



SELECTMEN'S MINUTES  
MONDAY MARCH 2, 2020

Present: Parker Lord, John Kiker, Steven Mattson, Bob Cope

The meeting was called to order at 3:30 P.M. and the minutes of the February 18 and February 24, 2020 meetings were accepted.

The board discussed and approved the formation of a committee to study the succession planning needs of the town. The charge to the committee and its potential membership are attached. The board will appoint members of the committee at the next Board of Selectmen meeting and thereafter as members agree to their appointment.

The board was made aware of a recent donation by a resident of approximately 152 acres to the state to expand the Nehantic State Forest and we welcome the protection of such a large parcel within town.

Selectman Kiker is again expanding the information provided in the town's website by adding descriptions of the town departments. The intention of the board is to provide residents with more information concerning their town government structure and the people involved. These descriptions will rollout as they become available.

There being no further business, the meeting was adjourned at 3:52 P.M.

Respectfully submitted,

Steven Mattson  
For the Board of Selectmen

# Succession Planning Committee

## Mission / Charge:

- To recognize the difficulty in filling positions with local talent as the present town leadership ages and moves on.
- To fully research the options available to the town to attract and retain the expertise needed to competently manage the town into the future.
  - To recognize the ultimate superiority of the ballot box in determining future leadership in elected positions ... with its inherent benefits and risks.
- To create and recommend actions which will remove or reduce obstacles to attracting needed talent for elected, hired and appointed offices.

## Proposed membership:

- Major elected officials:
  - 3 selectmen.
  - BOF chair.
  - P&Z chair.
  - ZBA chair.
- Up to 4 additional members recommended by each town political committee to maintain a political balance.
- 1 to 3 at-large residents.

## Expectations:

- Recommendations of actions that can be taken to remove obstacles &/or needs of the town for the future.
- Target of early fall 2020 for completion.