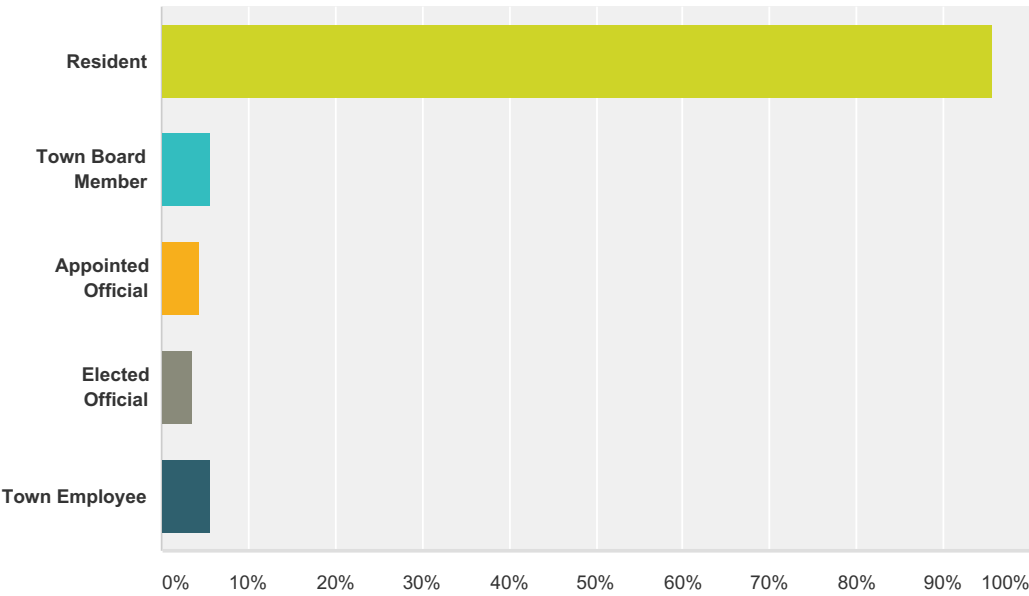


Q1 Which of the following best describes you? (please select all that apply)

Answered: 314 Skipped: 2

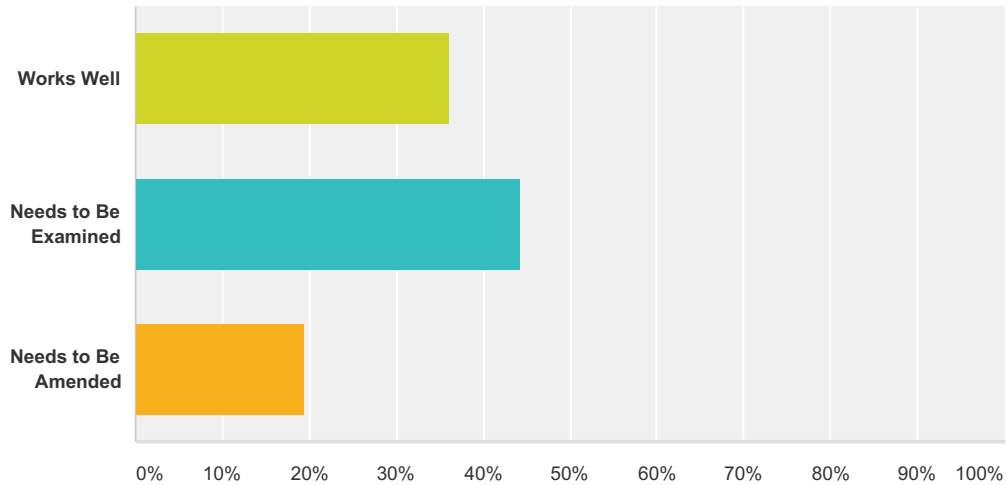


Answer Choices	Responses	
Resident	95.54%	300
Town Board Member	5.73%	18
Appointed Official	4.46%	14
Elected Official	3.50%	11
Town Employee	5.73%	18
Total Respondents: 314		

Q2 ARTICLE 1...

Answered: 246 Skipped: 70

Marshfield Charter Commission Questionnaire



Answer Choices	Responses
Works Well	36.18% 89
Needs to Be Examined	44.31% 109
Needs to Be Amended	19.51% 48
Total	246

#	Please feel free to add specifics regarding the response you chose for Question 2.	Date
1	"Representative" town mtg. more efficient. District reps can better prepare for Town mtg., and answer to voters. Better turnout at Town elections.	6/14/2016 1:50 PM
2	Too much redundancy at the mic. Ten people saying the same thing over & over. If you're a working person or have to hire a babysitter, it's hard to go night after night. People ask questions that are already answered over & over. Wastes time.	6/14/2016 1:38 PM
3	Provide for ballot vote on appropriations 5 Selectmen Maintain Open Town Meeting Provide more access to seniors	6/12/2016 7:28 PM
4	Add voting from home. Cut the excess banter. Encourage greater attendance.	6/1/2016 2:12 AM
5	I like the idea that any town resident, any voter, can come to town meeting and ask any public official any question they want to get a better understanding of what's going on in the particular department. I think this is only available with an open town meeting.	5/28/2016 8:24 AM
6	Does not hurt to investigate whether it is time to advance.	5/26/2016 5:40 PM
7	Thank goodness we will have a new Moderator, that makes a huge difference in the tone of Town Meeting. Also do away with the Meeting before Town Meeting, redundant. Town Meeting IS THE PLACE for discussion!	5/26/2016 1:55 PM
8	I stopped attending because of all of the negative people. Too much time wasted on meaningless items and the. Pass with a strong majority	5/25/2016 10:22 PM
9	We elect Selectman, they need power to make change, the town employees need to be accountable to them so we can hold them accountable.	5/25/2016 10:00 PM
10	Town meetings are poorly attended with large numbers of residents showing up for a few popular items and then leaving. Decisions regarding Town expenditures are voted on by a small minority of voters. Going to a representative TM could provide for better representation and probably a smoother running meeting. Election of Selectmen from the various Town "villages" would provide for diverse representation. Consideration should be given to increasing the Board to 5 members.	5/25/2016 8:44 PM
11	need bus for town meeting	5/25/2016 6:00 PM
12	Open TM allows for a small minority of people to have a very significant impact on the town. Poor behavior and exhaustive, irrelevant commentary discourage more people from attending town meeting. The fact that our TM often lasts one to two nights longer than other towns demonstrates that we have issues. Very few people can commit that kind of time to attend hour after hour, night after night.	5/25/2016 4:05 PM

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13	Art. 1-2 Form of Govt. must be re-examined. Shift volunteer Bd. of Selectmen to a policy-making body, still with executive powers but with a full-time professional Town Manager with full budget-making and hiring/firing control of all dept. heads, with approval of their elected boards. Preserve all elected officers except Town Clerk, which should become appointed in this day and age of sophisticated information processing and retention.	5/24/2016 7:18 PM
14	Following remarks refer to Open Town Meeting, only. The Town is close to \$100 million enterprise and it is most discouraging to hear town officials dismiss questions with excuses like "we've been working on this since September" or "we haven't had a chance to review this" yet articles were submitted 3 months ago. Clearly, town officials are not properly prioritizing issues in a timely manner. The private sector doesn't tolerate lackadaisical attitudes such as this and it is shocking to hear these excuses over and over. Quality and dynamic of Town Meeting has degenerated to a caricature of its original intent. Residents are insulted when officials boldly lie to the Town Meeting attendees.	5/23/2016 9:44 PM
15	Town Meeting as a theory works very well. Town Meeting as a practice needs a closer look. One key question: Why don't the Selectmen give their recommendations to all of the articles for Annual and Special Town Meeting? They are the executive branch of the Town of Marshfield. There should be some central control as to what the Town of Marshfield can afford in short term and long term situations. Related: The Selectmen should have a vote as to what goes on the warrants and what does not.	5/23/2016 2:24 PM
16	The fact that the BOS is not have the sole executive authority prevents potential abuse of power and assures some control of indirect charges which would otherwise be used as indirect taxation. It also prevents the BOS from padding all committees with persons who support their views thus blocking opposition.	5/19/2016 12:22 PM
17	Open town meeting is the purest form of citizen's participation in town government and does not need to be changed	5/18/2016 7:36 PM
18	The town has expanded and grown in population & demographics where there needs to be better direction, zoning and leadership to keep the town running smoothly.	5/18/2016 5:00 PM
19	Open town meeting feel archaic to me. There are issues I'd like to weigh in on but I just don't have the time to sit through it working full time and with a young child	5/18/2016 7:53 AM
20	The board of Selectmen should be larger and special town meeting articles should be clearly defined what is allowed. This year 90% of all the special warrant items had nothing of an emergency nature to them	5/17/2016 4:33 PM
21	I think that we may need to go to elected town meeting members. It appears that the younger citizens of the town do not seem to think it is important to attend all of town meeting. They will appear for the new school or new playground but not suit thru the entire warrant night after night.	5/16/2016 8:10 PM
22	Moderator needs to be more open to dissenting points of view. This year showed some improvement but could be much better and more professional.	5/13/2016 1:08 PM
23	Town meeting doesn't work as the legislative body and the independent town board system is broken	5/12/2016 9:25 PM
24	Our town government works well. Town Meeting is by far the best "by the people, for the people" democratic means of assuring the residents have a say in their town. Elected Boards provide checks and balances and since they are elected by the people, they are not pressured into doing something they don't believe is right. I've heard it said that there needs to be a central leader but if the man or woman appointed by the elected selectmen has the ability to work with people, all runs well.	5/12/2016 8:07 PM
25	Open Town Meeting could be described as archaic in a town as large as Marshfield.	5/12/2016 6:25 PM
26	Although the current method is very democratic in nature, the pressures of our current society with two parents working and splitting child care obligations makes time a precious commodity. The Town Meetings are long and arduous. I am not sure if there's another way, but I would hope you would examine the various alternatives.	5/12/2016 8:25 AM
27	Don't change to a city charter.	5/12/2016 5:01 AM
28	I believe in open town meeting but it has been taken over by a small group of disgruntled residents who delay and disrupt the meeting to the point where people have stopped coming. I believe the 2 minute rule and the lottery for articles has backfired and caused a good deal of the problems that now exist with open town meeting. If there are not some changes to the way our open town meeting works then I believe it is doomed.	5/11/2016 11:14 PM
29	The number of the board of selectmen should be increased to at least 5. Examine the possibility of representative town meeting.	5/11/2016 1:39 PM
30	Marshfield has outgrown this form of government. It is quite evident when you go to Town Hall for anything that they need to be held accountable to someone and not run every department as a stand alone unit.	5/11/2016 1:28 PM
31	I strongly feel Marshfield has become too large of a town for Town meeting (which can only be attended by few) to make laws and be the deciding form of government. It is time to examine a mayoral system as has been instituted by many surrounding larger towns.	5/11/2016 12:20 PM

Marshfield Charter Commission Questionnaire

32	In this Town, Open Town Meeting is not working well. The behavior of some rude residents has destroyed the purpose of Town Meeting.	5/10/2016 3:12 PM
33	Town Meeting is obsolete. Time limitations on speakers does not allow individuals to elaborate on important issues. A Town Manager form of government allows better management of Employees (Union & Non-Union) including more control over various Boards such as DPW. The current Assessor would not have the cavalier attitude to tell Rocco he is not her boss.	5/10/2016 1:29 PM
34	As long as we have informed citizens who see it as their civic duty to elect Selectmen and other elected officials who represent the whole of our Town and not partisan or special interests, I think our form of government works well. It's not perfect -- there is in-fighting between some Boards, and not enough people make a commitment to participate in Town Meeting -- but we can address these things without radically changing our form of government. Town Meeting adopted some good rules in recent years that have improved Town Meeting overall (the lottery re articles, and the 2-minute limit) -- and as long as good impartial people like Jim Fitzgerald and Jim Robinson step up to the Town Moderator plate, we're in good hands. I stand proudly to have my vote counted at Town Meeting and at local elections -- circumstances have at times precluded my attending Town Meetings, but I don't think I've missed a local election since we moved here in 1993.	5/10/2016 11:57 AM
35	I could not check "works well" as someone who attends Town Meeting as often as possible. However, I would hesitate to change to anything else without details. I find this a poor question to begin with.	5/10/2016 6:37 AM
36	I think there should be a 5 member board. I DO NOT think we should have a town MANAGER. Maybe this is personality driven, but our current town administrator (an extension of the selectmen) is not effective. And I don't believe there is sufficient oversight by the BOS.	5/10/2016 6:29 AM
37	Please examine representative Town Meeting. I believe that when a Resident take the time to be an appointed or elected Town Meeting member, they make better informed decisions on the important business of Town Meeting.	5/9/2016 1:44 PM
38	The current town meeting format does not work for those of us who are unable to attend due to both professional and personal reasons. Many of us work at night or travel for business during the work week. Others need to be home at night to care for our children. There are better ways to ensure that citizens are able to engage in public discourse around town business.	5/8/2016 8:37 PM
39	Our town is too large and the running of it too complex to be done by open town meeting.	5/8/2016 4:12 PM
40	Not enough people attend the Town Meeting now. People don't participate unless they have something of interest that they want passed.	5/8/2016 10:17 AM
41	The Town of Marshfield is much too large for this form of government. 200-300 residents vote on affairs. The Town Moderator abrupt with residents who wait in line to comment on issues and will prevent residents from discussing those issues if someone in front of them has already done that. If more than one person has similar feelings they should be allowed to state them! There should be an elected official for all sections of the town with a Town Manager. This survey should have been mailed to all Taxpayers and not limited to Internet users.	5/8/2016 8:34 AM
42	Open town meeting administered properly might work but is sabotaged by persons who are permitted to ask question after question subjecting everyone to needless delay. Most people with busy lives cannot/do not wish to put up with these antics and don't come. We need less questions more opinions and if it takes a shift in government to make that happen I am all in.	5/7/2016 10:40 AM
43	In spite sometimes being cumbersome and long, I still think Open Town Meeting is the best form of govt. for Marshfield. Everyone has the opportunity to participate and I think it provides a check on local officials. I wouldn't mind seeing a 5 member board of Selectmen.	5/6/2016 5:38 PM
44	This is a quote from the 2003 charter review. Nothing has changed/ total lack of communications between departments and residents. "The principal problem raised at the public hearings and indeed by some of the town departments and committees appeared to be two fold. 1. A general lack of communications between departments resulting in many citizens feeling they were unable to get specific answers to specific problems, an apparent need for an "in charge" person, available at least during normal business hours; "	5/6/2016 3:11 PM
45	The most recent difficulties that have arisen in the past few years are caused by the people not the system. The system of government we use can work well if it is open and inclusive. I believe adding 2 more members to the board of Selectmen is needed	5/6/2016 1:30 PM
46	"Works well" in the sense that that's the proper form of government for the town. How a given meeting is conducted is, of course, up to the moderator and the citizens who chose to participate.	5/6/2016 11:30 AM
47	Town meeting should only allow residents to participate if they do not owe any taxes to the town. The Moderator should removed from Town Meeting any individuals who are found to be lying or providing mis-information to Town Meeting. This should include both residents and officials.	5/6/2016 11:28 AM

