

# Warrant Article for April

- Proposed Change
  - Implement Main Recommendation of Town Government Study Committee
    - Town Manager
    - 5 Person Board of Selectmen
- How
  - Special Municipal Legislation
  - Create Drafting Committee April 2011 ATM
    - Warrant Article to create Moderator appointed committee
  - Approve legislation draft April 2012 ATM, latest
  - Completion by State estimated 2012 to early 2013
    - About two years from now it can be done

# Why make this change?

- Improve management by
  - Separate management from oversight
    - Today: BOS manages. Oversight missing.
    - Proposal:
      - Town Manager manages
      - BOS provides oversight and policy
  - Reduce BOS time commitment
    - More like a corporate board
    - Gain access to wider group of volunteers
  - Five Person Board
    - Fits the oversight mission better
      - More diverse input
    - More flexibility in meeting quorum needs
- All adjacent Towns have this structure
- This was main recommendation of TGSC

# FAQ

- Is it broken now?
  - Yes
    - We have seen mistakes that appear to be the result of a lack of a separate oversight function – a lack of reflective distance
- Is this about blaming someone for errors?
  - No
    - Bad management structures cause mistakes
    - But, if we don't fix the structure, it will be our fault for not doing so
    - We have the TGSC recommendation. Time to act now.
- Will this eliminate mistakes?
  - No
    - All managements make mistakes even those paid 100 times more than we can afford
      - DEC, Wang, TWA ...
    - But, this structure, **separating management from oversight reduces mistakes**

# The Warrant for April

- “To see if the Town will act to create a Committee of five members, 'The Drafting Committee for Town Manager Legislation', appointed by the Moderator, to draft special municipal legislation whose purpose shall be to enact a Town Manager form of government with an elected Board of Selectmen, consisting of five persons, this Committee to present the proposed legislation in a Warrant for consideration by the Annual Town Meeting of 2012, or such earlier Special Town Meeting as may arise; further, to raise and appropriate or transfer and appropriate a sum of money for the purpose of providing legal counsel to said Committee, or act or do anything in relation thereto.”
- Open for signatures through December 1
  - Currently has more than required 10 signatures
- We welcome additional signatures

# What about other changes?

- TGSC made further recommendations
  - For example, HR manager
  - Consider appointed Town Clerk
- Answer: Process is Open
  - Drafting Committee could decide to include such changes in its draft
    - Not prohibited from doing so
    - But, could decide to leave it for future change
      - Many such can be done without legislative action
  - Town Meeting could amend a draft
  - Many ways such changes could happen
- Point now, however, is to move forward on the main recommendation

# Why not a Charter Commission?

- Would have been ok, but didn't happen
  - Proven hard to do ~900 signatures needed
  - No strong advantage
  - Some disadvantages
    - Operates outside all our normal processes
      - No Town Meeting review
      - No review by regular committees or boards
- It's time to use another approach
  - Sudbury, and many other communities, have made this change using SML method

# Summary

- We had a Study Committee
  - They recommended this action
  - We shouldn't watch an over-worked BOS struggle, and do nothing about it
- All surrounding Towns have this
- We can get it done this way
  
- **Time now**
  - Join together to make this happen