FY 2025 - 2026 Select Board & Town Manager Goals			Notes
Category/Goal	**Responsibility**		**Notes**
	SB	**TM**	
ORGANIZATIONAL, STRATEGIC AND LONG-RANGE FINANCIAL PLANNING			
Long Range Planning Committee- Update existing multi-year financial plan while also considering opportunities to reduce the Town's structural deficit in preparation for future multi-year financial plans; work with the Budget and Revenue Taskforce to identify financial impact of the next potential override.	X	X	
Deliverable – The Chair or designee will provide an update to the Select Board following meetings of the Long Range Planning Committee	X		
Deliverable – The Town Manager or designee will present updates regarding the Long Range Plan and current operating results to the Board on a quarterly basis		X	
Deliverable – The Board will call a meeting of the Budget and Revenue Taskforce at least once per year	X		
Deliverable – Work to better demonstrate or illustrate impacts of cost increases, inflation, and contractual increases on the Town's budget; engage and inform the public regarding potential service level impacts related to overrides	X	X	
ARPA- Review, update and report on ARPA spending to date; re-commit as necessary any previously obligated funds that remain unspent in advance of the 12/31/2024 Treasury Deadline for executing contracts		X	
Personnel- Formulate a benchmark and data-driven plan for Arlington to remain a competitive municipal employer with the ability to attract and retain a diverse and talented workforce		X	
Investments- Work with stakeholders to update and implement new Investment Policy reflective of changes approved by Town Meeting; ensure all funds on deposit are well-distributed across depository institutions, diversified, and earning as much interest as possible		X	
Financial Policies- Update and expand Internal Controls Manual; incorporate fraud risk assessment; create integrated financial policy manual for Town & Schools in conjunction with Supt. & Asst. Supt. to formally document practices and processes		X	
Grants- Create dashboard or annual report that showcases grant awards (both Town and Schools) in one location to track how much outside funding has been received		X	
CAPITAL PROJECTS AND MAINTENANCE	**SB**	**TM**	
Town Hall- Finish restoration of Hearing Room and return space to beneficial use; develop a plan, timeline and funding strategy for the restoration of the Town Hall Envelope; implement other accessibility improvements including wayfinding kiosk and new directory signage.		X	
Arlington High School- Work with the Arlington High School Building Committee on managing the AHS Building Project		X	
Library Construction- Work with the Library Director and Library Board of Trustees in advancing the MPLCP Planning & Design Grant, if awarded, in October 2024	X	X	
Pavement Management- Conduct new Pavement Inventory and Condition Evaluation to generate new Pavement Management Report; provide report to Capital Planning Committee; communicate pavement management techniques and plans to the public as developed		X	
Mystic St. Bridge -Begin detailed planning and construction on this complicated, long overdue project (2017 MassDOT grant); coordinate with 4 private utilities on phased relocations; message significant traffic and parking impacts to the community		X	
Mass Ave. & Appleton Sts- If awarded the MassWorks grant, proceed to bidding and construction phase		X	
Energy Management- Work with the Facilities Department to identify strategies for reducing energy costs (currently $3.3M annually) across the organization		X	
ZEV Policy- Operationalize new policy in capital planning process for FY26; provide checklist for requests	X	X	