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48	Am not sure that I am always happy with the way Town Meeting goes, but it does afford the community a chance to listen, voice opinions, and understand what is happening in town, especially if I haven't attended all the earlier smaller board meetings. I certainly do get frustrated with the rudeness and tone of some of the frequent speakers.	5/6/2016 10:09 AM
49	With the size of our town and diverse age demographics this process needs to be examined. We do not collectively get fair representation at town meetings and thus do not get true consensus.	5/6/2016 10:07 AM
50	To few participating, too few participants dominating the discussion. Complete failure with less than 10% of residents participating.	5/6/2016 9:14 AM
51	Not conducted in a timely manner. Can people that have questions/comments submit them ahead of time and weed out the time wasters?	5/5/2016 8:57 PM
52	Town Meeting behavior is despicable. People should not be allowed to waste time with frivolous questions in order to waste time or to criticize employees as well as residents.	5/5/2016 3:56 PM
53	While Open TM may have worked for us in years past, the Town is now too large for this form of govt. I would like us to go to Representative TM, b/c ALL of the town would be included, and our reps would speak for All of us. Right now, there is a very small group of about five or six persons who seem to want to control the meeting and object to what they think is important, or to make their own statement which may not, and usually does not, represent what most people want. It just frustrates the whole well- intended process of TM.	5/5/2016 10:44 AM
54	Maintain open Town Meeting but voting should be by ballot on separate voting day.	5/5/2016 6:31 AM
55	It seems to me that the town should change to a representative town meeting. This opinion is based upon my many years as voter and teller at the open town meetings. What does "other" refer to in the final clause of the above summary?	5/4/2016 2:03 PM
56	Representative democracy, as imperfect as it is, works best. Town meeting, in this modern age of families who work two and three jobs to make ends meet, while raising a family, have become bastions of the retired elite. They are relished as the last vestige of democracy of a once agrarian town of 900 people. Town meeting is both cumbersome, fractious, and not surprisingly inefficient in our modern governing culture. An elected town council with representative districts makes more sense.	5/4/2016 8:55 AM
57	Town men's are long drawn out affairs. Much time is consumed by very few people who speak often on many issues. They are responsible for poorly attended town meetings.	5/4/2016 7:31 AM
58	I am in favor of continuing with full town meeting participation, but something must be done to increase the information about articles prior to the meeting and other strategies in order to move the meetings more smoothly. It feels masochistic to go back for the third and fourth night.	5/3/2016 3:48 PM
59	Open town meeting works well if all the "pre-work" prior to the town meeting is done on time. Having the many of the articles and data changed from the original published data is unacceptable	5/3/2016 1:28 PM
60	Town manager is needed	5/2/2016 8:11 PM
61	Town meeting completely dysfunctional. 7 or 8 malcontents waste the time of the average citizen that wants to attend.	4/30/2016 6:47 PM
62	Town meeting should be done away with	4/29/2016 10:57 AM
63	It is time to seriously look at eliminating open Town meeting & elect a mayor or allow Board of Selectman more authority. Open forums can still be held to discuss important issues so that all residents have a voice but Town meeting is no longer an effective form of government. The other option would be to have important articles such as overrides or large capital projects placed on a ballot. There could be open forums for discussion prior to the ballot but this would allow everyone a chance to vote. Many town residents are unable to attend Town meeting due to work schedules & family obligations. Everyone is able to vote whether in person or by absentee ballot.	4/29/2016 9:29 AM
64	I have only been to a few town meetings. It seems as if the administrator does not agree with you, then you are shut off. Not happy with a lot of things that go on in this town. Minority seems to rule. People that know people seem to get what they want done, even if it is totally illegal. We have sat and watched this happen for years. For instance when someone wants to get something done, say on their property ..the neighbors go because they are interested. It may be deemed a totally unbuildable lot. The motion is denied. The butters stop going to the meeting. No reason to worry, has been deemed not build able land by the building commissioner. More meetings happen, on the same issue, which should be a dead issue..and suddenly they get a permit to build. ABSOLUTELY WRONG THAT THIS HAPPENS IN THIS TOWN!!!	4/29/2016 6:21 AM
65	Town meeting should be made obsolete. Most people work and have kids with activities and don't have hours and even days to listen to articles being debated. Let us read the articles up for a vote at home, come to a decision ourselves, and be able to come in, vote, and go home. Maybe TM was useful years ago when information was not disseminated as quickly due to the Internet, but that is no longer the case. Thank you.	4/28/2016 11:26 PM
66	Although I think it works OK, I think there is room for change and improvement.	4/28/2016 10:58 PM

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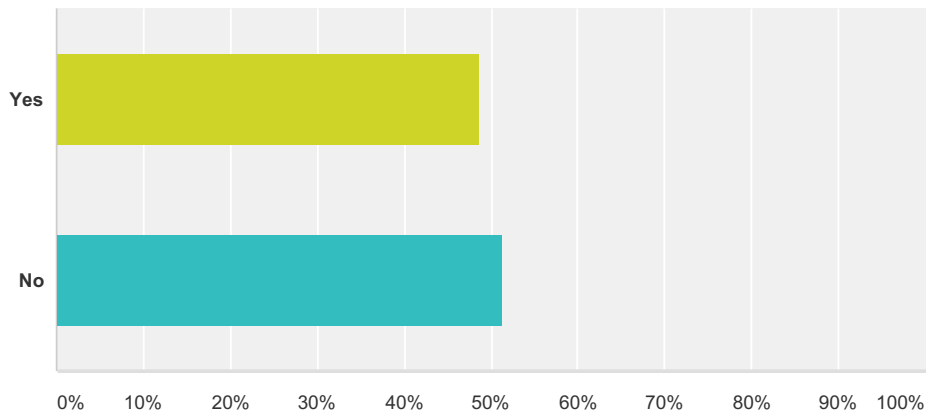
67	Participation is pathetic and process is inefficient. We should switch to representative form of government.	4/28/2016 10:24 PM
68	It only needs to be examined because there is an imbalance of power due to manipulation by town officials.	4/28/2016 10:21 PM
69	A large population of Marshfield do not go to town meetings . A vested interested party i.e. Mayor might work for Marshfield	4/28/2016 10:14 PM
70	i find that most people only go to town meeting when there is one specific article they support and when its done they leave. I also think that too many people like to hear them selves speak and the comments drag on way too long.	4/28/2016 10:13 PM
71	Open town meeting is not efficient. It is not practical anymore. Most people are too busy to do the research and would rather rely on someone they trust to be able to make SANE choices for them. I do not think the Administrator should be made into a Manager. I would rather have more of a balance than one person in charge. I love the history of open town meeting but after the last two nights I am convinced it is not the best way to administer our government. A representative town meeting should be explored.	4/28/2016 10:09 PM
72	I do not like the article lottery - I think in order so I know when they will come up, doing the lottery has the exact opposite effect of less people showing up.... or do the order before the meeting....	4/28/2016 2:03 PM
73	The current form of town government with selectmen and town meeting is outdated and inefficient. Town departments and employees work during the day without much oversight while the town's leaders only work part time at night. With budgets as large as they are a full time town leader needs to be on board to provide leadership and direction. This could be a strong town manager or elected Mayor.	4/28/2016 1:54 PM
74	Appears to have too much power in the hands of the Town Administrator	4/28/2016 10:43 AM
75	Open Town Meeting is no longer effective. A few regular, outspoken people have "hijacked" the process making it an endurance test for all still brave enough to attend. It's not enjoyable, productive or a good use of most townspeople's time. The crowd that still manages to attend is NOT a good representation of the town of Marshfield. Voting is skewed as a result. There must be a better, more effective and time sensitive way to handle the business of the town for its residents.	4/27/2016 2:37 PM
76	As the years go on fewer voters are attending town meeting due the length of the meetings and the content. It seems too many redundant and non relevant questions are being asked on the floor by the same 5-8 voters. I understand the moderator is required to allow questions to be asked but he/she needs to be empowered to eliminate the hostility and accusations on the floor.	4/27/2016 9:03 AM
77	With the increasing complexity of issues regularly facing our town and the unrepresentative numbers who show up to vote at town meeting, the open town meeting needs to be amended.	4/26/2016 3:45 PM
78	A representative town meeting is a form of municipal legislature particularly common in Connecticut, Massachusetts, New Hampshire, and Vermont. Representative Town Meetings function largely the same as an Open Town Meeting, except that not all registered voters can participate or vote. The townspeople instead elect town meeting members by precinct to represent them and to vote on the issues for them, much like a U.S. Representative votes on behalf of their constituents in Congress. Massachusetts towns having at least 6,000 residents may adopt a Representative Town Meeting system. This may be done through acceptance of an act of the legislature, by petitioning the General Court to enact a special legislation which applies solely to the individual town, or by using the Home Rule Charter process. Under the Special Act or charter change processes, even communities of less than 6,000 may adopt a representative town meeting if the residents vote to accept the Special Act or approve a charter-change process. Framingham, the largest town in the state by population, has 216 representatives in Town Meeting, twelve from each precinct.	4/26/2016 11:58 AM
79	The Town of Marshfield should have a Town Manager who will be accountable for managing Town affairs not an administrator who does not seem to be capable of managing Town affairs. The Number of Selectmen is disproportionate to the number of year round and summer residents. Based on like towns a more appropriate number of Selectmen would be 5.	4/26/2016 11:06 AM
80	The warrant needs should have more information available - always have to get information at town meeting.	4/25/2016 7:53 PM
81	Preserving open town meeting in its current format is vital to a transparent democracy.	4/25/2016 7:34 PM
82	5 member BOS most necessary	4/25/2016 7:32 PM
83	Needs to have more resident input. And a more transparent form of leadership within department heads. The atmosphere is hostile.	4/25/2016 4:47 PM
84	I like the idea of town meeting as grass-roots democracy, but the ones I've attended are too long and out of control. The same people get up and talk about nothing over and over. A town meeting should not last more than a couple of hours on one night.	4/22/2016 12:24 PM
85	I am for Representative Town Meetings	4/22/2016 10:24 AM

Marshfield Charter Commission Questionnaire

86	I support the concept of town meeting, but they way the Marshfield Town Meeting is run is both embarrassing and wrong. A minority group, that is rude an obstructionist, runs the meeting and business that could be done in one (maybe two) nights gets dragged on and on. If something is not done to correct the disrespect tone then maybe the Charter Committee should consider looking at representative form of government like voted reps. from each of the Town precincts. The articles that are introduced at the Special Town Meeting are supposed to be emergency articles that cannot wait until the annual town meeting. This is being abused. Also, departments should not be able to circumvent the budget process by placing articles on the ATM warrant that are for items that were not approved as part of the budget process. DPW does it all the time and the Fire Department has done it as well. All departments need to work together to do what is best for the town, not what is best for individuals departments.	4/21/2016 9:45 PM
87	Town Meeting is archaic, nobody has time to attend	4/21/2016 3:07 PM
88	the town doesn't want to become a form of dictatorship	4/21/2016 11:27 AM

Q3 Our current form of town government consists of an Open Town Meeting where registered voters can attend any Town Meeting to debate and vote on matters, as the legislative body, together with multiple independently elected boards as the executive body. Do you favor a change from our current form of town government to a different, more centralized, form of government?

