

GROTON TOWN MANAGER GOALS AND OBJECTIVES 2016

Approved by the Groton Board of Selectmen on January 7, 2016

1. Operational Support to the Council on Aging

- A. **Goal:** Optimize the COA's long term planning initiative.
- B. **Objective:** The COA will report that your input has been valuable.

2. Communications – Selectmen, Employees and Media

- A. **Goal:** Assure a working environment of respect and trust.
- B. **Objective:** The Board receives no complaints regarding above that it judges to be actionable.

3. Budget Sustainability

- A. **Goal:** Assure that all municipal budgetary commitments are sustainable without requiring undue impact to taxpayers.
- B. **Objectives:**
 - 1. Selectmen agree that all proposed spending is calculated and presented at fully loaded annualized rates and without errors.
 - 2. A plan is presented to the Board of Selectmen and Finance Committee for assuring sustainability of any budget element with an annual cost of greater than \$20,000 that has a projected annual growth of greater than 5%.

4. Budget – Four Corners Sewer

- A. **Goal:** Assure that taxpayers benefit from the investment made in the Four Corner Sewer Project.
- B. **Objective:** Secure 100% third party funding for the construction of the Four Corners Sewer Project.

5. Budget – Other Post-Employment Benefits (OPEB)

- A. **Goal:** Assure that the Town has a strategy for initiating compliance with OPEB Funding.
- B. **Objective:** Propose a strategy that is adopted by the Board of Selectmen for funding the Town's OPEB liability.

6. Budget – Cost Reduction

- A. **Goal:** Assure that the Town is not incurring unnecessary cost.
- B. **Objective:** Propose on or more cost cutting initiatives that will save a total of \$50,000 or more of current costs annually and is adopted and approved by the Board of Selectmen.

Town Manager Goals and Objectives – 2016
page two

7. Professional Education

- A. **Goal:** Advance career as a Town Manager and as an asset to the residents of Groton.
- B. **Objective:** Find and complete one course or meaningful activity approved by the Board of Selectmen that will advance professional development.

8. Community Relations – Non-Profit Community Involvement

- A. **Goal:** Bring the considerable assets, influence and community potential of our local non-profits together in an annual meeting.
- B. **Objective:** Bring the Five non-profits owning the largest set of assessable property to a joint meeting by February 14, 2016.