

Select Board Goals

2023-2024

Focus Area 1: Improve Communication and Increase Transparency

1. Review social media policies.

Next Steps: The Human Resources Department, in partnership with the Town Manager, Director of Communications, and Legal Counsel, are reviewing and amending social media policies, which will be implemented in FY24.

2. Use technology to communicate more effectively and efficiently.

Next Steps: The Select Board will collaborate with the School Department to convene a working group to create and execute a new information technology vision for the Town in the coming year.

3. Implement dashboard technology for town services.

Next Steps: The Town will continue to implement OpenGov software in the Building, Engineering, Planning, Health, and Town Manager's Departments in FY24. This software includes dashboard technology. The refreshed Town website will incorporate citizen services functionality for Public Works requests, Town Clerk, and general inquiries.

4. Move to digital agendas for Town Boards and Committees.

Next Steps: The Town Manager's Office has begun implementing Peak Agenda software for Select Board agendas. Other Town boards and committees will move to digital agendas in a phased process in FY24.

5. Create a digital Town-wide calendar for Town facility room bookings.

Next Steps: The Town Manager's Office will work with the Director of Communications and IT Department to publish a process to streamline Town facility room bookings.

6. Create a customer-friendly atmosphere in Town Hall.

Next Steps: The Assistant Town Manager will work with the Director of the Council on Aging to implement a volunteer Town Hall greeter program in FY24.

7. Increase accessible information about Town departments, services, and processes.

Next Steps: The Town Manager's Office will explore implementing a Citizen Academy or Town Hall 101 to create accessible information about Town operations.

Focus Area 2: Support Modern Governance, Enhance Intragovernmental Relations, and Foster a Culture of Excellence

1. Create a mission statement and organizational values.

Next Steps: The Town Manager and Assistant Town Manger will work with the Select Board to draft a mission statement and organizational values to be adopted in FY24.

2. Evaluate appointed committees for continued needs and support.

Next Steps: The Town Manager's Office will work with staff liaisons and committee representatives to evaluate how to best support appointed committees.

3. Review Board and Committee appointment process.

Next Steps: The Assistant Town Manager will work with the Select Board to review the process for appointing members to Town boards and committees.

4. Create an orientation policy handbook for elected and appointed officials.

Next Steps: The Town Manager's Office, Town Clerk's Office, and Town Counsel will collaborate to develop a policy handbook in FY24.

5. Develop policies and procedures to recruit a diverse Town workforce.

Next Steps: The Town Manager's Office, in collaboration with the Human Resources Department, started demographic study of the Town's workforce in FY23. Working with the Town's consultant, the UMass Collins Center, the Town will develop recommendations based on this study in FY24.

Focus Area 3: Maintain and Improve Financial Health and Stability of Community

1. Develop a strategy to control the cost of solid waste management.

Next Steps: The Town Manager's Office will collaborate with the Department of Public Works and the Select Board to research options to mitigate the future cost of waste management, including Pay as You Throw (PAYT) options for trash and recycling.

2. Negotiate contracts that balance financial realities with goals for effective, efficient delivery of services.

Next Steps: The Town Manager will negotiate with collective bargaining units in FY24 using the Long-Range Financial Forecast as a framework for sustainable personnel increases.

3. Mitigate tax increases for Dedham residents.

Next Steps: The Town Manager and Finance Director will explore options for revenue generation, utilizing grant funding, and responsible expenditure growth to offset the property tax levy.

Focus Area: Continue to Improve Community Facilities, Resources, and Amenities

1. Create a plan for the Keystone Parking Lot

Next Steps: The Town Manager will collaborate with the Select Board on a renewed plan for the Keystone Parking Lot in FY24.

2. Champion efforts to develop the Town's climate resiliency and mitigation strategies.

Next Steps: The Planning Department, Town Manager's Office, Sustainability Committee, and Select Board will collaborate to implement recommendations from the Resiliency/Climate Action Plan and the Hazard Mitigation Plan which may include projects in the FY25 budget.

3. Support policies to incentivize sustainable housing development.

Next Steps: The Planning Department will collaborate with the Town Manager's Office, Planning Board, and Select Board to implement recommendations from the Dedham Master Plan after its adoption.

4. Create a plan for the former Transfer Station.

Next Steps: The Select Board has established a working group to study future use of the site. A report from the re-use committee is expected in late 2023. The Department of Public Works will oversee demolition of the smokestack in FY24. All cellular equipment has been deactivated and the final lease expired in July 2023.

5. Address Town-Wide Transportation Issues.

Next Steps: The Select Board appointed the Transportation Safety Working Group in early 2022 to review Town-wide traffic safety. As a result of the work of this group, the Engineering Department applied for and was awarded a Safe Streets and Roads for All Grant (SS4A) in the amount of \$207,841.44 that will be used to develop a Local Roads Safety Plan (LRSP). In addition, the Select Board will continue to work with the Transportation Advisory Committee and Active Transportation Working Group to review and implement safety improvements to the Town's transportation network.