Answered: 241 Skipped: 75



Answer Choices	Responses
Yes	48.55% 117
No	51.45% 124
Total	241

#	Please provide specifics regarding the response you chose for question 3.	Date
1	The term "closed" TN Mtg is negative- could create a felling of being closed out from TN gov't which isn't the case.	6/14/2016 1:50 PM
2	Perhaps town meeting members, as long as they represent their constituency and are available to same.	6/14/2016 1:38 PM
3	There is already too much power residing with town administrator. Instead offer some form of tutorial (perhaps on-line) about how the processes work so that town meeting is more smooth.	6/14/2016 1:09 PM

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4	This Survey should have been mailed to All Taxpayers.	6/10/2016 10:55 AM
5	The town administrator already has more, too much power.	6/10/2016 10:17 AM
6	There are a small number of residents that refuse to speak to any board or petitioner before town meetings. Too many questions that could be answered prior to town meeting. Perhaps a change would alleviate that.	5/26/2016 7:49 PM
7	Not sure. Would be interesting to see how other towns have fared since changing over.	5/26/2016 5:40 PM
8	We need a more centralized form of town government that has fiscal discipline. Currently, our department of public works operates without any consideration for the financial needs for other boards and departments in our community. They submit articles for large sums of money (the \$2 million for the water treatment plant at this ATM is a perfect example) without any substantive financial review or explanation prior to TM. The best answer to this challenge is the creation of a Finance officer hired by the BOS who is responsible for the fiscal management of all departments. Without centralized accountability and responsibility will risk our AA+ bond rating that has saved us millions of dollars as we borrowed funds for major projects like the High School and Seawall repair projects. One of the major reasons cited for our highest bond rating in town history is our 10% cap on borrowing compared to our budgets. Every department adheres to this policy except the DPW where one of their accounts spends 29% of its value annually on paying debt.	5/26/2016 7:57 AM
9	Representative Town Meeting.	5/25/2016 8:44 PM
10	As long as Marshfield elected boards Open Town Meeting should be preserved to stimulating volunteer nature or town govt. decision-making, as cumbersome and slow as it is.	5/24/2016 7:18 PM
11	The ability and effect of the legislative body is hobbled by incompetencies of the executive body. A more centralized form simply concentrates the incompetence. I want to see a more professional executive body that is capable of operating a \$100 million enterprise.	5/23/2016 9:44 PM
12	The Town of Marshfield has changed significantly since the last Charter Change. There is good reason to centralize and streamline operations to adequately handle a \$87-88 million dollar budget with adequate checks and balances on the executive branch.	5/23/2016 2:24 PM
13	Elected officials with more authority to make decisions, be accountable for budgets and plan for the future. We need to stop spending money on exploratory committees to examine issues.	5/18/2016 5:00 PM
14	See comment above	5/18/2016 7:53 AM
15	I say no because I am assuming the only alternative is for a Mayor and City Council. We may need something but becoming a city isn't what I have in mind.	5/16/2016 8:10 PM
16	I prefer to know and the option to choose on articles.	5/13/2016 1:32 PM
17	Absolutely not. The people should have a say in what they want budget items spent on and how they want their money spent. Multiple elected boards provide checks and balances and help to make sure the people of the town have a say. A friend of mine is a member of a different form of government and she says the people are being left out. They have no ability to make decisions as all decisions are made by a group of people who think they know what's good for everyone but in reality the group decides what they want, not the people.	5/12/2016 8:07 PM
18	Yes, Open Town Meeting in and of itself is not a bad form of governance, but the needless debate is a hindrance to attendance of the majority of the public.	5/12/2016 6:25 PM
19	Maybe a more representative government rather than direct democracy.	5/12/2016 8:25 AM
20	We the people! Town meeting structure is our democratic history. Centralization is not necessarily a good thing. Keep power with the people.	5/12/2016 5:01 AM
21	Most independently elected boards, in particular the DPW, should be eliminated.	5/11/2016 1:39 PM
22	its very difficult for residents with small children to attend open town meetings in the evenings and on multiple nights either online options or video or web capabilities to watch from home would be helpful	5/11/2016 1:33 PM
23	Every department in town, including the DPW should be held accountable by one manger/mayor.	5/11/2016 1:28 PM
24	See above!!!	5/11/2016 12:20 PM
25	I do not favor a more centralized form of government. Open town meeting gives all residents a chance to vote on important issues and the town budget as well.	5/11/2016 11:22 AM
26	Ok, but would be great if there were other ways to vote (ie. online) as not everyone can attend in person.	5/11/2016 11:19 AM
27	As stated above unless something is done about the behavior of certain rude residents, Town Meeting will not work. May need to go to a representative form of Town Meeting.	5/10/2016 3:12 PM

Marshfield Charter Commission Questionnaire

28	Town Administrator is dealing with so many Personnel Issues. He stated this at Selectmen Meetings publically. The current form of government does not allow him/her to eliminate underperforming, rude employees. More time should be spent on Town issues (i.e. Budget) and be accomplished with an HR Manager.	5/10/2016 1:29 PM
29	From the national to local level, we need more (not fewer) opportunities for responsible citizens to participate. Open Town Meeting is such a wonderful expression of Participatory Democracy and I truly hope Marshfield will preserve this tradition with the spirit of Jefferson's concept of Enlightened Self-Interest. Power in the hands of a few is a very scary prospect, in my view. Let's expand, not contract.	5/10/2016 11:57 AM
30	Open Town Meeting has worked for centuries. Population has not grown so much in the last 30 years to be a reason for change. Current problems seem to stem from various personalities (both Town Employees / Officials and private citizens) The recent financial record keeping problems should not be an excuse to change Town Meeting	5/10/2016 6:37 AM
31	I have LONG thought we should have a change. There are a few "dedicated" people who go to town meeting all the time and , for the most part, I am thankful for them. However, it is TOO EASY to pack town meeting for a single glitzy issue: Pack town meeting for ball fields. But where is everyone when it comes to the vote to maintain ball fields. I also don't think "one issue" voters have our town's tax rate in mind. I'm also not sure that a once or twice a year town meeting is necessarily an effective way to govern. Would a representative town meeting... and maybe monthly "management meetings" make more sense. I understand that a budget must be annual, but town meetings are packed with such disparate topics and can be LONG and LATE.	5/10/2016 6:29 AM
32	Rather than being the "purest form of democracy" as many open town meeting attendees will tell you, it is in fact extremely disenfranchising. Residents with work hours that conflict with that schedule are unable to participate unless they choose to forgo . What about families with children? They must pay a babysitter so both parents can attend town meeting, or choose one parent to go. It is very difficult to be informed enough about all the complex issues being discussed to vote intelligently. Town meeting stretches out far too late in the evening and for too many days while people debate things they often don't understand making it even more difficult for working families to attend. In our current society, open town meeting favors the wealthy and retired residents who have the resources and time to attend. If a representational town meeting or the board of selectmen is the main legislative branch, all residents would be equally empowered by having the opportunity to vote for elected officials to represent their views on town issues and hold those officials accountable if they feel they are not being represented appropriately.	5/8/2016 4:12 PM
33	See above comments.	5/8/2016 10:17 AM
34	As above.	5/8/2016 8:34 AM
35	no it will become a dictatorship	5/7/2016 2:55 PM
36	I think we need a manager and council which will handle professionally the management of the town	5/7/2016 10:40 AM
37	Very few voters ever show up at Town Metting	5/6/2016 3:11 PM
38	Town Meeting needs to be maintained. We have not grown so large that the TM form of government has become restrictive and it does provide a system of checks and balance.	5/6/2016 1:30 PM
39	I've gone back and forth on this one, I think the most frustrating part people have is people going to the microphone just to hear themselves talk and to make matters worst some of them don't have any idea what they want to say when they get up there. I strongly believe in open Government but we have people abusing it for facetime. An open town meeting can work, other towns can get through in one night what takes Marshfield four days to get through.	5/6/2016 11:21 AM
40	We need a system that doesn't rely on bodies showing up in the evenings when we have children and elderly and jobs, etc. to take care of. We need to be able to vote for representatives that will align with the town's values versus voting by a smaller party of individuals who may or may not speak for the whole.	5/6/2016 10:07 AM
41	There should be 5 selectman, 3 is too small.	5/6/2016 9:14 AM
42	Residents should attend informational meetings such as Advisory Board meeting or call various Town Departments with questions prior to Town Meeting so that they don't waste time at the Town Meeting.	5/5/2016 3:56 PM
43	For all of the above reasons, plus the fact that only 1% of the voters in town show up for TM, and part of the reason is b/c of the small group who continuously speak out and create and provocte (sp?)tension in the room.	5/5/2016 10:44 AM
44	See Answer #1	5/5/2016 6:31 AM
45	As noted in my first response, the town should switch to a representative town meeting.	5/4/2016 2:03 PM
46	We need a more efficient process.	5/4/2016 7:31 AM
47	I believe the town administrator position should have more direct responsibility for operations in the town and at town hall.	5/3/2016 3:48 PM
48	Open town meeting works. We don't really have a lot of independently elected boards (compared to the actual number of boards and commissions.)	5/3/2016 1:28 PM

Marshfield Charter Commission Questionnaire

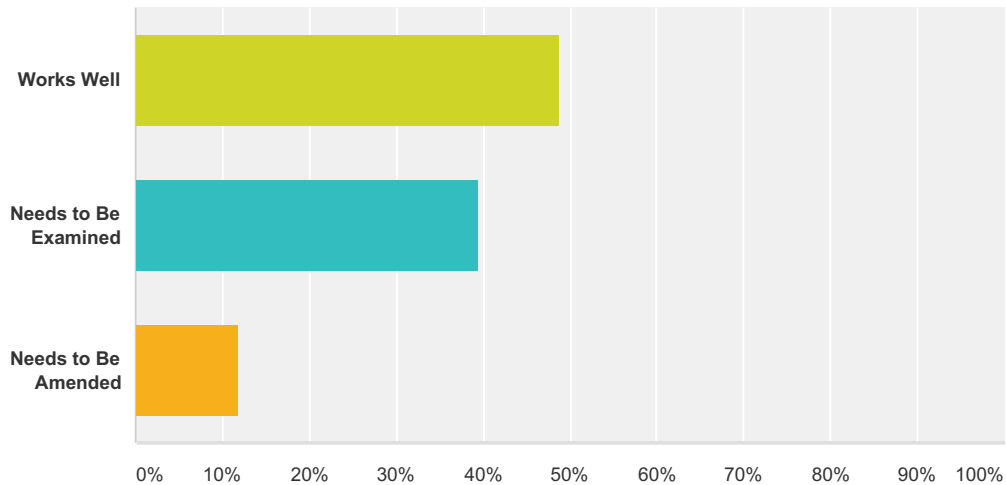
49	Support open town meeting but would consider representative tm	5/2/2016 8:11 PM
50	Not sure what you mean by centralized. I think we should explore the idea of representatives from different precincts within the town, based on population. The very low turn-out of voters at town meeting, is not a good solution. At times, the deck is stacked by urging voters to attend to vote for or against a particular issue. I have sat next to people at town meetings, that played on their cell phones the whole time and talked about how they were told to show up to vote a certain way. They weren't even knowledgeable about what it was.	5/2/2016 1:04 PM
51	Rep Town Meeting Town is to big for Open Town Meeting	5/1/2016 6:38 PM
52	The elected DPW board has mismanaged infrastructure and provided poor service for many years. There is no accountability because the elections for that board are rarely contested.	4/30/2016 6:47 PM
53	Absolutely we need a more centralized form of town government. The town has grown & matters are much more complex than they were in the past. Having Open Town Meeting means there are significant delays when capital projects are necessary. As we have seen in the past, notably the sewer expansion project, a delay only increases the cost.	4/29/2016 9:29 AM
54	More centralized needs to be explained..	4/29/2016 6:21 AM
55	I feel many working people are not able to go. So it is not representative of the entire town	4/29/2016 2:04 AM
56	Town meeting should be made obsolete. Most people work and have kids with activities and don't have hours and even days to listen to articles being debated. Let us read the articles up for a vote at home, come to a decision ourselves, and be able to come in, vote, and go home. Maybe TM was useful years ago when information was not disseminated as quickly due to the Internet, but that is no longer the case. Thank you.	4/28/2016 11:26 PM
57	Length of town meetings make it difficult to attend and stay engaged. Potentially an online voting mechanism. Often, there are many articles I know exactly how I'm going to vote and only a few that listening to the debate is helpful for me. Having an online capability with streaming the meeting would allow you to vote for articles and selectively listen to the debates	4/28/2016 10:31 PM
58	When you give power to one (aka Town Manager), you set yourself up for that person's own perception and self-justification as they begin to think they alone know what's best for all. It is the human condition combined with the old adage that absolute power corrupts. Checks and balances are critical for the success of government and our town (just look at what doesn't get done at the Federal level these days); a more centralized government would have the potential of limiting the agenda to one person's vision of "the greater good".	4/28/2016 10:21 PM
59	More centralized government may be more efficient, and may attract more qualified professional employees.	4/28/2016 10:18 PM
60	City government	4/28/2016 10:14 PM
61	Trick question: What do you mean by a more centralized form? I do not believe that it should be a town manager or mayoral form of government. That is too much power in the hands of too few.	4/28/2016 10:09 PM
62	Please see answer above. I work in Braintree where they underwent a town charter change a few years ago. Government was inefficient as it is in Marshfield. Now Braintree has a Mayor and a Town Council which works. The Town is well run and has surplus money.	4/28/2016 1:54 PM
63	See above for all the reasons.	4/27/2016 2:37 PM
64	I agree and prefer open town meeting, however there needs to be more control to keep the meeting moving. Too many questions are being asked at town meeting that should have been vented at the capital budget or advisory board meetings.	4/27/2016 9:03 AM
65	town meeting poorly attended; attendees are disrespectful of input from "regulars" and votes can be stacked by soliciting attended to show up to vote special interest articles	4/27/2016 8:11 AM
66	Town meetings seem to be over represented by regular attendees with narrow interests. Residents with families or jobs that make attending consecutive evenings of meetings onerous, would be better served by elected officials representing their interests.	4/26/2016 3:45 PM
67	Representative Town Meetings function largely the same as an Open Town Meeting, except that not all registered voters can participate or vote. The townspeople instead elect town meeting members by precinct to represent them and to vote on the issues for them, much like a U.S. Representative votes on behalf of their constituents in Congress.	4/26/2016 11:58 AM
68	In my opinion open town meeting works well, enabling individuals to have their say, however it also lends itself to trying to legislate on floor of town meeting in a very short time frame with limited facts and the frequent shadow of lack of transparency. Perhaps an elected representative form of town meeting based on a set number of representatives per precinct (maybe 10) and a set number of "at large" representatives (maybe 5) would allow for more comprehensive understanding of the facts under discussion and streamline town government. The representatives could be elected for staggered 2 and 3 year terms.	4/26/2016 10:45 AM

Marshfield Charter Commission Questionnaire

69	Town meeting has become less efficient due to too many repetitive questioners at the microphones. Few have anything substantive to add to the discussion.	4/26/2016 9:20 AM
70	Town meeting can be messy but efficiency is not worth giving up a centuries old tradition	4/25/2016 7:34 PM
71	Young families cannot attend because of the lengthy meetings. Traditionally, attendance fades over time so clearly we are going too long.	4/25/2016 7:32 PM
72	Residents should speak freely and openly regardless of opinion.	4/25/2016 4:47 PM
73	Absolutely not!	4/25/2016 3:33 PM
74	not necessarily, but I believe the meetings could be controlled and directed better	4/22/2016 12:24 PM
75	Representative Town Meetings	4/22/2016 10:24 AM
76	As I stated in Question 2, if something cannot be done to make the current town meeting process more respectful and efficient, then maybe the town needs to look at a representative form of government with elected representatives from each precinct.	4/21/2016 9:45 PM
77	In favor of keeping town meeting but I think the internal structure of the Town Government needs to be reviewed.	4/21/2016 1:29 PM

Q4 ARTICLE 2...

