Code of Conduct – Board of Selectmen
May 7, 2012 through June 30, 2013

1. We will be a **Team of Equals**
   a. Share information
   b. Communicate equally
   c. Act cohesively
2. We will **Display Trust/Confidence/Professionalism/Mutual Respect**
   a. Individually hold ourselves to the highest standards
   b. Publicly support each other
   c. Work to resolve interpersonal issues and misunderstandings after a "cooling off" period.
3. We will be **True Leaders**
   a. Display constancy of purpose
   b. Unanimously support all board decisions made by majority or unanimous votes
   c. Cultivate an environment of personal growth within the Town's employees
4. We will be **Responsive to the Town's Needs**
   a. Define needs
   b. Create a long-term Plan responsive to the Needs
   c. Execute the Plan tempered with consideration to short-term realities
5. We will be **Forward Thinking** vs. Reactive
   a. Establish a long-term direction for the Town
6. We will be **Accountable for our Individual & Collective Actions**
   a. Define and accept responsibilities
7. We will be **Organized** in all of our activities
   a. Planning
   b. Preparedness
   c. Delegation to employees and committees'
   d. Communication of our progress
8. We will make **Decisions through Fact-Based Discussions**
   a. Do our homework to get the facts
   b. Minimize arbitrary assumptions
9. We will be **Open to the Public**
   a. Share input received from public with entire Board
   b. Share our information with the public
   c. Embrace a policy of "No Secrets"
10. We will **Improve the Image of the Town in the Press**
    a. Cohesive and professional conduct by the Board
    b. Allow the Board to debate issues prior to taking a public position with the Press

Edward Vitone, Jr. | Gregory Hagan | Leo Janssens II