

FY2026 Performance Based Evaluation - Objectives for Town Administrator

OG #1: Communication

Interpersonal, Community and Customer relations

1. Public Engagement: Develop and enhance public forums to discuss key municipal issues, such as the budget, town operations, projects and initiatives.
2. Operations: Revamp online permitting tools and provide clear how-to and instructions on common town operations.
3. Marketing: Enhance Town's reputation and assets.

OG #2: Belonging

Diversity, Equity and Inclusion

1. Human Rights Commission: Support work including developing priorities and creating an educational/action strategy.
2. Underserved Populations: Enhance understanding of issues facing underserved populations. Seek and implement initiatives to address disparities.
3. Personnel: Support diversity in the workplace.

OG #3: Commitment

Planning, Policy and Action

1. Public Health and Safety: Identify, prioritize and address issues
2. Town/School Partnership: Build strong partnership for the delivery of services, budgeting and operations.
3. Public Works Projects: Implement major projects and ensure adequate resources for ongoing maintenance.

OG #4: Innovation

Ideas, Improvements, Initiative

1. Sustainability/Climate Change: Energy efficiency and community wide efforts.
2. Economic Development: Implement various plans and enhance redevelopment efforts. Apply for grants, create plans, work with businesses.
3. Operations: Increase efficiency and transparency with new processes, technology.

OG #5: Proficiency

Management and Fiscal Responsibility

1. Workforce: Successful recruitment and retention.
2. Finances: Maintain healthy reserve fund balances and review the financial policies for any updates needed to ensure continued fiscal health
3. Capital and Maintenance: Create a robust 5 year capital plan, work on mid and long term project funding options.