Answered: 203 Skipped: 113



Answer Choices	Responses
Works Well	48.77% 99
Needs to Be Examined	39.41% 80
Needs to Be Amended	11.82% 24
Total	203

#	Please provide specifics regarding the response you chose for question 4.	Date
1	We have internet, use it better. Email should go out to all residents with info - nearly free and would reach more people than current methods. Also post at Sr. Center & Libraries.	6/14/2016 1:14 PM
2	Use more modern methods like sending emails to town residents.	6/10/2016 10:21 AM
3	The whole system is a failure. We have too many last minute changes that cannot be helped, causing conflicting info. Warrant available and public notice should be the same date.	5/26/2016 2:04 PM
4	Warrants are often inaccurate or do not include budgetary numbers. It is difficult to understand the scope of a project without a budget attached.	5/25/2016 4:11 PM

Marshfield Charter Commission Questionnaire

5	Increase final TM Warrant (with most recent \$ amounts) publication to at least 4 weeks so voters can study it! Give at least 4 week notice of opening of TM Warrant. Require all submitted warrant articles to be in final form (no "placeholders") upon submittal and publish them in a draft warrant as submitted. End the games and last-minute changes.	5/24/2016 7:30 PM
6	This ought to work but it may be that deadlines are selectively enforced. Warrants can be mailed? How can I get on the Warrant mailing list? I'd love to get one 2 weeks prior rather than remember to chase one down before Town Meeting.	5/23/2016 10:08 PM
7	Every Town Meeting in Massachusetts has some distractions. Marshfield seems to have many more distractions. Instead of participants competing for air time for their respective cable shows, it should be about a final decision that has had weeks of opportunity for citizen input. It is each citizen's responsibility to come to Town Meeting informed. The final night of Annual or Special Town Meeting is to get up and voice that one is in support or against a certain article or to ask an informed question or two that has not been asked in a previous session. It certainly takes away from the true experience when a select number of residents get up on almost every single article.	5/23/2016 4:58 PM
8	It works well for the most part. There have been too many instances of a warrant article being changed or amended on town meeting floor confusing those in attendance. The charter should provide that all articles be accepted as written in the warrant	5/18/2016 7:56 PM
9	It is very difficult for young parents to attend town meeting and participate the way it works now.	5/18/2016 5:02 PM
10	The ability to put in holders should not be allowed. As a resident can I put in a holder if I did not get the required signatures by the deadline. Town hall should be treated the same as an ordinary citizen.	5/17/2016 4:38 PM
11	I believe that the dates for the warrants do not work as well as they could. 1. Some depts. appear to just throw a placeholder warrant article together to mark a spot on the warrant. Then the article that is voted is COMPLETELY different which confuses the voters. They know the approximate date of the warrant and could start earlier to give the correct complete language. Example: The Planning Board does not throw placeholder warrant zoning articles into the warrant. They usually have the complete language with a minor change or two at TM. 2. The Advisory Board Town meeting booklet may go to press too early. The voters are not getting the opinions of the Advisory Board printed in the booklet. It appears in recent years that there is NO attempt to print their opinions in the booklet. I almost think the Adv Board doesn't want to have their opinions printed in the booklet. 3. The fall Town Meeting should be restricted to emergency and or money related budget articles. 4. The Advisory Board no longer gives reasoned opinions on why their vote is x or y like they did when Roberts Daniele, Judith Cooper, Charlie xx were on the Adv Board. I want to hear more from them on why.....	5/16/2016 8:40 PM
12	Would work well if everyone adhered to the deadlines. Excuses for not being able to get articles in or the budget ready on time are just that - excuses.	5/12/2016 8:16 PM
13	The current system functions well, but I feel it needs to be updated.	5/12/2016 8:27 AM
14	The date by which the warrant should be available to the public should be reviewed.	5/11/2016 11:19 PM
15	Consider representative town meeting.	5/11/2016 1:41 PM
16	Publication of the Town Meeting warrant in the newspaper is a waste of time and money. The Board of Selectmen should not have to give notice in the newspaper about the opening and closing of the warrants. There should really not be any set dates for opening and closing the warrant. It could open in January every year and close the end of January. The Special could be open at the beginning of February for 10 days every year. The Special Town Meeting warrant for the Fall Special Town Meeting could be open for the month of September every year. The Board of Selectmen should be able to Open either warrant whenever necessary at one of their meetings to help departments that have to make changes or can't meet deadlines. The completed warrant should be ready and available at Town Hall two weeks prior to Town Meeting or as close to two weeks prior as possible. No date set in stone. Notices for the opening and closing of warrants and for the publication of warrants will be posted at Town Hall and on the Town's website.	5/10/2016 3:26 PM
17	One improvement might be opt-in emailings announcing each stage of Town Meeting, i.e. which preliminary public hearings are being held when on what subject. Such emails would also include a link to the Town Meeting Warrant (for ease and convenience) and email reminders 1-3 weeks in advance of Town Meeting. We have the unique opportunity in Marshfield for each and every citizen to participate in shaping the future of our community. Again, let's expand this opportunity, and find ways to involve more citizens, and inform them as well.	5/10/2016 12:28 PM
18	See above about timing. If change is made to representative meeting, perhaps notice should change to allow representative to find out what (who) the people he/she represents feel about an issue.	5/10/2016 6:35 AM
19	Open Town Meeting should be abolished as a form of government.	5/8/2016 4:14 PM
20	needs to be more specific about every article. no sum of \$ real amount	5/7/2016 2:59 PM
21	Electronic announcements should be included but paper announcements should not be eliminated.	5/6/2016 5:43 PM

Marshfield Charter Commission Questionnaire

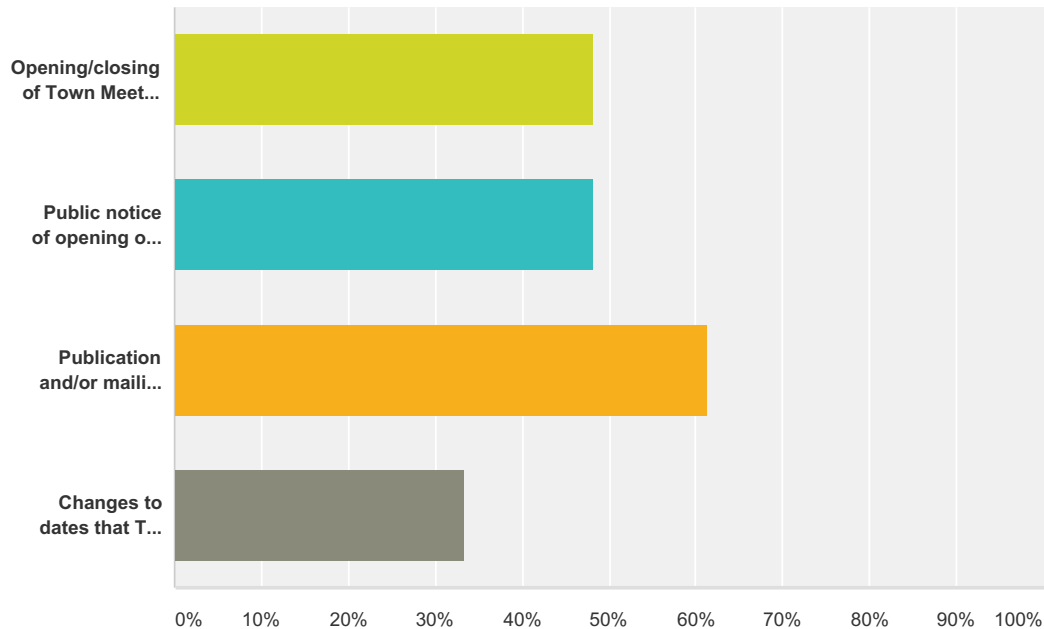
22	This is the way the town was originally organized and this structure is sufficient given the current population and demographics.	5/6/2016 11:38 AM
23	The Town Meeting announcement signs need to be put up at least a week before Town Meeting. This Spring the were put out the day of town meeting.	5/6/2016 11:34 AM
24	It has to be enforced that elected and appointed boards/committees are there. It's horrible when someone has a question and the moderator can't find someone to answer the question. How can people make educated decisions when there's no one there to answer their questions. As for the warrant, there's too many conflicts with what's printed in the warrant and what's on the screen at town meeting. The town also has to do a better job of getting rid of the phrase "a sum of money" if the figure can't be printed it has to do a better job of informing the public ASAP as to what the figure is.	5/6/2016 11:28 AM
25	already stated	5/6/2016 10:09 AM
26	We are not following it. If this was all done correctly the handouts, powerpoint, moderator and presenter should have been on the same page. This past year it was a mess.	5/6/2016 9:19 AM
27	More notice so that people can submit questions prior to town meeting to speed up the process at meeting.	5/5/2016 9:01 PM
28	But would also work well in Representative TM.	5/5/2016 10:48 AM
29	It should work well. Giving 2 weeks prior to the meeting for "accurate" data gives plenty of time for completion. (Though for some reason it does not seem those responsible take the deadlines seriously.)	5/3/2016 1:34 PM
30	Budgets should be submitted in March not January Warrant printing and advisory should be examined	5/2/2016 8:18 PM
31	As stated previously, the whole town meeting format should be examined. AND the number of members of the BOS should be expanded. 3 is not enough for our town. Should be 5 which allows them to have more input and more reps to do the work required.	5/2/2016 1:08 PM
32	Dates need to be examined & all elected & appt comm should be at Town mtg	5/1/2016 6:52 PM
33	Department Heads should be required to attend	5/1/2016 6:40 PM
34	Attendance and participation are declining because town meeting is dominated by a small group of difficult people.	4/30/2016 6:50 PM
35	If we continue to have Town meeting this component works well.	4/29/2016 9:32 AM
36	Town meeting should be made obsolete. Most people work and have kids with activities and don't have hours and even days to listen to articles being debated. Let us read the articles up for a vote at home, come to a decision ourselves, and be able to come in, vote, and go home. Maybe TM was useful years ago when information was not disseminated as quickly due to the Internet, but that is no longer the case. Thank you.	4/28/2016 11:30 PM
37	I think overall the process works well, but I think it's important to look in to the potential of manipulation of what is heard and not heard by certain parties. We would want to limit that ability.	4/28/2016 10:25 PM
38	Town meeting is too infrequent to consider important policy and other public issues. I prefer city form of government for efficiency.	4/28/2016 10:22 PM
39	i am satisfied with the above article in reference to the town meeting format.	4/28/2016 10:16 PM
40	Town meeting should be replaced by a Town Council who control the town budget as presented by a strong Town Manager or elected Mayor.	4/28/2016 1:57 PM
41	I just think of all the man hours, along with the copious amounts of sacrificed trees when I see the voluminous town meeting publications. There must be a better way!	4/27/2016 2:45 PM
42	The warrant needs to be provided two weeks before town meeting not 4. There is no need to publicizing the warrant in the local newspaper as it is available on line and at town hall. The deadlines for submissions to the warrant need to moved up. Too many times the advisory board is meeting a few days before the warrant goes to print not allowing the BOS, TC, TA, or other financial entities to examine the final product.	4/27/2016 9:11 AM
43	The publication of warrants should be distributed to the public for review. Elected members of each precinct should meet with their constituents to talk about issues or articles and the elected members should represent their constituents wishes.	4/26/2016 12:17 PM
44	The Town Meeting Warrant publication is often different from the actual Warrant presented at Town Meeting. The publication of our Town Meeting Warrant seems to have no basis in fact and appears to be a poorly developed document to simply meet an administrative requirement.	4/26/2016 11:06 AM

Marshfield Charter Commission Questionnaire

45	There continue to be large gaps in articles as they appear in the printed warrant and as presented on the floor at Town Meeting, some of this is due to the time constraints with regards to identifying budget numbers as in the use of the "A Sum of Money" phrase throughout the warrant. Also recommendations from the Advisory board "will be given at Town Meeting". Frequently their recommendation is a brief, We Support or We Do Not Support" statement. The Advisory Board is an appointed board, not elected and does not answer to the populace at large. Openings on the committee are infrequent and the approval/appointing process runs through the Chair of the Advisory Board so the Board gives the appearance of a "shadow" government of sorts. The Warrant dates should be examined and requirements in place so that the printed warrant contains the recommendations from the appropriate boards and committees to allow adequate time for review by the voters.	4/26/2016 11:02 AM
46	Town Meeting Warrant should be mailed out to all residents 3-4 weeks prior to Town Meeting.	4/25/2016 6:37 PM
47	change to 4 weeks notice	4/22/2016 10:28 AM
48	I think that those who are requesting an article should do their homework early to know what the "sum of money" will be early enough to publish it in the warrant. I understand that some articles may need to be an exception to this rule, and for that reason the Charter Commission should come up with language that will allow for exceptions, but they should be few and far between. Is anyone looking at whether the date of two meeting should be moved? Does it have to be the last Monday in April? Could it be in May?	4/21/2016 9:52 PM
49	Town Meeting is archaic	4/21/2016 3:10 PM

Q5 Should the Charter Review Committee consider any changes to ...

