

APPROVED 10/19/2022 AND WILL BE EVALUATED BY 5/31/2023												
MANSFIELD TOWN MANAGER & SELECT BOARD GOALS (FY23 & BEYOND)	GOAL #	Goal Details	Target Completion Date	2030 Master Plan Implications?	Is this a SMART Goal: Specific, Measurable, Achievable, Realistic, Timebound?	Responsible Parties	Affiliated Department(s)	Not Initiated	Initiated but not more than 25% completed	Initiated but not more than 50% completed	Initiated but not more than 75% completed	Next Steps
PANDEMIC RESPONSE												
	1	Continued oversight and management of the COVID-19 pandemic.	Unknown	No	✓	Town Manager & Select Board	Health & School Departments				✓	Continued oversight and management of the COVID-19 pandemic. •Meetings of COVID Task Force as necessary; •Optimize receipt and use of emergency Funds (Cares Act, FEMA, American Rescue Plan); •Regular and timely public communications via website and social media outlets
GOVERNANCE												
DIVERSITY, EQUITY & INCLUSION												
	2	Review and analyze the current state of the Town's existing policies and employment practices related to diversity, equity & inclusion to ensure the Town is compliant with federal and state legal mandates. Develop, communicate, and implement a strategy that will address diversity, equity & inclusion issues affecting the Town's workforce, boards, and committees. This will encompass the new DEI Committee.	June 30, 2023	No	difficult to measure	Town Manager/Select Board	Human Resources Dept.		✓			Town & School officials to perform a complete review and analysis of entire HR Department to review existing policies and determine whether staffing needs will be necessary. Target date for this task is on or before 12/31/22. NOTE: Removal of Police & Fire from restrictions of Civil Service will improve Town's hiring flexibility. Also, the Town is currently under contract for understanding the diversity of Mansfield by its socio-demographic data. With the creation of the new DEI Committee, we will be appointing members and begin the process of their meeting sequence along with the Town's consultant.
MANAGEMENT, BUDGET/FINANCE												
	3	Develop and implement a plan to address the absence of APRA Funding beginning in FY2024	May 1, 2023	No	✓	Town Manager/Select Board						Beginning at the end of August 2022, we will be meeting to begin to address the FY2024 budget concerns.
	4	Identify and develop a succession plan for key positions in the Town by the end of this fiscal year.	June 30, 2023	No	✓	Town Manager/Select Board	Human Resources Dept.					Work with Human Resources to identify key positions that need to be included in a succession plan that will highlight those opportunities with internal talent or external considerations.
	5	Evaluate and apply for grant opportunities that will aid the Town towards its needs while offsetting dollars that would be required from the General Fund or Enterprise Funds.	June 30, 2023	Yes	✓	Town Manager/Select Board	All Departments					We will work closely with Town Departments to examine grant opportunities of which we are notified as well as searching for grants for specific needs.
	6	Continued contract negotiations with Town Unions leading to an executed agreement.	June 30, 2023	No	✓	Town Manager/Select Board	All Departments					Have initiated the process with our AFCME Union.
	7	Conduct a land sale for selected Tax-Title Foreclosed Properties	June 30, 2023	No	✓	Town Manager/Select Board	Treasurer/Collector & Assessor					Staff meetings are currently underway to determine appropriate properties to bring to the Committee.
	8	Enhance Budget Information Scope and Content	May 1, 2023		✓	Town Manager/Select Board	Finance Committee					Work with Finance Committee to identify and generate meaningful comparative tax and other financial information for public dissemination.
ECONOMIC DEVELOPMENT												
	9	Complete the environmental remedy at the North Main Street Former Fire Station Property and the associated property transfer	Remedy Date 12/31/2022, Transfer Date 5/1/2023	Yes	✓	Town Manager & Select Board	DPW - Public Buildings				✓	Pending resolution of environmental review (due August, 2022); target for closing is asap
TOWN-WIDE IMPROVEMENTS												
	10	Activate Green Community Program	June 30, 2023	Yes	✓	Town Manager & Select Board	DPW - Public Buildings Dept. & School Dept.					Developing year one program
	11	Successfully implement the relaunch of the Town's improved website	October 1, 2022	No	✓	Town Manager & Select Board	MIS Dept.				✓	Working on finalizing changes with CivicPlus
	12	Complete the Town-wide implementation of MUNIS financial software program	FY2024	No	✓	Town Manager	Town Accountant Dept. & MIS Dept.				✓	Utility billing module nearly complete. Payroll/HR Module implementation scheduled to begin in FY2023
	13	Create a process to ensure implementation of 2020 Master Plan recommendations and vision	ONGOING	Yes	✓	Town Manager & Select Board	Planning Dept.		✓			Meetings with Planning Board to discuss implementation progress should be scheduled at least 2x per year.
	14	Completing the design for redeveloping the Town's property located at 50 West Street for a Council on Aging	June 30, 2023	Yes	✓	Town Manager & Select Board	DPW - Public Buildings					MBC is working with BH+A Architects and will provide periodic updates
	15	Increase communication to residents and businesses, to build awareness and transparency. Utilize various channels of communication; Website, Cable Access, Social Media, Town Newsletter	ONGOING	No	✓	Town Manager & Select Board						