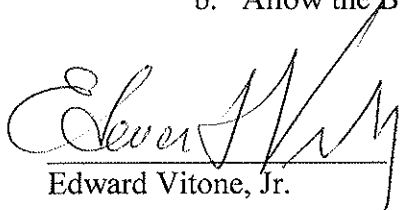
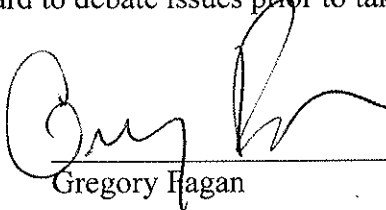


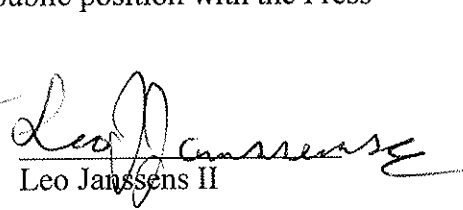
**Code of Conduct – Board of Selectmen**

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