Answered: 114 Skipped: 202



Answer Choices	Responses
Opening/closing of Town Meeting Warrants	48.25% 55
Public notice of opening of Town Meeting Warrants	48.25% 55
Publication and/or mailing of Town Meeting Warrants	61.40% 70
Changes to dates that Town Warrants are required	33.33% 38
Total Respondents: 114	

#	Please provide specifics for the response(s) you chose for Question 5.	Date
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Marshfield Charter Commission Questionnaire

1	no to all	6/14/2016 2:13 PM
2	People are super busy, I think they need to have both Public Notice given much earlier and with many follow ups.	6/14/2016 2:04 PM
3	A tutorial on the process to help eliminate articles that are illegal or unenforceable. This would be of great assistance to boards, commissions, committees. Could be a video, slide-show, something showing steps to take and whole process.	6/14/2016 1:14 PM
4	Warrant not easily found on website.	6/13/2016 5:56 PM
5	N/A	6/12/2016 7:30 PM
6	Publish a explanation as the process to reduce articles that are illegal or unenforceable. This would reduce the work on town boards, commissions, etc. The explanation could be in a written or slide show form, etc that shows the whole process.	6/10/2016 10:21 AM
7	Works well	6/10/2016 5:17 AM
8	Like to see it real-time on computer and ability to give input. Perhaps have emails read since not all elderly can attend. Read opinions on certain issues if kept to a minimum.	5/26/2016 5:47 PM
9	Improved notification of Warrants dates.	5/25/2016 8:56 PM
10	Although the public should have a chance to review the information for the warrant, it is sometimes very difficult to meet deadlines, which have resulted in incomplete information or information needing to be changed. The committee should look at other municipalities to see if there is a better or easier way to do this.	5/25/2016 6:06 PM
11	Dollar figures should be required when the warrant is published. No amounts should be inserted the night of TM.	5/25/2016 4:11 PM
12	see previous answers	5/24/2016 7:30 PM
13	Review the process and identify areas that need adjustment. It is incomprehensible that articles submitted in January by private citizens are dismissed as unreviewed by the executive body 3 months later! Out of common courtesy, if the executive body has any respect at all for private citizens, these should take first priority. If there is a problem, work with the private citizens to present a coherent article rather than waste Town Meeting time with grammatical, spelling, and phrasing issues.	5/23/2016 10:08 PM
14	I think that the Warrant process is well documented in the newspaper, on-line and at local venues like the post office.	5/23/2016 4:58 PM
15	No	5/19/2016 12:37 PM
16	No changes are necessary	5/18/2016 7:56 PM
17	3 Business days is sufficient for new warrants.	5/18/2016 5:02 PM
18	Putting in Holders should not be allowed. Tow meeting should be later so that the warrant has all the final numbers. I can not think of the last time we got a warrant with more than 50% of the hard numbers being included. The warrant should come out 1 month prior to any formal meeting so people can read it and do their research.	5/17/2016 4:38 PM
19	It is very difficult to find town meeting information on line. As warrant articles are proposed and in the review process it would be helpful if they could easily be found and updated as the process moves.	5/16/2016 8:59 PM
20	Please see comments in Question 4 above.	5/16/2016 8:40 PM
21	I didn't receive notice via traditional mail.	5/16/2016 7:56 AM
22	none	5/13/2016 1:39 PM
23	I did not recieve mailed warrant.	5/13/2016 1:12 PM
24	There is always a problem with getting the warrants out on time BUT I truly believe that, if handled correctly, these problems would disappear. Don't change the Charter because people can't get their act together.	5/12/2016 8:16 PM
25	The warrant should be available at least one week before the joint Board of selectmen/Advisory board meeting that discusses the articles.	5/11/2016 11:27 AM
26	Please see answers at #4.	5/10/2016 3:26 PM
27	As noted in my comments to Question 4, Town Administration should make more and better use of the Internet for "public notices" pertaining to Town Meeting/Warrants. Who doesn't have access to the Internet these days? Of course I'd like to see much less paper used for the Warrant (please don't mail paper copies!) -- and what must be printed for use at Town Meeting should be on 100% post-consumer recycled paper.	5/10/2016 12:28 PM
28	I have no strong opinion on this- recommendations for any of the above that would help the process are welcome. It should be presented as a proposal along with the reason for the change.	5/10/2016 6:49 AM

Marshfield Charter Commission Questionnaire

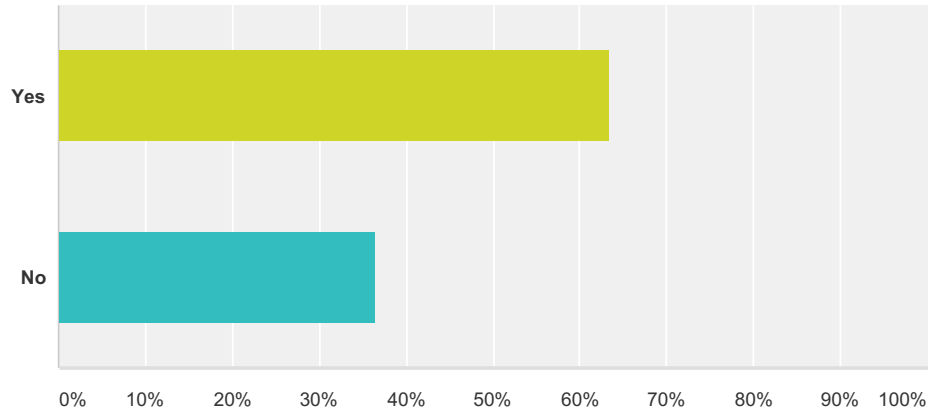
29	Open Town Meeting should be abolished as a form of government.	5/8/2016 4:14 PM
30	Town meeting should be abolished.	5/8/2016 10:19 AM
31	The current process allows for a free for all. Only articles approved by the selectmen should be on the warrant.	5/7/2016 10:43 AM
32	No	5/6/2016 5:09 PM
33	No comment	5/6/2016 10:09 AM
34	Simple, finalize a month prior, post online 2 weeks prior with no changes allowed.	5/6/2016 9:19 AM
35	No.	5/5/2016 10:48 AM
36	No changes are needed here.	5/4/2016 2:10 PM
37	No	5/4/2016 7:34 AM
38	NO	5/3/2016 1:34 PM
39	This doesn't fit here specifically but not sure where I can add this input. It is ridiculous that a citizens petition can be submitted to town meeting with a mere 10 signatures!! Two can be the petitioner and spouse so that's 8 more. There should be a minimum of 100 signatures required - to put an article forth without any pre- discussion of the matters. How many signatures are required for a candidate to have their name on a ballot in a town/ state election? Should be similar.	5/2/2016 1:08 PM
40	The dates are too prohibitive	5/1/2016 6:52 PM
41	These issues are not the problem with town meeting.	4/30/2016 6:50 PM
42	More information on warrants could be available in local print media & on the town web site. The web site is not kept updated.	4/29/2016 9:32 AM
43	Town meeting should be made obsolete. Most people work and have kids with activities and don't have hours and even days to listen to articles being debated. Let us read the articles up for a vote at home, come to a decision ourselves, and be able to come in, vote, and go home. Maybe TM was useful years ago when information was not disseminated as quickly due to the Internet, but that is no longer the case. Thank you.	4/28/2016 11:30 PM
44	I'm thinking they should be posted on town website	4/28/2016 10:34 PM
45	Please consider changing this form of government entirely.	4/28/2016 10:22 PM
46	No. I think it works well in that regard.	4/28/2016 10:14 PM
47	Same as above	4/28/2016 1:57 PM
48	See above. Notice periods not an issue, as far as I'm concerned.	4/27/2016 2:45 PM
49	change nothing	4/27/2016 7:54 AM
50	I am astounded by the number of people who are unaware of town meeting. Posting signs on several roads does not seem to be effective.	4/26/2016 3:54 PM
51	No changes are vital.	4/26/2016 12:17 PM
52	The Town Meeting Warrant publication is often different from the actual Warrant presented at Town Meeting. The publication of our Town Meeting Warrant seems to have no basis in fact and appears to be a poorly developed document to simply meet an administrative requirement.	4/26/2016 11:06 AM
53	See response to number 4 above. The Warrant dates should be examined and requirements in place so that the printed warrant contains the recommendations from the appropriate boards and committees to allow adequate time for review by the voters.	4/26/2016 11:02 AM
54	Works well as it is.	4/26/2016 9:22 AM
55	Other towns are able to this	4/25/2016 7:34 PM
56	no changes	4/25/2016 3:58 PM
57	None needed.	4/25/2016 3:42 PM
58	things seem to be working ok so I don't think the Charter Review Committee needs to consider any changes	4/24/2016 12:11 PM
59	I don't know what a warrant is and I often don't know about a town meeting until after it's happened	4/22/2016 12:27 PM
60	change to 4 weeks notice	4/22/2016 10:28 AM

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61	No	4/21/2016 9:52 PM
62	I think so far things are working fine If we have one person in charge of everything including changing from elected boards then we will end up with one person totally in charge with no one to give the opinion of the people of the town of Marshfield so having elections and town meeting are very important for the entire town	4/21/2016 11:30 AM

Q6 Should the Charter Review Committee consider additions to the Charter that would address the way debate at Town Meeting is conducted, limited or otherwise controlled?

Answered: 197 Skipped: 119



Answer Choices	Responses
Yes	63.45% 125
No	36.55% 72
Total	197

#	Please provide specifics for the response you chose for Question 56	Date
1	Sometimes speakers from the floor are recognized or not at the whim of the Moderator	6/14/2016 2:13 PM
2	I think our Moderators are very professional in controlling and limiting debate. They respect the Public right to use this forum for issues they are concerned with	6/14/2016 2:04 PM
3	See comments on question 2.	6/14/2016 1:39 PM
4	Seems good now except that advisory board appears to believe they must be followed, not just providing "advice".	6/14/2016 1:14 PM
5	Duplications of questions asked a previous committee hearings and the same answers received. Might consider televising hearings.	6/13/2016 5:56 PM
6	Allow residents to question an article more than one time in order to clarify all points in the article.	6/12/2016 7:39 PM
7	This is controlled by Moderator and voters at Town Meeting	6/12/2016 7:30 PM
8	Should be controlled by the moderator.	6/12/2016 7:16 PM
9	Is fairly good as it is, but the advisory board should be advising, not giving decisions.	6/10/2016 10:21 AM
10	Yes, there is a certain segment of people in the Town of Marshfield that will debate an issue just to be in the limelight. The Town moderator does a pretty good job of trying to control it but there needs to be a diplomatic way to make sure these people do not monopolize the meeting and drag it out. We loose many good citizens at town meeting because of this issue.	5/26/2016 11:12 PM

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11	See prior response. Some town residents got to the mike over 20 times in a three day meeting. Which is why it was three days.	5/26/2016 7:50 PM
12	Currently debaters are often attempting to attack individuals. We also need to limit the number of speakers who are saying the same thing over and over.	5/26/2016 6:35 PM
13	Consider everything. Walk through the pros and cons of process.	5/26/2016 5:47 PM
14	Please	5/26/2016 2:42 PM
15	Get rid of the time clock. Allow discussion and allow people to get up more than once. The Moderator is not a dictator he/she should allow discussion. People should be allowed to applaud, it is a way to gauge the room and keep less people from going to the mic.	5/26/2016 2:04 PM
16	The random ping pong ball system of selecting articles was sold to town meeting with the promise of creating more interest and attendance in town meeting. It has failed. What it creates is an opportunity for a small group of town meeting participants to hold others at town meeting who are interested in only a few articles for an indeterminate period of time. While I would love for people to have genuine interest in all business in town the reality is you cannot force that interest upon residents and forcing them to stay until their article is randomly chosen vs. being chosen in numerical order creates frustration and promises to never return to town meeting. The two minute shot clock at town meeting has been a failure as well. It doesn't not promote effecting debate but rather, promotes frequent debate over whether a speaker lost an additional 2.6 seconds of their time (an actual incident at this ATM).	5/26/2016 8:06 AM
17	Can Moderator's control of addressing the specific article and avoiding repetitive comments be improved?	5/25/2016 8:56 PM
18	Town meeting is long and drawn out. It is difficult for the public to understand all of inner workings and details of the day to day operations and then to have to make decisions.	5/25/2016 6:06 PM
19	Under no circumstances should intimidating or harassing behavior be tolerated on the floor. Behavior during the DPW debate during the last TM was inexcusable. Individuals engaging in name calling, cat calling or making comments like "we are taking down names" during votes or debate should be immediately expelled from TM. Comment time should be reduced to 1.5 minutes. Too many people are allowed to harangue on and on with irrelevant comments.	5/25/2016 4:11 PM
20	Speakers should be prepared to state the relevance of their comments to article decision-making: approve, deny, amend, take no action, elaborate. They could also be required to indicate their efforts to get answers to their questions prior to TM, which is a legislative place, not a fact-finding excursion.	5/24/2016 7:30 PM
21	Two minutes isn't nearly long enough for a well-prepared presentation and the Moderator's verbal interruption is just plain rude. Advisory Board members, speaking as private citizens, should not use the front microphones but stand in line like everyone else and this should be enforced as rigorously as the 2 minute rule. Follow-up questions are often necessary and if more information is revealed a second appearance at the microphone should be allowed as long as the "privilege" is not abused. (We all know some people are in love with the sound of their own voices in a microphone.)	5/23/2016 10:08 PM
22	The Town Moderator should never be afraid to use the gavel or throw someone out of Town Meeting for being rude or discourteous. We should all be playing by the same rules.	5/23/2016 4:58 PM
23	Pro and Con microphones, one each per aisle. 5 minutes for presenters, 3 minutes for comments/questions and 2 minutes for presenter rebuttal	5/19/2016 12:37 PM
24	Limiting debate to two minutes for each speaker is not enough time. Not allowing a speaker to address town meeting more than once on a particular article is undemocratic. the moderator has too much power in my opinion	5/18/2016 7:56 PM
25	People should have a bigger voice	5/17/2016 6:02 PM
26	Any limitation would only empower town government and reduce the public's input.	5/17/2016 4:38 PM
27	There are times when the presenter of a large article really does NEED a little more time more time than is usually allowed. When building a school, seawall, or the huge energy contract to handle all buildings or another complex matter there needs to be a way to grant in advance a SMALL amount of extra time.	5/16/2016 8:40 PM
28	Limit time per speaker to 3-5 minutes. Allow all to speak before anyone called on for 2nd time. Moderator should not add his opinion or comments - should be objective.	5/13/2016 1:12 PM
29	Just get rid of town meeting as the legislative process	5/12/2016 9:27 PM
30	The Moderator does a good job. The people of the town for the most part are orderly and well mannered. Don't change the charter of the whole town because there are a few people who get carried away.	5/12/2016 8:16 PM
31	You can consider. But be wary of change.	5/12/2016 5:02 AM
32	Consider representative town meeting, that would limit those who like to get up and just hear themselves talk.	5/11/2016 1:41 PM

