

## Borough Manager Goals and Objectives

### 2019-2020 Budget Year

1. Prepare a Report on the pros and cons of privatizing snow removal in the Petersburg Borough  
How will this goal be measured?      Report presented to the Assembly.
2. Outline a succession plan for key Borough Positions.  
How will this goal be measured?      Report to be presented to the Assembly
3. Reduce or eliminate Overtime in the Police Department.  
**Steve's Comments on this goal:** In my opinion, this goal is not far reaching enough. Maybe a suggested goal could be "Prepare a complete staffing plan for the Police Department that includes coverage, estimated overtime and any proposed changes in service levels".
4. Look into the options for making Mountain View Manor more cost effective.  
**Steve's Comments on this goal:** In my opinion, this goal is not far reaching enough. Maybe a suggested goal could be "Prepare various options to the Assembly on the operations of the Assisted Living facility now and into the future."

5. Initiate several small local service contracts that will help employ local people.

**Steve's Comments on this goal:** The Borough does this in many areas. For example, we utilize Devren Bennett and his company Homeport Electronics to take care of many onsite Information Technology issues. We also frequently utilize Rainforest (Brian Haley) and Fleet Refrigeration on selected issues. Maybe a suggested goal could be "Prepare a report for the Assembly on current local service contracts with the Borough and potential opportunities for the community to do business with the Borough".

6. Monthly radio show with revolving department heads.

How will this goal be measured?      Complete ongoing radio shows with KFSK

7. Assess Parks & Recreation structure. Assess strengths, weaknesses and ways to improve the user experience.

**Steve's Comments on this goal:** I would change to "Assess Parks & Recreation organization and prepare report for the Assembly on necessary changes to work within current budgetary limitations and improve customer service for the community."

8. Review EMT & Fire Department, including responsibilities, duties, etc. Look for ways to increase volunteer list. Make a thorough interdisciplinary review of the fire and EMT program including workload, responsibilities, assigned duties, compensation, labor practices, and policies. Look at ways to assist in changing the trend in decreased volunteerism.

**Steve's Comments on this goal:** I would change to "Work with the EMT and Fire Department to develop a long-term staffing and equipment plan that takes into account budgetary restrictions and trends on reduced volunteerism."

9. Take leadership in developing a plan to move the Fire Department storage building and training structure at Scow Bay to a different location that maintains the fire rating and better serves the residents on South Mikof Island. At the same time a new

building should incorporate updates and needs of the fire department. Side note: The building (existing) will be in conflict with planned marine facility once that facility is constructed.

**Steve's Comments on this goal:** I would change to "Work with the Fire Department to prepare a plan to move the Scow Bay Fire facilities to an alternate location while maintaining service levels."

10. Review the borough purchasing policy (using a committee). Look at developing cost-plus agreements (or some other method) with local vendors to purchase locally.

How will this goal be measured? Present proposed Ordinance changes to the Assembly for approval.

11. Complete a thorough review of all Borough service and permit fees and make recommendations to the Assembly to adjust as needed. (previous goal given to me by the Assembly from the Planning for the Future meetings)

How will this goal be measured? Present proposed Ordinance changes to the Assembly for approval

12. Encourage PEDC and the Chamber to develop a credible, focused plan to encourage new business, including non-fisheries related businesses. (previous goal given to me by the Assembly from the Planning for the Future meetings)

How will this goal be measured? Present evaluation and plan to the Assembly for approval.

13. Encourage PEDC and the Chamber to develop a marketing plan to let the "outside world" know about our high quality of life and welcoming business climate. (previous goal given to me by the Assembly from the Planning for the Future meetings)

How will this goal be measured? Present evaluation and plan to the Assembly for approval.