COMMUNITY PLANNING AND DEVELOPMENT, LAND USE, ECONOMIC DEVELOPMENT	SB	TM	
Master Plan Update- Engage with Advisory Committee (AMPUp) to conduct RFP for consultant; identify funding sources as needed to complete scope of work; support ongoing work through guidance and participation in process	X	X	
EV Charging- Work with stakeholders to identify locations for EV charging infrastructure on Town property, with a focus on identifying location for DC fast chargers to support continued electrification of school bus fleet		X	
Arlington 250- Continue working with Arlington 250 committee and Battle Road communities to plan and manage events, including large scale re-enactment; make streetscape and beautification improvements in advance of celebration	X	X	
Zoning- Work with DPCD and ARB on plans to update and simplify the Heights Business District via pursuit of zoning amendments at Town Meeting that will encourage mixed-use development, continuing with work outlined in 2019 Heights Action Plan	X	X	
Columbarium- Continue work with the Cemetery Commission to make site improvements to increase current niche sales		X	
Host Community Agreements - Review existing HCAs for compliance with current terms of the agreements, and the need to revise for compliance with new Cannabis Control Commission regulations; consider whether marijuana-related zoning provisions should be revisited.	X	X	
Mugar - Work to oppose the current proposal for the Mugar property, protect the wetlands contained within the property, and work toward the best outcome for the property, the neighborhood, and the Town	X		
Alewife Brook - Communicate and coordinate with neighboring communities to identify issues that have regional impacts, the following included:	X	X	
	Work with Cambridge, Somerville, and the MWRA to eliminate all CSO discharges into the Alewife Brook within the next 20 years. Uphold Town Meeting vote to restore Alewife Brook to a Federal Class B waterway. Work with newly formed Save the Alewife Brook advocacy group to broaden these efforts		
	Work with DCR and MassDOT on Alewife Greenway to protect the Town's interests and ensure that appropriate state agencies uphold their commitment to maintenance and vegetation management		
Double Poles- Identify strategies to reduce the number of double utility poles in Town	X		
Alcohol Regulations- Consider if any existing alcohol licensing polices warrant updates or revisions to aid economic development	X	X	
TRANSPORTATION AND PARKING	SB	TM	
Park Ave. Corridor - Finalize scope of work, contract with designer, and engage community on potential short- and long-term safety improvements at key intersections along corridor from Route 2 to Mass Ave.	X	X	
Arlington Center & Brattle Square- remove existing brick sidewalks; consider alternative sidewalk treatment options for stretch of sidewalk in front of Town Hall, Garden & Library (civic block); consider bump-outs at Library and Town Hall crossings; evaluate placement of RRFB at Library crossing; replace missing street trees; consider extending pedestrian scale lighting further along in front of businesses	X	X	
Parking Benefit District- Evaluate potential for expansion of the Parking Benefit District to East Arlington and Arlington Heights through additional parking meters, generating additional revenue for streetscape enhancements and improvements; study potential neighborhood impacts as well as costs associated with program expansion.	X	X	
Traffic Safety Complaints - Continue working with internal team developed to receive referrals and requests through the Roadway Safety Request Form to ensure timely action on resident requests and concerns, and relieve burden on Transportation Advisory Committee where possible.	X	X	
Traffic Calming Guide- Work with the chosen consultant, relevant departments and committees to develop Arlington's first guidebook for evaluating and implementing requests for traffic calming improvements	X	X	
Traffic Enforcement - Work with APD to expand Traffic & Parking Unit capacity via existing sworn personnel to increase education, enforcement and data collection.		X	
Overnight Parking Ban - Continue pilot program and consider potential permanent changes	X		

Special Speed Regulations- Work with the Transportation Advisory Committee and staff to rescind all Special Speed Regulations above the townwide statutory 25 MPH Speed Limit.	X	X	
Parking Policy - Consider if any other existing parking policies or regulations warrant updates or revisions	X	X	

PUBLIC COMMUNICATIONS, CUSTOMER SERVICE & RESIDENT ENGAGEMENT	SB	TM	
Trash & Recycling - Negotiate new waste hauling contract within the Town's budget; implement cart-based program for curbside collection; provide education, awareness and communication surrounding any changes to existing curbside collection program.		X	
Select Board Policy Manual - Identify all existing policies and consider consolidation into one document; refine policies pertaining to First Amendment with respect to flags, banners, signs, lighting and other displays or installations in public locations (outside and inside)	X		
Select Board Applications- Review, update and modernize board applications for licenses and permits; provide Common Vic and Food Vendor applications in threshold languages	X		
Arlington Alerts- Continue to expand use and subscription of this system to facilitate timely, geo-targeted notifications to the public for impactful operations via text and email		X	
Private Ways - Update resident information packets for consistency and to reflect updated bylaws; identify possible ways to streamline process; closely track pending projects to ensure adequate funding	X	X	
Civic Academy- Continue to refine the existing program based on feedback and experience; offering two cohorts per year while considering ways to expand the program	X	X	
Civic Engagement- Consider policy options and practices for advertising upcoming and current vacancies on committees and commissions; re-evalute automatic re-appointment practices	X	X	
Communications Policy- Update existing policy (2014) to reflect experience, current requirements and best practices; educate users and public on limitations of moderating comments on social media platforms		X	
Language Access- Formalize language access plan; identify additional ways to make interpretation and translation services readily available; provide translated critical documents on Town's website in threshold languages		X	
Online ADA Compliance- Deliver final report of Online ADA Compliance Strategy & Training Plan; incorporate strategies to comply with recent DOJ ruling issuing April 2027 compliance deadline		X	
Committee Trainings - Work with Legal Dept. to perform Conflict of Interest/Ethics, Open Meeting Law and Public Records Law trainings via 'road show'		X	
Senior Tax Exemption- Collaborate with Assessor's Office to evaluate the financial and community impact of new senior property tax exemption	X	X	
INFORMATION TECHNOLOGY	SB	TM	
Cybersecurity- Apply for OMST cybersecurity health-check services; implement cybersecurity awareness training grant for all users; continue implementation of MFA through grant from from State; roll-out end point detection and response platform on computers and servers across Town; implement new password policy; implement Barracuda email protection/threat defense modules; roll-out simulated attacks on users; identify additional IT security needs in coordination with Finance Committee		X	
Agendas & Minutes - Implement new software platform One Meeting as NOVUS Agenda is sunsetted in the coming year; update and organize all agendas & minutes into a single searchable database for ease of retrieval and long-term record keeping	X	X	
WebQA - Phase out use of WebQA; replace with ESRI/GIS-based interface in support of an asset-management based system for maintaining public infrastructure; map tree, pothole, sidewalk, overnight parking requests etc. for spatial presentation		X	