

**Enfield Board of Selectmen
Enfield, New Hampshire**

**SELECTMEN'S RETREAT
June 24, 2006**

Board of Selectmen: Nancy Scovner, Chairman; Curtis Payne; Dominic Albanese

Administrative Staff: Steven Schneider, Town Manager; Ken Daniels, Director of Public Works; Richard Crate, Jr., Chief of Police

INTRODUCTION

The goal of this meeting is to determine how we will develop our organization so that we are successful for the next 5-10-20 years.

The Board discussed the need for a committed, goal oriented workforce. Individuals should be given the authority to get the job done and at the same time be held accountable. Customer service must be the focus. Leadership, honesty and integrity should be rewarded.

COMPENSATION PLAN

A compensation plan should be adaptable and provide options for rewarding employees for exceptional performance. The plan should show respect for the employee, should be on the leading edge rather than playing catch-up. And it is key that the compensation plan be clearly communicated to the employees.

EMPLOYEE DEVELOPMENT

Employee development through education or job appropriate conferences is to be encouraged. Education may be rewarded with monetary compensation if the education relates to the employee's position. Mentoring is also encouraged.

COMMUNICATIONS

The Town should speak with one voice and maintain active communications between management and staff; there should be no surprises. Honesty, open-mindedness and listening are key to effective communications.