

**Fiscal Year 2026 Select Board/Town Manager Goals (Approved 06/02/25)**

Goal	Resp	Comp Date	Comments
<b>Fiscal Management &amp; Visibility</b>			
• Early notification of financial issues	TM	On-going	Report prior to tri-board meeting
• Fee structure evaluation	TM	Q2	Compare communities/expenses
• Additional revenue options	SB, TM	Q2	Identify & evaluate opportunities
• Operational savings options	TM	Q2	Identify & evaluate opportunities
• Collective bargaining (firefighters & dispatchers)	TM	On-going	Contracts expire June 2025
<b>Sewer / Storm Water / Drainage/Water</b>			
• Sewer inflow and infiltration reductions	TM	On-going	Quarterly status update
• Sewer reserve capacity	TM	On-going	Quarterly status update
• Sewer capacity expansion options (MWRA & other)	TM	On-going	Quarterly status update
• Water supply expansion options (MWRA & other)	TM	On-going	Quarterly status update
• Water district consolidation	TM	On-going	Identify & evaluate opportunities
• Sewer infrastructure maintenance	TM	On-going	Quarterly status update
<b>Infrastructure</b>			
• Roads/sidewalks construction and planning	TM	On-going	Quarterly status update
• Underground utility phase 2 project in town center	TM	On-going	Quarterly status update
<b>Town Government Focus Areas</b>			
• 54 Richardson Road PFAS remediation	TM	On-going	PFAS quarterly reporting
• Warren-Pohl Conservation Restriction	TM	On-going	State acceptance
• Koulas Farm Conservation Restriction	TM	On-going	ConCom drafting & property mgmt.
• Traffic – major issues	TM	On-going	Quarterly status update
• Tree planting & invasive management	TM	On-going	Quarterly status update
• Consolidated/regional services	TM	On-going	Quarterly status update
• Business development updates	TM	On-going	Quarterly status update

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<b>Board &amp; Committee Initiatives</b>			
• MSBA – Parker Middle School Project	SB,TM	Ongoing	School Building Committee
• Fire stations construction – Perm. Bldg. Committee	SB,TM	On-going	Design, cost estimate, procurement
• Ledge Road commercial trucking	SB,TM	On-going	Updates as needed
• Open space and recreation plan, accessibility	SB,TM	On-going	Implementation of plan
• Clean Energy and Sustainability	SB,TM	On-going	MVP 2.0, Energy Manager grant
• ADUs/Housing – Planning Board	SB,TM	On-going	Review bylaw outcome
• Pet cemetery evaluation	TM	Q2	Program, finances, and location
<b>Strategic Plan</b>			
• Plan implementation	SB,TM	On-going	Quarterly status update
<b>Process Improvements</b>			
• Gap analysis	TM	Q2	How will findings be implemented
• Reporting on projects and metrics	TM	On-going	Quarterly status update
<b>Policy updates</b>			
• Town Accountant hiring process/timeline	SB	Q4	
• Minutes Policy	SB	Q1	
• Create Committee Manual	SB	Q3	
<b>Volunteer Appreciation</b>			
• Recognize municipal volunteerism	SB,TM	On-going	Volunteer recognition in March
• Civic Academy	SB,TM	Q4	Explore creation and implement
<b>Charter update</b>			
• Language regarding committees	SB	Q1	Public Celebrations Committee