

Selectboard Strategic Priorities 2023-2024

Improve Organizational Effectiveness:

The Board of Selectmen will encourage continued evaluation of the Town's organizational effectiveness. We will evaluate our own effectiveness in serving the community in our role as the Selectboard, and we will encourage ongoing assessment of all town functions and services including those performed by municipal staff and volunteer committee members.

We take pride in knowing that Plymouth community members benefit from a wide array of high-quality municipal services and we acknowledge there is always room for improvement.

Enhance Community Engagement:

This goal involves creating a public participation process so the Selectboard can better understand and inform the Plymouth community. The Board recognizes there is already a high level of community engagement in Plymouth. We all benefit from the fine work of the talented individuals, and those that attend Town Meetings and who volunteer their service on our many boards and committees. We seek to build upon that strength by engaging with the community and department heads in new ways.

By doing so, we hope to better serve the diverse members of our community with a newsletter and enhanced website functions.

Financial and Economic Stability:

Among the Town's financial goals are to promote long-term financial stability of town operations through sound financial planning and practices. Sound financial practices include, Budgeting, Tax Exempt Organizations review and Uncollected Taxes will continue to be a priority. The Town's ongoing Capital Improvement program needs to remain as a pressing fiscal concern.

The Town has begun to see the result of updated Financial Management Policies adopted over the past year. While the Board expects to continue to see improvement in capital programs, the operations of the town will have to be flexible, creative and efficient to offer sustainable operations into the future. This broad strategic priority area will influence decisions made about public safety, public works and other important direct services such as community planning, housing, conservation, recreation, visitor resources, human services, elder services and others.

Community Development:

The fiscal health of our operations and community remains a strategic priority for the Town of Plymouth. The Selectboard has included Community/Economic Development with a focus on community housing needs with our fiscal goals, understanding that a healthy, vibrant and diverse local economy is integral to our fiscal health. The Planning Board is currently working through our Housing Opportunity Program grant to receive feedback from the Community, and the use of a consultant to look at the current status of housing, Zoning Ordinances and how the Town of Plymouth is zoned.

Additionally, we are currently working with Plymouth State University on Economic Development/Parking concerns through a Cluster Project.

Environmental Sustainability and Infrastructure

Plan for and fund infrastructure resilience in order to create a healthy, sustainable community and maintain and improve the Town's infrastructure to include Roads, Streets, Sidewalks and culverts. Develop and implement solutions that support modern, equitable, comprehensive, safe, and sustainable transportation, town buildings and stormwater infrastructure systems, and leverage and maximize the use of new and emerging technologies.

Employee Retention:

The Selectboard will continue to invest In Employees' Careers. Strategies to Recognize Employees' Contributions, Reassess Compensation, Consider Employee Benefits Packages, Prioritize Work-Life Balance, Create Pathways for Growth, and always strive to Improve Organizational Culture. The Town will focus on efforts to efficiently use our limited staffing and budgetary resources to sustain a high quality of public services and improve accessibility in the Town of Plymouth.

Downtown Drainage Project:

This project is funded, in part, by a \$2.7 million grant from the US Department of Commerce Economic Development Administration (EDA). The project scope, as authorized by EDA is: "The construction of stormwater management infrastructure improvements on Main, Russell and Warren Streets in the downtown commercial district consisting of approximately 4,750 LF of 12-to-30-inch stormwater pipelines; 83 drainage structures; a drainage outfall detention pond south of Main Street; 14,000 SY of roadway reconstruction; 2,500 SY of sidewalk reconstruction; lighting improvements; and other related appurtenances as needed." The Selectboard will continue to be involved in the project as it moves forward, and vows to keep residents advised on the project status on a weekly basis where needed.

Grant Availability:

The Selectboard will continue to aggressively seek government grants which is tax-funded money allocated to projects that serve a public purpose. Legislation determines each grant's funding amount, the types of projects it will fund, and the terms of each grant. Federal grants go through four main phases: Application, pre-award, award, and post-award.

Plymouth State University:

The Selectboard will continue to work with the Administration of Plymouth State University in the negotiation of a new Life Safety Services Agreement 2023-2024. Meetings taking place in April, May and June of 2023.

Community Partnerships: Continue to strengthen partnerships with Plymouth Schools and Neighboring Communities to discuss ways to leverage purchasing procurement and other concerns.