



## **Natick Board of Selectmen**

### **Values and Vision as Basis for Goals - 2019**

#### **Smart Growth and Economic Development**

The Board's vision is to promote an ever more thriving community which attracts people from all walks of life. The Board values the character, vitality, cultural focus, and long-term viability of downtown Natick. The Board values the Town's strong commercial base and, in particular, supports the growth of the life sciences industry, and the long-term success of the Golden Triangle.

The Board recognizes that people come to Natick for its first class schools, its strong sense of community, and its affordability relative to nearby communities. The Board therefore believes that goals should be developed and updated with these interests in mind.

#### **Quality of Life for All**

The Board values improving the quality of life for residents of all ages. The Board's vision is to support responsible management and maintenance of capital infrastructure and critical assets, such as roadways and sidewalks, major buildings, and natural resources, as well as mitigation of traffic, safety and accessibility concerns. The Board's vision also includes enhancement of Town services.

The Board prioritizes improving the quality of life for all residents in an economically and environmentally-sustainable manner.

#### **Financial Predictability**

The Board values long-term financial planning, driven by strategic modeling, prudent fiscal management, informed decision making, and a view towards affordability. The Board supports open and honest discussion about whether existing services should be increased, reduced, or eliminated, whether new services should be created, and how to prioritize given budget constraints.

The Board values balanced outcomes, such as negotiation of sustainable and fair compensation (e.g., CBAs) and active management of major expense drivers (e.g., health care and pensions) while maintaining the ability to attract and retain employees.

#### **Community Governance and Engagement**

The Board values transparency, policy-driven long term strategic thinking and planning, and process-oriented and consistent implementation. The Board values communication and collaboration with all stakeholders.

The Board values its citizen volunteers, recognizing that the Town could not function without them, and therefore wishes to nurture those relationships. At the same time, the Board values new voices and perspectives, so it wishes to encourage broader civic engagement.

Perhaps most importantly, the Board values its dedicated Town employees, whether full or part-time, union or non-union, seasonal or year-round. The Board places a high premium on attracting, developing, and retaining a strong, engaged workforce, and believes that providing competitive and fair compensation and benefits is a key factor in this regard.

Generally speaking, the Board encourages the Administration to constantly challenge the status quo, pursue operational efficiencies, and find a better way to meet Natick's needs.

Adopted March 25, 2019 – Board of Selectmen

Amy K. Mistrot, Chairman; Susan G. Salamoff, Vice Chairman; Michael J. Hickey Jr., Clerk;  
Jonathan H. Freedman; Richard P. Jennett, Jr.