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.
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.