.
6	Create a business development plan for the town and actively recruit the type and quality of businesses the town would like to have (Director of Land Use).
7	Redesign town's sign bylaw and ensure enforcement. (Director of Land Use)
8	Redesign town's cell tower bylaw seeking input from residents and officials. (Director of Land Use)
9	Prepare cost analysis of town's capital and infrastructure needs, including sidewalks, pavement management program, and intersection improvements.
10	Improve traffic calming measures, including reviewing current speed limit signs. Assure strict enforcement of traffic laws.