



SELECTMEN'S MINUTES
MONDAY NOVEMBER 16, 2020

Present: Parker Lord, John Kiker, Steven Mattson

The meeting was called to order at 3:32 P.M. and the minutes of the previous meeting were accepted.

The board approved the 2021 meeting schedule.

Selectman Kiker updated the board on Zoom capabilities for holding a hybrid town meeting where residents can participate and vote on agenda items without in-person attendance.

The board discussed the progress of the Succession Planning Committee that they formed on March 2, 2020. The board had believed that a discussion of preparing the future leadership of town government was a prime responsibility of the Board of Selectmen and other town leaders. The advisory committee was formed to address the 19 positions nearing or exceeding retirement age and ways to manage these upcoming transitions. (The charge to this committee is attached to the minutes as reference).

The consensus of the board was that the committee has focused exclusively on governance and has made little progress in meeting the overall charge. Misinformation has been spread in town and may result in the inability of the commission to bring forward any recommendations supported by a large majority of its members.

The board then discussed disbanding the committee in recognition that the results may not fulfill the original charge and to reduce the level of concern being felt in town based upon misinformation spread. The board voted to give the First Selectman the authority to disband the Succession Planning Committee at any time following an assessment of the progress made at the next committee meeting in addressing the charge.

TRF

There being no further business, the meeting was adjourned at 4:26 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.