Marshfield Charter Commission Questionnaire

33	People need to have a say, or think they have a say in the management of the town. But at the end of the day one person, being a Mayor should have control over the town.	5/11/2016 1:30 PM
34	Has to be some way to move along lengthy questions/debates... Not always a good use of time.	5/11/2016 11:21 AM
35	Limit comment/question specific to items being voted on. Too many push an agenda not tied to the issue at hand.	5/11/2016 9:05 AM
36	Residents should not be able to ask questions that are obvious or could have been asked at various departments prior to Town Meeting or at the Advisory Board meetings. Residents should not use up valuable time at Town Meeting with nonsense questions. No insults or criticisms of any department or individual regarding their work should be tolerated ever.. If a resident does not abide by the rules they should be thrown out and never allowed back.	5/10/2016 3:26 PM
37	Perhaps I'm not well-informed on this, but it seems we've been able to constructively address some of the problems that pervaded in the past, e.g. the 2-minute rule, the limiting of speakers to once on any particular article, and the lottery system. We cannot legislate that participants stay once the article(s) they care about has been voted on, but we can certainly encourage FULL participation of our citizens. This may be addressed further in the survey, but I wonder if 2 days in a row (Mon/Tues) limits attendance and participation. Might Mon/Thurs work better, with the following Monday if necessary?	5/10/2016 12:28 PM
38	When people line up for comments there should be a "yes" or "no" line. This would give the moderator a better feel for how long to allow discussion	5/10/2016 6:49 AM
39	Representative town meeting. I don't really have an issue with the "nay sayers." Actually, I think they bring accountability to the process.	5/10/2016 6:35 AM
40	see Representative Town Meeting comments.	5/9/2016 1:45 PM
41	The current Moderator has done a good job managing the flow of Town Meeting. However, the debates that take place on the floor are frequently redundant, disrespectful to opposing views and seldom sway voters from one position to another.	5/8/2016 8:41 PM
42	Open Town Meeting should be abolished as a form of government.	5/8/2016 4:14 PM
43	allow tax payers a little more time to speak instead of getting cut down after 2 min	5/7/2016 2:59 PM
44	Too many people can't stand it, it's outdated in our times.	5/7/2016 10:43 AM
45	I think the moderator needs to continue to have freedom here. I like the current time limits, but occasionally a speaker might need to be allowed a little more time and not be cut off.	5/6/2016 5:43 PM
46	A strong Moderator with an understanding of Robert's Rules is all that is needed.	5/6/2016 1:36 PM
47	Those citizens who choose to participate in Town Meeting 'debates' ought to be accountable for their conduct when they are at the microphone, their preparation before they step up to the microphone, and their acceptance of the resolution of a particular question or issue. We're all adults. The moderator should be ready and willing to control how people comport themselves just as those people should remember they are speaking in public.	5/6/2016 11:38 AM
48	Only residents who do not owe the town any taxes should be allowed to participate in town meeting. The Moderator should remove anyone who is found to be lying, mis-informing, or otherwise misleading town meeting. Resident or officials.	5/6/2016 11:34 AM
49	Town Meeting takes too long, there's some good questions at times and then you have people who get up there just to see themselves on TV and hear themselves talk. The lectures and egos are out of control.	5/6/2016 11:28 AM
50	I like the timer being used now., although sometimes I think it gets reset too often. One time speaking per article is fair. Moving the article and then voting on the motion works well. Bringing article back for reconsideration immediately only has worked well, rather than later in the meeting when "special interest" people have left.	5/6/2016 10:20 AM
51	The committee should require comments and questions be submitted prior to the meeting. The meeting should have a start time and a solid end time (7 pm to 9 pm). People should not be allowed to talk on and on and make comments that are not relevant.	5/6/2016 10:09 AM
52	Have questions submitted in advance possibly so answers can be productively answered. Allow free form on town floor but at least give officials time to prepare.	5/6/2016 9:19 AM
53	Moderator has been very domineering.	5/6/2016 5:32 AM

Marshfield Charter Commission Questionnaire

54	<p>Having the articles in random order and on work days does not promote a democracy for all. It aids a small number of residents who either do not have kids or have jobs they need to get to in the morning. The town should consider the following: * Publish full list of items that will be presented at town meeting and the order which they will appear. This allows for predictable times/days when the vote for such items will occur (getting babysitters). * Have town members vote importance of specific items before meeting to set order (online). * *****Eliminate the 'random' order!!****</p> <p>Opponents say having it random prevents people from just coming by to vote on their item of interest and leaving. This is an incorrect. As a democracy people should be able to vote on what they want to be heard on. Does it matter if they just come on day 1 or 2 for their vote, nope. It will allow younger families to get more involved in the process without 'wasting' days for their item to come up. The random order hurts democracy but putting the power of the vote to a small, non-representative of the community, group. This hurts the town's long term interests. Also, if people know what is coming and when they will probably stick around to vote on other items. * Stream town meeting online. This can be done for little to no money. Again, get the younger members of the town involved. * When broadcasting the meeting (stream or TV) have it so it says which article will be next. Again, get people involved. * Limit the total amount of time an item can be discussed to 30-40 minutes (1 hour for the budget). * Have a web page that lists all articles and then allows for comments on each one before the meeting. This may allow concerns to be addressed during the presentation saving time. * Publish the rules of a meeting. What is a point of order, how/when to move something, etc. * Allow only one comment and one follow-up per person per item. * Have the vote on a Friday/Sat night (allows for families to vote; people who have jobs)</p>	5/5/2016 11:22 PM
55	Most of the questions asked are irrelevant time wasters or just complaints. Should be more of a screening process.	5/5/2016 9:01 PM
56	Not sure how this could work, but a strong Moderator is needed who can't cave into bullying from the floor.	5/5/2016 10:48 AM
57	A representative town meeting would probably reduce the time spent in debating warrant articles.	5/4/2016 2:10 PM
58	Participants should be limited to sparking on no more than 5 articles.	5/4/2016 7:34 AM
59	Streamline!!!!!!	5/3/2016 3:50 PM
60	The input/recommendations from the Advisory Board don't seem to add any value and end up taking time.	5/3/2016 1:34 PM
61	Applause	5/2/2016 8:18 PM
62	<p>2 minutes to discuss an issue at the microphone should be expanded to 3 - or at least 2 1/2. Nothing worse than being cut off in the middle of your comments (as I have been). Speakers should be able to approach a 2nd time to rebut a previous response, correct an error in information, pose a follow up question, etc If town meeting is the vehicle by which the towns people can express their views, they should be respected. AND totally unacceptable to have people groan when a repeat speaker approaches the mike. Many of these citizens have spent much time to explore and research the issues. These groaners have not for the most part.</p>	5/2/2016 1:08 PM
63	Should be determined by the meeting itself. Too restrict if included in charter. Charter is the "bones" of town government not its skin.	5/1/2016 6:52 PM
64	Speak once per article	5/1/2016 6:40 PM
65	Only as an alternative to scrapping town meeting and going with a more up to date form of government such as manager/council.	4/30/2016 6:50 PM
66	It is the same group of people every single time. They do not have anything new to say and just keep on rambling. some of the time they even agree with everyone else, but still feel the need to talk. There should be a time for comment if they have one after a quick outline why they stand for certain things.	4/29/2016 12:11 AM
67	Debate should be discontinued altogether. Let residents read the articles, do their own research and make up their minds at home, then just come in to vote. If debate is desired by some, let a space be set aside for them, but no longer make attendance at said debates mandatory in order to vote.	4/28/2016 11:30 PM
68	Allow for quicker vote on articles with limited debate. If it's close allow debate but if not, move to next article	4/28/2016 10:34 PM
69	i am not sure how it could be addressed but I do think something needs to be done about streamlining the process of actual debate at town meeting.	4/28/2016 10:16 PM
70	Administrator that is impartial but has a vested interest in Marshfield	4/28/2016 10:15 PM
71	OMG - the ridiculous questions that waste our time!!! DO SOMETHING PLEASE!!!	4/28/2016 10:14 PM
72	A small group of people take up a majority of time. While I understand everyone has the right to have their voice heard, when this small minority of vocal attendees direct their comments back to a central point it is frustrating for the majority in attendance. It is further discouraging when this small minority is clearly using town hall to grandstand instead of having a productive conversation. I know this is the "fun" of town meeting, however after a one person had almost an hour of time to talk in one night, it gets annoying.	4/28/2016 10:12 PM

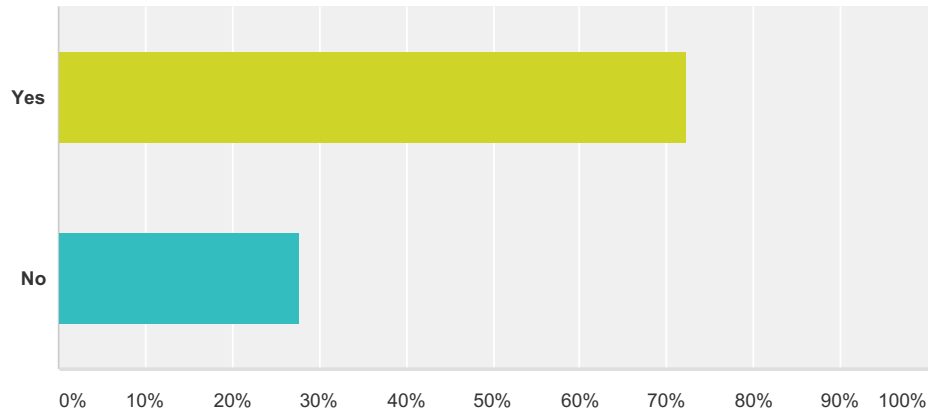
Marshfield Charter Commission Questionnaire

73	Residents AKA the taxpayers need to be able to challenge the misinformation, false information and lack of information being handed out by the administration. The administration is attempting to dupe the taxpayers.	4/28/2016 9:12 PM
74	Town meeting should be eliminated.	4/28/2016 1:57 PM
75	Absolutely! The marathon, out of control, anything goes style of speakers, unlimited & unchecked, has made Town Meeting an endurance test and a hardship for most people to feel attending would be worth their while. Better yet, get rid of Town Meeting and let centralized government handle it.	4/27/2016 2:45 PM
76	Town meeting has become a long and painful process mainly due to the actions of a few. The TA needs to shorten his budget presentation but keep the same level of information for the voters.	4/27/2016 9:11 AM
77	Representatives should be the only people who debate and vote at town meeting. All most every article is debated by the public often out of scope and context.	4/26/2016 12:17 PM
78	Seems to work with a qualified Town Moderator.	4/26/2016 11:06 AM
79	I believe the Moderator does a sufficient job of handling debate at Town Meeting.	4/26/2016 11:02 AM
80	The current restrictions are adequate to allow for all of the many diverse voices and opinions to be heard while not allowing any faction or individual to monopolize town meeting's time.	4/25/2016 7:42 PM
81	Lottery of a ten person (as an example) limit for each article to limit time spent at the microphone and extension of the meeting into several days	4/25/2016 7:35 PM
82	Except for more feedback from residents.	4/25/2016 4:49 PM
83	limit debate--allow each person ONE comment per meeting and cut them off after one minute. People need to prepare what they want to say and comment only on the one item per meeting that's most important to them.	4/22/2016 12:27 PM
84	Representative Town Meeting	4/22/2016 10:28 AM
85	The current system is flawed and broken. I believe in democracy but I don't think our two meeting is democratic anymore. It is so bad that people don't want to go to the meeting. It is not uncommon to see less than 200 people making major decisions for the town, and most of the people in the meeting are "naysayers:" or people who are just plain obstructionists to the town meeting process. We need to fix this so people will want to come to town meeting again.	4/21/2016 9:52 PM
86	Get rid of Town Meeting!	4/21/2016 3:10 PM
87	It's fine so long as the Moderator takes a strong position to limit any discussion at Town Meeting to be relative to the article on the floor.	4/21/2016 1:44 PM

Q7 Should the Charter Review Committee consider a change or addition to the Charter requiring each financial article on the warrant of Town Meeting and Special Town Meeting to have or to set forth a specific dollar figure by the time the warrant is published or mailed to the residents of Marshfield?

