



Town of Merrimack Goal Setting Summary



Approved: December 15, 2022
Posted: December 16, 2022



Town of Merrimack Goal Setting Summary

Participants

Finaly Rothhaus – Chair
Nancy Harrington – Vice Chair
Barbara Healey
Lon Woods
Nancy Murphy
Andy Hunter
Thomas Koenig
Paul Micali – Town Manager
Sharon Marunicz – Human Resources Director

The session was facilitated by:

Rick Alpers, Risk Management Consultant, Primex³

Purpose and Intended Results

The Council, Town Manager, and Human Resources Director gathered on Wednesday, June 8 at Buckley's Great Steaks to discuss and plan the towns affairs and goals over the next 12 months. The following are the topics and decisions that were made throughout the day.

Please note that certain bullet points have been highlighted to show that further discussion and action is needed.

Communication with Residents

- Be more strategic and thoughtful about communicative posts on social media.
- Paul, Nancy, and Andy to craft a process about the council recognizing everyday citizens in the community.
- Completion and the implementation of the towns App will enhance communication with Merrimack's residents and visitors.
- Council agrees with a permanent town government communication sign on Continental BLVD – Paul to handle.
- Council agrees to allow ALL candidates for public office to have access to Merrimack TV regardless of party affiliation.

**Action
Required**

**Action
Required**



Town of Merrimack Goal Setting Summary

Town Departments

- | | |
|---|-----------------|
| ▪ Manager Micali proposing a hybrid step/merit system for all non-union staff. Council confirmed that they want to see a plan for approval. | Action Required |
| ▪ Manager Micali will be bringing potential changes to vacation and insurance for non-union staff for the council's approval. | Action Required |
| ▪ Town Council commits to funding these non-union raises/adjustments into future budgets. | |

Police Department

- | | |
|--|-----------------|
| ▪ Council received and reviewed a written update from the Chief. | |
| ▪ Manager Micali shared that there are currently 5 openings in the department. | |
| ▪ Chief to bring an update regarding the SRO position(s) to a future meeting of the council. | Action Required |
| ▪ The new radios as well as the new antennas are working and being used. | |

Fire Department

- | | |
|---|-----------------|
| ▪ Manager Micali to ask the Chief to provide the Council with a breakdown of what types of apparatus goes to each type of call typically. | Action Required |
| ▪ Health Department to provide Manager and Council with their annual Readiness Report. | Action Required |

Remaining Departments

- Manager Micali reviewed the current staffing shortages with the Council. Currently there are about 20 positions empty and ready to be filled.
- Manager Micali would like to encourage all departments to ensure their staff have access to training and educational opportunities and the Council concurred with him.
- Manager Micali provided various updates by department.

Waste Water

- Manager Micali gave an update on the current construction company for the sewer plant upgrades.
- Manager Micali gave a PFAS update.



Town of Merrimack Goal Setting Summary

Athletic Fields

- Repairs are needed at Wasserman Park.
- Athletic Fields expansion needed in the community. Here are two viable options:
 - ✓ Timmons property and the adjacent town-owned property
 - ✓ Pearson Property
 - ✓ What are funding options
- Manager Micali will bring a plan of Athletic field expansion options along with funding sources to a future meeting.
- The future of the current skate park was discussed and tabled.

**Action
Required**

Storm Water Update

- This update will happen at the next Council Meeting.

Parks and Conservation Areas

- Council agreed to leave Wildcat Falls in its natural state.
- Council agreed to the installation of fencing at Sklar Park specifically at the boat ramp to prevent vehicular traffic from driving throughout the property.
- NH Fish and Game has denied the possibility of a boat ramp at Sklar Park.
- The Depot Street Canoe launch installation is currently out to bid.
- The washout to be addressed at Twin Bridge Park.

**Action
Required**

Fund Balance

- The Town's current fund balance is at a healthy level.

Sodium and Chloride Reduction Efforts

- A new winter snow removal policy to be presented by the Public Works Director in the near future.
- The Town is committed to reducing the amount of sodium and chloride during winter operations.



Town of Merrimack Goal Setting Summary

Wrap-Up, Recap and Action Plan

The next step following this session will be for the Town Manager, department heads, and Town staff to work together to develop specific tactics for accomplishing the identified goals and objectives. Tactics describe specifically HOW the goals and objectives will be met.

Other strategic decisions may require further refinement to identify the targeted date of completion.

Concluding Thoughts

Thank you again for the opportunity to participate in this important process. Primex³ appreciates the opportunity to provide assistance to members with goal setting, and to help governing bodies develop paths to achieve their visions. A forward-looking community that is deliberate, disciplined, and strategic in developing and accomplishing its goals illustrates how *"good management is good risk management."*