

Town Manager Goal Setting

July 1, 2007 - June 30, 2008

Improve Openness, Communication & Response to Public

Request for Action process, Listening Sessions, Hearings on Important Matters,
Succinct / Meaningful Town Manager Reports; Informational Flyers

Develop and Implement Policies to Structure Town Staff and Functions

Strong Financial Policies, Thorough Personnel Policy, Goal Setting and Evaluation Process, Budget Process

Improve Financial Management & TIF Management

Strong Financial Policies, Involvement & Review of All Financial Matters, Understanding and Monitoring of All
TIF Transactions and Funds; Develop and Implement a Financial Roadmap to Fiscal Health

Provide Meaningful Leadership to Staff

Goal Setting and Evaluation Process, Active Involvement with Staff, Staff
Meetings and Communication of Expectations, Infuse Some Fun / Pride

Improve Highway Department Performance & Morale

Find New Leadership and Structure It to Perform at a High Level, Set Goals for Them, Outline of Seasonal
Expectations w/ Deadlines, Infuse Fun / Pride / Praise

Improve Web Information

Change Web Presence to be More Meaningful and Timely and Open Information

Cut Solid Waste Costs Through Recycling

Research and Work with Board and Residents to Implement Cost Savings Through Better Waste Management

Improve Board of Selectmen Meetings / Town Meeting

Be a Dynamic Resource to Meetings to Make Them Move Along Better, Structure Agendas / Warrants More
Thoughtfully; Answer Any Questions at Town Meeting on Behalf of Selectmen

Improve Budget Process & Format; Be Frugal

Present a User-Friendly, Thorough Budget; Present Budget 10 Days in Advance of Meeting; Reduce Number of
Meetings; Create a Zero Tax Increase or Less Budget

Promote Economic Development

Work with EDC to Make Poland "Open For Business," Use the Press to Promote
Poland's Beauty and Opportunities