

Members present: Kevin M. McCormick Christopher A. Rucho
John W. Hadley Siobhan M. Bohnson

Mr. McCormick convened the special goal setting meeting at 9:00 a.m. The meeting is being held in the Pumpkin Room at the Publick House in Sturbridge.

Outstanding Issues

1. Budget FY2016. Mr. Gaumond reports that he has his first revenue budget done. The ambulance fund is very robust and we are doing relatively well with our vehicle inventory including ambulances, police vehicles and DPW vehicles. We have a robust Capital Fund we can start to use. The operating budgets for this year will be more of a challenge than expected. He will wait until the MMA conference and go with the Governor's numbers. If those are level funded the legislature will add a little.

2. Union contacts due this year. In the past the Board had a designate or liaison assigned to each union contract. He is happy to do whatever the Board would like. He anticipates that the first step will be to meet individually with the two chiefs and the DPW Directors. Then we will have a roundtable with the Board and labor counsel to discuss the board's goals and objectives for the union contracts. He anticipates all three contracts will be completed by July 1. The teachers' contract will expire next year. The Board decided on the following liaisons: Mr. Hadley for DPW, Mr. Rucho for Police and Mr. McCormick for Fire. It was agreed to schedule labor counsel in for the 2nd meeting in February for a negotiation session.

3. Town Accountant/Finance Director plans. The contract with FAA ends on December 31st and the firm is going out of business. We could send out another RFP as the last time we received three responses; one from FAA, a second from a gentleman who has since taken on a Town Administrator position and a third from another firm. Mr. Gaumond will prepare another RFP to see what we can get and he will have a conversation with current Town Accountant Leslie Guertin. Mr. Rucho would like to know what the position of Town Accountant would pay. Mr. Gaumond expects to pay \$80,000 for a full-time position.

4. Building plans for the year. Mr. Hadley and Ms. Bohnson will have a negotiation session with the Bethlehem Baptist Church at 8:00 a.m. on January 26th. We will have an article on the warrant to fund design plans for a new police station.

Discussion of Town Goals

Mr. Gaumond distributed the goals which were submitted. He asked if there were any other goals the Board wished to consider. Suggested additions included a work place employee survey, customer satisfaction survey to get feedback on how we are doing from our residents and users of town hall services, and more promoting of the town through positive data. The following goals were established.

1. Review the site plan review process and make appropriate recommendations
2. Create a Facilities Manager position for all buildings in town including the library and the schools

3. Continue working with the Facilities Implementation & Strategic Planning Committee to build a police station and a senior/community center.
4. Review public works functions in the town to see if a restructuring would be beneficial.
5. Review current elected officials for possibility of appointment
6. Improve the public access opportunities in Town and promote the fact that people are now paid to come in to work the cameras for meetings
7. Works towards increasing the amount of affordable senior housing
8. Advocate for the release of state bond bills funds
9. Seek out development opportunities to repurpose the landfill parcel
10. Promote positive aspects of the community
11. Prepare customer satisfaction surveys for citizens and employees

Board Reminders

Mr. Gaumond reminded Board members to come in over the weekend to sign the warrants. Should a Board member intend to be away on vacation, please don't announce it while at the meeting, just inform the office. With regard to preparation for Selectmen's meetings, Mr. Gaumond noted that if there is anything the Board would like done differently they should just let us know. We rely on them to be prepared and their feedback.

The meeting concluded at 2:00 p.m.

Respectfully submitted,

Nancy E. Lucier, Municipal Assistant

Approved: February 4, 2015

Kevin M. McCormick, Chairman

John W. Hadley, Vice Chairman

Christopher A. Rucho, Clerk

Siobhan M. Bohnson, Selectman