

Welcome to the Town of Charlton, Massachusetts



Presentation of the Government Study Committee

Annual Town Meeting - May 16, 2016
Charlton Middle School

Committee Background

The GSC was formed at the May 18, 2015 ATM, Article 15:

“To see if the Town will vote (a) to authorize the Board of Selectmen to create a purely advisory government study committee, and report back to Town Meeting with any recommendations for possible improvements to the current form and processes of Charlton town government, (b) such committee to be composed of: one appointee by the Bylaw committee; one appointee by the Personnel Board; two appointees by the Moderator; and three members at large appointed by the Board of Selectmen, (c) the term of such committee to be for one year, or take any action relative thereto or thereon.”

Committee Members

Stephen M. Coleman Jr., Chairman

Joshua “Jordan” Evans, Secretary

Karen Spiewak

Kathleen Walker

Susan Gelb

Jean Vincent

Fred Pappalardo

Mission

- Did not seek to find problems that didn't exist.
- Created to review if the current form of government meets our needs.
 - Bylaw vs. Charter
 - Town Administrator vs. Town Manager
 - Open Town Meeting vs. Elected Town Meeting
 - Consolidation of Departments such as a DPW

Approach

- Went into the process with a very simple question and statement.
 - “Does our current form of government hamper you from doing your job in anyway”?
 - Any residents that wanted to comment on our form of government or make any recommendations were encouraged to email the committee at **gsc@townofcharlton.net**

Approach cont.

- Reviewed white paper reports and other studies from municipalities that went through a similar process.
- Met with the MMA to discuss our options as a community regarding a change in government.

Analysis

- SWOT Analysis was used.
 - Strengths
 - Weaknesses
 - Opportunities
 - Threats

Changes Recommended

At this time the committee is recommending **NO** changes in our current form of government.

HOWEVER, the committee did identify several issues that we feel need to be investigated from an operational perspective.

Committee Recommendations

- Creation of a Human Resource Department.
- Creation of a “Finance Director” that would assume the roles of the retiring Treasurer and Collector.
- Changing the position of Constable from elected to appointed.
- Restore the position of Local Building Inspector and adopt M.G.L. Ch.43c S.13 (consolidated dept. of inspections)
- Town needs to work on clarifying the “chain of command” with an organizational chart.

Committee Recommendations cont.

- Work towards strengthening employee moral and overall trust with town employees.
- Restore the hours & wages of the Town Planner.
- Works towards annual employee evaluations for all town employees.
- Work towards minimizing leadership fatigue.
- BOS and TA should investigate ways to maintain and increase volunteers.

Town Meeting Motion

To see if the town will vote: to direct the Board of Selectmen to discuss at a regularly scheduled meeting of the Board prior to July 1, 2016 each recommendation outlined in the white paper report authored by the Government Study Committee; and to authorize the Board: (a) to determine what action, if any, shall be taken as to such recommendations; (b) to form a Strategic Action Planning Committee, if in the Board's judgment such is needed or advisable to assist in moving forward with creating an action plan to implement such recommendations, if any, as the Board deems appropriate; (c) to create and implement such a plan to the extent that the Board already has the authority under the Mass. General Laws, Charlton bylaws or other Mass. law to do so, but subject to any existing legal limitations on such authority, including the need for town meeting funding, if any were to be required for any such action; and (d) to report back to the annual town meeting in May 2017 with any action taken, if any, as to the foregoing and as to anything relative thereto or thereon.

Questions?