

Town of Lyme, CT

Succession Planning Committee Final Report\*

December 2, 2020

Background

The Board of Selectmen formed the Succession Planning Committee on March 2, 2020. The committee was created to research options available to Lyme to elect, hire, or appoint competent leadership to manage the Town and to recognize, research, and recommend actions to remove or reduce roadblocks to identifying talented people for elected, hired, and appointed positions.

Committee Membership:

Dan Hagan, Chairman  
Bernie Gigilotti  
Mac Godley  
John Kiker, Selectman  
Dave Lahm,  
Parker Lord, Selectman  
Steve Mattson, First Selectman  
Claire Sauer  
Dave Tiffany  
Susan Tyler

Committee Charge

Mission/Charge:

- To recognize the difficulty in filling positions with local talent as 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 political balance.
- 1-3 at-large residents

Expectations:

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

Committee Meeting Schedule:

2020 Committee Meetings were held via Zoom or in the Lyme Town Hall Meeting Room:

July 8

July 22

August 5

August 19

September 2

September 16

October 21

November 18

December 2

Meeting Minutes are on file in the Town Hall and available on-line at

<https://townlyme.org/succession-planning-committee-meeting-minutes/>

In addition, several meetings were held by the Succession Plan Work Group and the Town Governance Work Group.

Committee Recommendations

1. Implement Option #3 (Selectmen, Town Meeting with additional staff.) Any staff addition would be processed through the normal approval chain.
2. Recommend the position of Treasurer be changed from an elected position to a hired/appointed position.

\*Approved by the Succession Planning Committee at the December 2, 2020, Meeting.