Answered: 195 Skipped: 121

Marshfield Charter Commission Questionnaire



Answer Choices	Responses
Yes	72.31% 141
No	27.69% 54
Total	195

#	Please provide specifics regarding the response you chose for Question 7.	Date
1	Modest additions (say 5%) to the \$ should not automatically be denied as "beyond the scope of the article".	6/14/2016 2:13 PM
2	n/a	6/14/2016 2:04 PM
3	Specific amounts help voters decide.	6/14/2016 1:39 PM
4	A figure within a +/- % should be included so that residents are aware of the maximum amount it could go to.	6/14/2016 1:14 PM
5	It would be very desirable if possible and help speed up town meeting	6/13/2016 5:56 PM
6	It will make for a more transparent governing body. It will provide residents more info and less surprises.	6/12/2016 7:39 PM
7	But- By time of BOS/Adv. Hearing	6/12/2016 7:30 PM
8	A chart should be given that shows the estimated amount and the upper range possible so we can make a decision based on the potential cost.	6/10/2016 10:21 AM
9	People need to know what the dollar amount. Perhaps put aside a dollar amount to add to projects IF they have cost overruns. Not spent vote on how or where to spend it.	5/26/2016 5:47 PM
10	7 days notice	5/26/2016 2:04 PM
11	Presenting the dollar amount to the residents before town meeting does not solve the underlying problem of a lack of fiscal discipline in our town. Having to report that number for approval to a Central Fiscal Officer would create more accountability and transparency.	5/26/2016 8:06 AM
12	Although there might be exceptions like publishing land buying costs before hand, see no reason for so few dollar figures are shown.	5/25/2016 8:56 PM
13	Absolutely. The budget for an article is one of the most important items under consideration.	5/25/2016 4:11 PM
14	Most definitely. If their are last-minute \$ changes, then petitioner can amend the published amount. In addition, Advisory Brd. must publish within one week of TM its decisions: yes, no, amendments, all with \$ amounts. They can begin the budget-examination process further in advance so as to have their printed recommendations prior to TM. No more of no \$ figures, "At TM" recommendations, many fewer surprises.	5/24/2016 7:30 PM
15	Yes, of course! This would temper the "feel good" votes for amounts we really should not be approving. Esther Bartlett would regularly be asked how much approving an article would add to the tax rate and she would have an answer to the penny and that helped move the article to a vote, yea or nay.	5/23/2016 10:08 PM
16	The citizens of Marshfield deserve to have the financials in a warrant ahead of time. If there is a change of circumstances, there should be an amendment by the Town Selectmen / Financial Team. Understanding the current process uses projections, if it is a hardship, push the Annual and/or Special Town Meetings to a time that can better afford accurate numbers. The Town needs to be as transparent as possible.	5/23/2016 4:58 PM

Marshfield Charter Commission Questionnaire

17	The problems of the last 3 years in getting correct closed financials and past history of the state not providing local aid dollars would make this to restrictive.	5/19/2016 12:37 PM
18	Absolutely	5/18/2016 7:56 PM
19	How can a citizen make an informed decision if they do not know the full dollar value of the entire warrant	5/17/2016 4:38 PM
20	Yes that would be wonderful. Please see my comments in Q4. I believe there are some administrative roadblocks now whether it is the calendar or just work load scheduling that have prevented this. If a dept really, needs to do something, it is incumbent on them to start the work in time to get real language in the warrant and real money. I know that by getting money numbers in Nov- Jan that they will change by April TM but if had a certain percentage of change rather than no number at all, that would be a huge help. Note at this year's TM, there was a handout of all the bond articles that are in the budget. I was surprised to see so many and would have liked help reading it (why are some lines greyed out.etc) but that was a huge step toward understanding what we are facing. Maybe that should be a 5 minute presentation at the start of TM. We also need something in the TM booklet or the Town Report which states all of unfunded liabilities for pensions, healthcare costs and how we plan to fund them in the future. Those are huuuuge numbers and the average taxpayer is not being told that it is coming someday. That might guide current decisions. I know in some other towns there is a building structure rainy day fund which we don't have and maybe we need to have.	5/16/2016 8:40 PM
21	At least a bona fide and reasonable budget estimate.	5/16/2016 7:56 AM
22	Should be a Town Finance Committee (elected) to review all budgets with one person per precinct. The Committee should have a director either appointed or elected. This committee would examine every budget and pre-approve them. Then they would present to Town Meeting for approval.	5/13/2016 1:12 PM
23	A "sum of money" says nothing. All amounts should be specifically given. If the amount cannot be determined, the article should be withdrawn.	5/12/2016 8:16 PM
24	There are a couple of specific items for which final dollar amounts may not be available (contractual negotiations) but all other articles should have a dollar amount.	5/11/2016 11:19 PM
25	No more "a sum of money"	5/11/2016 11:27 AM
26	I think it is okay to put in an estimate in a financial article because I think sometimes the numbers are not known before the warrant is printed.	5/10/2016 3:26 PM
27	A "sum of money" is not very specific.	5/10/2016 1:31 PM
28	If or where feasible, this would probably be helpful and might curtail some of the confusion and discussion at TM.	5/10/2016 12:28 PM
29	This should be a goal, but not a requirement. Possibly use a "best estimate" in the Warrant with final figures at the Meeting.	5/10/2016 6:49 AM
30	I personally don't think it is right that we can debate the "purchase of copy paper at town hall" but the school budget is voted lump sum. And yes, providing figures on the floor of town meeting is too late.	5/10/2016 6:35 AM
31	TMI not enough time....	5/9/2016 1:45 PM
32	Open Town Meeting should be abolished as a form of government.	5/8/2016 4:14 PM
33	Yes but it may not be practical. I understand the departments do not have the information by the time the warrant is due	5/7/2016 10:43 AM
34	Changes should be allowed when the article is presented	5/6/2016 1:36 PM
35	But they should have specifics when the article comes up at the meeting.	5/6/2016 11:38 AM
36	Yes, people can't make proper decisions when all you see for the amount is "a sum of money", get that number on the floor of town meeting doesn't allow people to make the best educated decisions.	5/6/2016 11:28 AM
37	I understand that some financial information is not always available before publication of the warrant. Town boards should do their best to have their budget info set before publication. Having the final article projected on the screen is a good way to let everyone see the actual final language and numbers. Mailing to all residents is very costly. Maybe if people want that info they can give their email addresses to someone at Town Hall using the town website and have an email blast with that info.	5/6/2016 10:20 AM
38	This will change depending on what is being reviewed.	5/6/2016 10:09 AM
39	Or a ballpark figure	5/6/2016 5:32 AM
40	Definitely, as much as possible. I did read that some towns don't allow debate on the budget items.	5/5/2016 10:48 AM

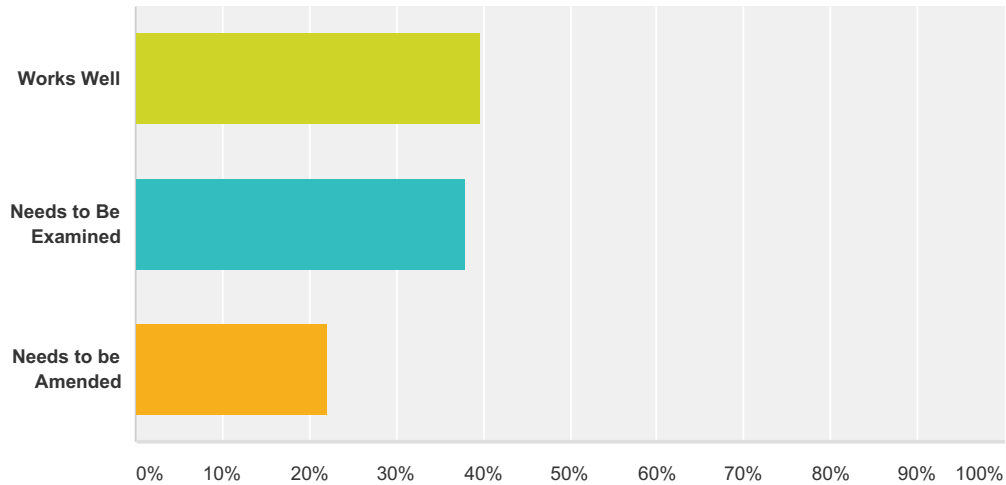
Marshfield Charter Commission Questionnaire

41	No. Such a requirement would hamper the various agencies in their essential last-minute completion of requests for financing.	5/4/2016 2:10 PM
42	How do you make decisions without accurate information?	5/4/2016 7:34 AM
43	If possible.	5/3/2016 3:50 PM
44	Can't see why this doesn't happen. There is plenty of time to get this data out correctly.	5/3/2016 1:34 PM
45	How can one review the budget figures on the spot!! At least have a flyer with updates available before the meeting night.	5/2/2016 1:08 PM
46	warrant is the announcement of what will be voted on. Needs to be published before budgets can be finalized.	5/1/2016 6:52 PM
47	The more information the better How does Scituate do it	5/1/2016 6:40 PM
48	Get more specific	4/29/2016 12:11 AM
49	Not sure	4/28/2016 10:34 PM
50	it is not unreasonable to have a dollar figure 2 weeks before the meeting.	4/28/2016 10:16 PM
51	I don't think it is practical or possible to know all the figures before town meeting kicks off. If there are negotiations to buy a piece of land, for example, I would rather work up to the day of town meeting if we HAVE to to come up with a price than pass up the opportunity at town meeting to purchase it which could be lost if missed the deadline for the warrant.	4/28/2016 10:14 PM
52	Town meeting should be eliminated	4/28/2016 1:57 PM
53	I don't see where it would matter. Practically every line item is currently contentious no matter if there is a dollar figure listed or not.	4/27/2016 2:45 PM
54	This seems like a good idea but is unrealistic. Many decisions are made after the warrant is printed and the warrant should not be mailed to the residents.	4/27/2016 9:11 AM
55	Additionally, context is important to the lay person being asked to understand then vote on approval of budgets or other financial considerations. A standard should be established that each article up for consideration employs. Knowing what amount is requested, as an example, is not the same as knowing that the amount is 50% lower than previous years or 50% higher for other towns of a similar size and character. History, context and comparisons - that are standardized- would be helpful for the average citizen not familiar with the details.	4/26/2016 3:54 PM
56	Exceptions would need to be made in some cases such as, costs that are not available in time, i.e. maintenance or construction costs that take considerable time to compile.	4/26/2016 12:17 PM
57	YES! There seems to be a significant gap between the operating budget for some Town Departments and the actual expenditure by that Department and, the attitude conveyed at Town Meeting is - just ask for more dollars to be approved. There doesn't seem to be any accountability by some Department Heads.	4/26/2016 11:06 AM
58	While I understand the difficulties in pulling together the budget figures it is not reasonable to only expose the figures the night of Town Meeting. It does not allow for adequate research and understanding on the part of the voters.	4/26/2016 11:02 AM
59	Should be transparent.	4/25/2016 4:49 PM
60	what's the point of voting to something if we don't know how much it costs?	4/22/2016 12:27 PM
61	We need to be able to have time to discuss and do due diligence on a project or request. Without the dollar amount , it does not make any sense	4/22/2016 10:28 AM
62	I think that those who are requesting an article should do their homework early to know what the "sum of money" will be early enough to publish it in the warrant. I understand that some articles may need to be an exception to this rule, and for that reason the Charter Commission should come up with language that will allow for exceptions, but they should be few and far between.	4/21/2016 9:52 PM
63	No sometimes the dollar amount cannot be provided at the time the articles need to be submitted. Keeping the current system in place allows for the flexibility to get articles to a Town Meeting vote.	4/21/2016 1:44 PM

Q8 ARTICLE 3...

Answered: 189 Skipped: 127

Marshfield Charter Commission Questionnaire



Answer Choices	Responses
Works Well	39.68% 75
Needs to Be Examined	38.10% 72
Needs to be Amended	22.22% 42
Total	189

#	Please feel free to add specifics regarding the response you chose for Question 8.	Date
1	I read and re-read the above but don't know what is being asked	6/14/2016 2:16 PM
2	5 member Bd. of Selectmen to better represent town by district.	6/14/2016 1:53 PM
3	Four selectmen	6/14/2016 1:40 PM
4	Term limits on who is chair for those other than BOS. Perhaps no more than 2 consecutive terms as chair then requires a term not as chair before can be chair again.	6/14/2016 1:17 PM
5	Term limits on positions other than board of selectmen should be considered. For example, no more than two consecutive terms as chari.	6/10/2016 10:23 AM
6	The DPW board must report to someone. It is the least responsible board in town. Countless emails and calls not returned by the superintendent and staff. It is the biggest concern in town.	5/26/2016 7:53 PM
7	We need to examine how each of the departments coordinate, communicate, and cooperate with the others, including during budget discussions.	5/26/2016 6:50 PM
8	Shameful that so many offices are unopposed at the polls. Why can't someone hold more than 1 office.We did so in the past??	5/26/2016 2:10 PM
9	Too many unnecessary boards that are antiquated and serve little purpose. Should be eliminated and go under selectmen	5/26/2016 10:18 AM
10	Three board of Selectmen works very well. Board of health, School Committee and other boards work well with respect to their size. The DPW elected board does not. It's time to consider consolidating the work of the DPW under the BOS or having the DPW be appointed.	5/26/2016 8:12 AM
11	All boards should comprise of at least 5 members	5/26/2016 6:09 AM
12	UMass Boston study commissioned by Public Works several years ago suggested elimination of the Board at the next Charter Review.	5/25/2016 10:47 PM
13	Increase BOS to 5 members representing different Town communities.	5/25/2016 8:59 PM
14	Do these elective positions attract the best qualified candidates? Does the power that each board have work well in unison, that benefits the town as a whole? In some instances it may be okay for a person to hold more than one office, but it would have to be carefully examined.	5/25/2016 6:12 PM

