

2015 SELECTMEN GOALS

(not prioritized)

1. HUMAN RESOURCES:

- a. Fire and DPW Collective Bargaining Agreements – Negotiate agreements to bring forward to the March 2016 Town Meeting.
- b. Human Resources Ad Hoc Committee – HR Committee for non union employees to meet on a quarterly basis to generate dialogue between the BOS, Dept Heads and employees with regard to total compensation including health insurance, working environment, recognition, Town's fiscal position.
- c. Performance Evaluations of Department Heads – Continue performance evaluations for Department Heads including DH feedback to BOS prior to July 1st.
- d. Continue implementation of a town-wide wage matrix

2. COMMUNICATIONS WITH THE PUBLIC:

- a. Identify topics deserving additional communication with the public:
 - Identify best method of communication for these topics
 - Consider all media – GTV, website, social media, newspaper, radio, television, direct mail, message boards
- b. Annual All Boards Meeting – Scheduled for 7:00 pm 5/11/15 at the Institute of Politics.
- c. Community Surveys – identify resources to administer the surveys, frequency, and topics to be surveyed.
- d. Interactive web based forms – identify number of interactive forms on town website, and strive for a 25% increase this year. (This goal needs to wait until we can update the website with a new software version)
- e. Evaluate the effectiveness of the Business Occupancy Project.

3. PROJECT MANAGEMENT:

- a. There are a few large projects that require BOS oversight and involvement.
 - Road Plan Updates
 - Continue implementation of new Finance Software
 - Barnard Land Redevelopment – Long range plan with a phase-in plan was presented to Selectmen and Parks & Recreation Commission on 2/11/13. Phase I (2 rectangular fields, playground and parking) approved by P&R Commission. BOS approved the use of \$42K for new storage system in the pit so that Phase I could be accomplished.
 - Develop a Comprehensive Plan for all building/expansion projects (Fire, Police, Library, P&R, Admin, Grasmere Town Hall)
- b. Project updates provided by Dept. Heads or Sel. Reps. Reports will focus on schedule timelines, budgets, unanticipated problems and/or successes.

4. **BUDGETS:**

- a. Budget Oversight for 2015
 - Board will review 2015 budget expenditures, unanticipated expenses and/or revenues etc. on a monthly basis. Special attention to overtime, staffing, potential cost savings, possible grant opportunities.
 - Dept Head should provide reports to BOS in May, July, September, October, November and December as to any budget deviations in excess of 10% or a prescribed amount set by the BOS.
- b. Budget Preparation for 2016
 - Establish acceptable tax rate increase.
 - Meet with Budget Committee Chair to discuss 2015 budget process, establish ground rules for collaborative meetings if they are to be held, and seek input on Budget Committee goals.
 - Meet with the School Board regarding their CIP in May.
- c. Increase consolidation, streamlining, and efficiency of service delivery
- d. Zero based budgeting discussion

5. **ECONOMIC DEVELOPMENT:**

Develop a plan to retain, expand and attract commercial/industrial development to lessen burden on residential taxpayers while considering the town's natural and historical resources. Steps to accomplish goal:

- a. Identify and meet with entities to explore challenges for economic development including infrastructure i.e. sewer, water, natural gas, etc.
- b. Determine if any entities have identified: specific areas for progressive development; infrastructure needs; funding sources for extending existing infrastructure; develop a timeline for extending infrastructure.
- c. Review EDSAT results and establish a committee (Chairmen of Planning Board, EDC, and Selectmen as well as staff liaisons to these committees) to develop an Economic Development Plan for the town.
- d. Seek results from US Commerce regarding CEDS application; determine grants available to implement any approved CEDS projects.
- e. Develop a marketing strategy to attain this goal.
- f. Establish quarterly meetings with Economic Development Council.