

**Southbridge Town Manager**  
**2015-2016 Goals and Objectives**

**Budget and Facilities**

**Balanced Budget** - Town Manager must work with all Department Heads and Town Accountant to bring forward a balanced budget to the Town Council. This will allow the town move forward in a fiscally prudent manner.

**Facilities Management Plan** - Southbridge has no long term plan in place to deal with the town's current infrastructure. A new plan needs to be developed that looks at current and long term facility needs of the town. This document will provide extreme valuable information to the town to protect our assets.

**Energy Savings Through Efficient Lighting for Town Departments** – Work with utility company to develop a program that saves tax dollars and improves energy efficiency throughout town buildings.

**Professional Staff**

**Hiring of Permanent Police Chief** - Interview companies to establish an appropriate testing process for the Police Chief's exam and select a company to develop a proper assessment. Ensure fairness to all candidates and hire a qualified Police Chief who will lead this important public safety department into the future.

**Hiring of a Permanent DPW Director** – Once the proposed Charter change is approved by voters of Southbridge, the Town Manager will work to hire a qualified professional for the position of DPW Director. This is one of the key staff positions and needs to be filled with a quality candidate.

**Hiring of Town Employees in General** – The Town Manager will ensure that all individuals have an equal opportunity when applying for a position with the town of Southbridge. All hires shall be qualified for the applied position and should be thoroughly vetted prior to being hired for any town position. The Town Manager shall consider the diversity of the community when evaluating candidates.

**Professional Development** – Whenever possible, the Town Manager should provide the opportunity for professional development of employees. The Town Manager should meet regularly with Department Heads to ensure a team environment and do his best to motivate employees to succeed in their goals and objectives. Managers should be reviewed on an annual basis for performance and opportunity for improvement.

**Open and Transparent Government**

**Communication with Town Council and Citizens** - The Town Manager shall keep the Town Council and citizens informed of government activities and promote positive events happening throughout Southbridge.

**Utilize All Sources of Media** – The Town Manager needs to utilize newspapers, newsletters, town website and social media to increase positive communication with all parties. Every effort should be made to highlight the town in a positive way in order to improve the reputation of the town. This will help to increase property values and attract business to our community.

**Positive Relationships with the Southbridge School Administration** – Given the importance of quality education, the Town Manager should work cooperatively with the School Superintendent and School Committee. The Town Council should be kept informed of any issues that may need to be addressed as it relates to the school system.

**Southbridge Bicentennial Celebration** – The 200th anniversary of the town will occur this year. The Town Manager of the town needs to support the efforts of the town to celebrate this special occasion. Coordination of various town departments is needed to ensure the success of numerous events that will be held in honor of this occasion.

### **Business Community and Economic Development**

The town of Southbridge must work with all town businesses to improve their opportunity for successful operations within the community.

**Manufacturing** – The Town Manager should work with existing manufacturers and our new Economic Development Director to improve the business climate and to educate companies as to local and state support. While needing to have established rules and regulations, Town government must work in a cooperative effort to facilitate the needs of the business community.

**Retail** – The Town Manager needs to work with existing retailers to improve the business climate in town. Working with the Economic Development Director, the town should try to re-establish the Downtown Partnership in order to foster communication among all retailers.

**Industrial Park** – While it is understood that the current industrial park has various challenges, the town must make every effort to prepare that land for future development. The property that is available needs to be defined and lots need to be marketed for potential economic development opportunities.

### **Longterm Town Development**

**Master Plan** - The Town Manager needs to work to implement the Southbridge Master Plan and work with all citizens to facilitate the completion of the goals and objectives that have been established by the community.

**Southbridge Airport** – Continue efforts to improve the airport. Work to reopen the airport diner and coordinate activities with regard to the opening of the new administration building. Develop with DPW Director the plan and implementation of a new sewer line to the airport.

**Redevelopment of the Mary E. Wells Jr. High** - Complete Purchase and Sale Agreement with Arch Street Development to redevelop the school into quality rental units for our seniors. Keep the Town Council informed of the progress and work with the developer to help ensure the success of the project.

**Town Solar Project** – The Town Manager will work with all parties to negotiate a Solar Ground Lease with Melink Corporation. The Contract shall offer significant benefits to the town of Southbridge and increase the supply of green energy to grid. This project is important to the town of Southbridge, and the Town Council will have the opportunity to vote to approve the negotiated contract.

**Blight** – For the health, safety and well-being of its citizens, the town of Southbridge believes that it is in their best interest to control Blighted Properties facing foreclosure or otherwise. We would like the Town Manager to work to resolve blight issues and improve the general appearance of the town.

**Building Demolition-** There are many old abandoned residential and commercial properties in town that are in need of demolition. We would like the Town Manager to continue to work with the Building Commissioner to continue efforts to tear down these properties.

### **Education**

**Positive Relationship with Southbridge School District** – In order to provide a quality education for all the children of Southbridge, the Town Manager must work in cooperation with the School Superintendent. He should also review the school budget and be prepared to make recommendations to the Town Council.