

Recommendations of the Government Review Committee

Kelly Pappas, Chair

Roger Riggs, Co-Chair

Members:

Bob Hogan, Paul Sheehan, Sally Willard, Gary Gianino, Steve Marchese, Charlie Murphy, Mike Runyan

August 13, 2018

Agenda

- Overview of the Committee
- Process
- Recommendations

Overview

- Established by the Board of Selectmen (BOS) in January 2018 to:
 - Conduct an evaluation of the current organizational structure
 - Investigate whether changes are needed to meet the needs of the Town in the future
 - Provide information, options, and recommendations to the BOS relative to the direction the Town may consider

Process

- Submitted a request to all Departments in February, 2018 to elicit interviews with Department Heads, Staff, and Elected Officials
 - Conducted interviews with those who responded
- Conducted interviews of Officials of other towns who have gone through a review process
- Conducted an interview with the Technical Assistance Bureau of the Division of Local Services
- Public Forum held

Recommendations

The members present at the Committee meeting on July 9th, voted unanimously that additional review into the current governmental structure is warranted, based on (but not limited to) the following potential areas of opportunity:

- Elected v. Appointed positions
- Town Manager v. Town Administrator
- Personnel and management reporting structure
- Improved internal and external communication
- 50 years since the last in-depth analysis
- Involve an independent agency to conduct a comprehensive analysis

Options to Consider

- Establish a Charter Commission
 - Requires multiple town wide elections (as defined by the State)
- Revise the Current Bylaws
 - Establish a new Committee to review the Bylaws for review and approval by Town Meeting
 - Extend the current Government Review Committee with a different Charge
 - Create a new Committee, with a new Charge
- Revise the Current Bylaws
 - Utilize the current Bylaw Review Committee established within Town Meeting

The process should be open and transparent

- Public Forums
- Surveys
- BCAT