Marshfield Charter Commission Questionnaire

15	There is clearly tremendous dysfunction on the board level. The arguments between town boards on the floor of TM is another factor that discourages the public from participating. Board terms should be considered.	5/25/2016 4:18 PM
16	Possibly increase the # of Selectmen to 5 from 3 but not essential. Preserve all elected boards - as a check on Selectmen. Consider moving all elected positions to bylaws for greater flexibility. A charter is way too rigid. Set annual election by bylaw, not charter. We need flexibility. Make Town Clerk appointed, like every other professional/dept. head position. Shift many Selectmen-appointed positions to Town Manager, who has hiring/firing authority, subject to elected/appointed board/commission approval.	5/24/2016 7:39 PM
17	The composition of these Boards should be reviewed for representation appropriate to the department.	5/23/2016 10:19 PM
18	Provides a necessary check and balance on all elected boards.	5/19/2016 12:40 PM
19	Consideration should be given to increasing the members of the board of selectmen to five	5/18/2016 8:06 PM
20	They should examine other towns of similar size to Marshfield and see what works well/not for them.	5/18/2016 5:07 PM
21	Citizens should only hold one office. There should be term limits on all offices and committees to ensure there is change and others have a chance to participate.	5/17/2016 4:41 PM
22	1. The Board of Selectmen DEFINITELY needs to be expanded to 5 members. It is too much of a burden on the three people to do their own job as a Selectman AND then liase effectively with a gazillion other boards, committees, commissions, pay attention to finance matters to say nothing of having a life with family and earn a living. It's too much to expect in this day and age. 2. I am very disturbed by the fact that due to illness, we are paying for an unknown amount of time a Town Clerk who is not working. This would not be allowed in private enterprise. I don't really care if the person is elected or otherwise. If the job cannot be done, the person needs to be removed after some period of time. I wonder there should be a period of sick leave, then long term sick leave, then resignation then retirement or retirement disability if that is applicable. If that is not applicable then after a certain length of time, there should be an automatic recall and a new election. This is a unique situation this year but it is a burden on the taxpayers who are not getting paperwork from that office because the manpower is not in place. It is a burden on the employee working there to expect her to do everything including special elections. She may be getting some short term help but who knows whether that will be helpful if training is required. If this were an appointed position, would this be happening? I do not know if Board of Health needs to be elected, or whether assessors need to be elected.	5/16/2016 8:58 PM
23	Board of Selectmen should be increased to 5. Planning board should be increased to 7 with one elected per precinct. If planning board deals only with \$ articles it should be replaced by Finance Committee (see above). If not, planning board could stay at 5.	5/13/2016 1:15 PM
24	Special boards should be eliminated	5/12/2016 9:30 PM
25	For years many have wanted a 5 member Board of Selectmen and perhaps that idea is a good one but even as just 3, for years it has worked out just fine.	5/12/2016 8:25 PM
26	If you think that making all of these appointed by the Selectmen will pass , think again. Like the "appointed " charter commission will do whatever they are told.	5/12/2016 2:41 PM
27	Should hold more than one paid office.	5/12/2016 5:03 AM
28	Board of Selectmen should be increased to 5 members. 3 members is too small for a town this size. Most of the elected boards should be examined to see if they should be eliminated, and their functions more centralized to make them more efficient. Particularly the DPW.	5/11/2016 1:45 PM
29	All of these boards need to stop operating independently and be held accountable to an overall manager/mayor. Every department is off running things as they see fit instead of there being some consistency with how the town is run and departments working together.	5/11/2016 1:37 PM
30	Elimination of Board of Selectmen needs to be examined with greater control of a Town Manager.	5/10/2016 1:37 PM
31	The only thing I would support changing is the composition of the Board of Selectmen. Given our current population, we should consider a 5-member Board of Selectmen.	5/10/2016 12:57 PM
32	Considering the number of Officials running "unopposed" in recent elections there are limited numbers of people willing to serve in these offices. Please suggest what would work better.	5/10/2016 7:21 AM
33	I have always thought it was odd, that we have a very public election for selectman... other posts are not usually "big" elections... but the selectmen really control only a small portion of the town. I have always felt having all these elected boards is odd. I don't think the town clerk should be elected. That (to me) is an important employee, similar to a town administrator. Until the recent accounting debacle, I did not think there was a need for a separate board of public works. However, no matter how you structure it there must be controls over the town administrator and REAL oversight into the use of enterprise accounts. The Board of trustees for the Veterans Memorial??? silly. Assessors? I don't know. Board of Health? I don't know. The school committee is probably necessary, but whether they should be independently elected or subordinate to selectmen, I'm not sure.	5/10/2016 6:43 AM

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34	I think it works well (except when it doesn't). I suggest that Charter review committee consider changing the process so that we have a 5 member Board of Selectman (or maybe even 7 members). And, all other boards appointed by the Board of Selectman.	5/9/2016 1:48 PM
35	If the charter review committee chooses to make the board of selectmen the main legislative branch instead of open town meeting, they might consider expanding the number of members on that board and perhaps have a mix of representation from specific areas of town and at-large as a way of making them more directly accountable to the residents they are representing.	5/8/2016 4:20 PM
36	They don't seem to work well together. There is no one person in charge that is responsible for town issues. Residents continuously get the run around. There is no accountability.	5/8/2016 10:22 AM
37	Eliminate Selectmen. Elected officials should represent all 7 or 8 sections of the town	5/8/2016 8:42 AM
38	There needs to be centralized management and less elected boards which cater to special interests. How many people work in managing each department? Need fewer persons who have more abilities.	5/7/2016 10:47 AM
39	I think it is important that one be allowed to hold only one office. I wouldn't mind seeing a five member Board of Selectmen.	5/6/2016 5:47 PM
40	All boards should have a minimum of 5 members with a two term limit	5/6/2016 4:12 PM
41	5 selectmen and / or "ward reps" someone from each precinct to represent the voters in that precinct Problem in getting residents to run for Selectmen is an issue. We have one unopposed now. Increasing to five is an issue but this is not working.with three. Possibly pay Selectmen a reasonable salary to encourage more residents to run for a spot on the board	5/6/2016 3:26 PM
42	It appears each Board is autonomous and there should be some method of accountability that is more centralized and transparent.	5/6/2016 2:34 PM
43	I don't think anyone should hold more than one office at a time, but I'm comfortable with reviewing this article.	5/6/2016 11:41 AM
44	After attending the last town meeting, I'm convinced that the DPW must remain an elected board. However, there needs to be improved communication and collegiality between officials, boards and committees	5/6/2016 11:33 AM
45	Definitely restrict to holding one office at a time and RUNNING for only one office at a time.	5/6/2016 10:24 AM
46	If our town government does not change then this works well. Otherwise needs to be examined.	5/6/2016 10:13 AM
47	Selectman should be 5	5/6/2016 9:20 AM
48	Too many people to get things done efficiently.	5/5/2016 11:24 PM
49	I would DEFINITELY prefer a 5 member BOS. I DEFINITELY want a 3 member BPWorks.	5/5/2016 10:50 AM
50	Representation needs to increase as population has increased	5/5/2016 6:34 AM
51	Serious consideration should be given to expanding the Board of Selectmen/women to a five member board.	5/4/2016 2:15 PM
52	Who is in charge when there is a disagreement between elected boards? It is possible to be as gridlocked as the U.S. Congress.	5/4/2016 7:39 AM
53	5 member boards allow for subcommittees to accomplish tasks without interfering with the Open Meeting Law. If the town clerk is only responsible to the voters every 3 years, there is no consistent accountability.	5/3/2016 3:57 PM
54	You could probably get away with just Selectmen (would increase size), Public Works, and School committees. Others could be appointed, merged with some of the other appointed Boards and Commissions	5/3/2016 1:41 PM
55	No town health insurance by town boards	5/2/2016 8:21 PM
56	Compare the committees that have 3 members vs 5 members. If the school committee, planning board, and housing authority need 5 members, why wouldn't the BOS who have many responsibilities involving the running of the town, the election/hiring of employees/ committee members, and day to day operations also need 5 members. They need to do more than rubber stamp permits.	5/2/2016 1:15 PM
57	Eliminate DPW -BOH -Planning Bd -Town Clerk	5/1/2016 6:56 PM
58	BOS increase to 5	5/1/2016 6:42 PM
59	Either we give more power to the Board of Selectmen or we elect a mayor. Current system doesn't work.	4/29/2016 9:34 AM
60	Uncertain	4/28/2016 10:35 PM
61	Any one with a criminal history should not be allowed to hold office . I.e. Drugs and do drug testing	4/28/2016 10:19 PM
62	I think it is stupid to have a separately elected DPW board. What other town does that?	4/28/2016 10:17 PM

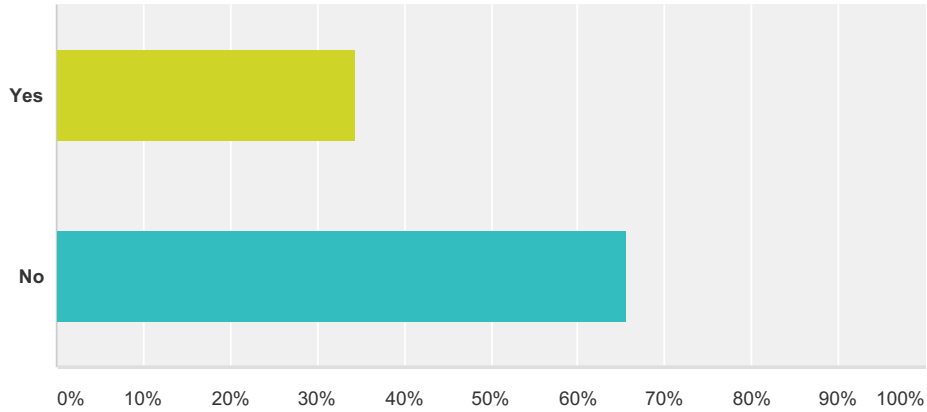
Marshfield Charter Commission Questionnaire

63	Too many boards. Eliminate them all and have all departments report to a strong town manager or elected Mayor who presents budgets to Town Council for approval.	4/28/2016 1:58 PM
64	Perhaps it's time to look closely into a mayor & town council model?	4/27/2016 2:48 PM
65	The BOPW needs to be eliminated. Town clerk needs to be appointed.	4/27/2016 9:14 AM
66	maybe 5 selectman	4/27/2016 7:56 AM
67	With the growth in our town's population and increasingly important safety issues related to climate change and sea level rise, are these boards sufficient? Does each board have the right number on it? Could some be combined, eliminated or added perhaps?	4/26/2016 4:03 PM
68	To many boards with agendas. Elect a town manager or mayor or enlarge the board of selectmen.	4/26/2016 12:30 PM
69	The Number of Selectmen is disproportionate to the number of year round and summer residents. Based on like towns a more appropriate number of Selectmen would be 5.	4/26/2016 11:14 AM
70	Board of Selectmen should be increased to 5 members. This would actually allow for a reduced per-selectman workload while permitting greater access and more efficiency.	4/26/2016 11:07 AM
71	More Selectmen could spread out their duties and allow more time for a member to work with other Town Boards to accomplish their goals.	4/26/2016 9:28 AM
72	Five member BOS is a must given the size of the Town	4/25/2016 7:56 PM
73	Five member BOS	4/25/2016 7:36 PM
74	Should be 5 member Board of Selectmen. Should restrict persons from holding more than one office.	4/25/2016 6:43 PM
75	Assessors should be appointed. Elected assessors no longer work in today's world. And, they are connected to certain residents and town officials leaving them open to ethical problems.	4/25/2016 4:51 PM
76	seems like a lot of people--are there too many chiefs? do they quarrel and waste time? perhaps some should be appointed officials.	4/22/2016 12:33 PM
77	Change to a Town Representative Town Meeting. Eliminate board of public works and have the superintendent work with Town Officials	4/22/2016 10:32 AM
78	It might be time for the Board of Selectmen to be larger than 3. We are a big town and it is time to expand that board so more voices are heard. I think something needs to be done about the Board of Public Works. They have forgotten that they are part of our town and now appear to operate autonomously. Even the School Committee, that by law can be autonomous, attempts to operate as part of the town. I think the new DPW Supt. has fostered this attitude and it is not healthy. The town needs a town manager with more authority and all departments at town hall need to report to him/her. We need to change the elected boards so that they are not independent. By all depts. reporting to a town manager it will allow for better oversight and may help to have all town departments work under a common mission that is in the best interest of the town as one. Right now, each department appears to be looking out for their own best.	4/21/2016 10:19 PM
79	7 selectmen, 1 to represent each presinct	4/21/2016 3:15 PM

Q9 Should the Charter Review Committee consider changing any currently elected offices to appointed offices?

Answered: 186 Skipped: 130

Marshfield Charter Commission Questionnaire



Answer Choices	Responses
Yes	34.41% 64
No	65.59% 122
Total	186

#	Please provide specifics regarding the response you chose for Question 9.	Date
1	The current elected positions/boards need the autonomy that the current system affords them	6/14/2016 2:16 PM
2	I trust they know the qualifications needed - I think we would get many more professional people if appointed	6/14/2016 2:06 PM
3	Planning Board Board of Health Board of Assessors Public Works appointed	6/14/2016 1:53 PM
4	No, too much power in BOS/Admin office, these two are too connected and not enough checks/balances. More appointments would be bad.	6/14/2016 1:17 PM
5	Probably would help in coordination of efforts on behalf of the town.	6/13/2016 6:02 PM
6	No, too much power in BOS and Admin office! These are too close. There need to be more checks and balances. Need elected vs. appointed.	6/10/2016 10:23 AM
7	Works well	6/10/2016 5:18 AM
8	As long as there is a process to remove if term is not up and there is sufficient just cause.	5/26/2016 5:50 PM
9	The opposite, some who are appointed might consider elected a better way??	5/26/2016 2:10 PM
10	Eliminate DPW board, board of assessors.	5/26/2016 10:18 AM
11	DPW board should be appointed or not exist.	5/26/2016 8:12 AM
12	Public Works -- see recommendations by UMass Boston study commissioned by Public Works.	5/25/2016 10:47 PM
13	Review all,	5/25/2016 10:07 PM
14	The Board of Selectman should be able to appoint committees and commissions so that they have control so that they make sure there are qualified candidates that will do the best job and work on behalf of the town as a whole.	5/25/2016 6:12 PM
15	The DPW Board should be appointed. This board has too much power over a very large budget and is able to operate with little or no oversight from boards that are elected to govern the town.	5/25/2016 4:18 PM
16	Town Clerk to appointed. No other changes.	5/24/2016 7:39 PM
17	BUT some appointed officials should really be elected, not appointed.	5/23/2016 10:19 PM
18	It has long been an ambition of the BOS to do this. It reduces voter power if it is done.	5/19/2016 12:40 PM
19	See comments in Q 8 above	5/16/2016 8:58 PM
20	works well	5/13/2016 1:48 PM
21	More elected rather than less. there needs to be a better balance of power.	5/13/2016 1:15 PM

Marshfield Charter Commission Questionnaire

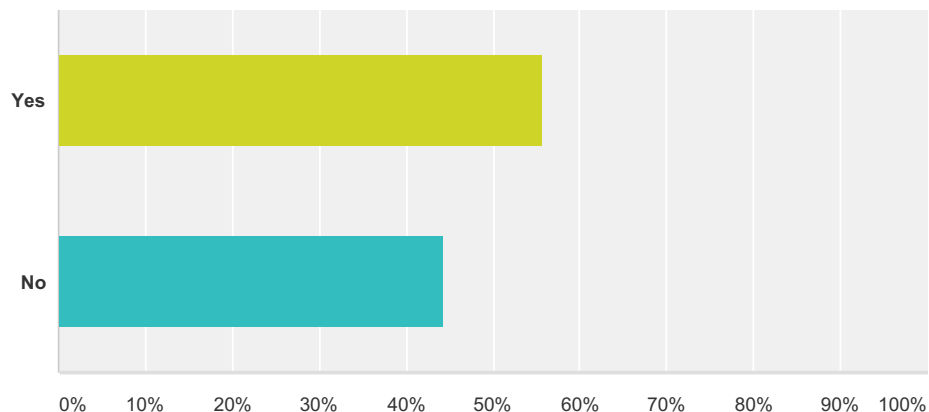
22	No...No...No. We need checks and balances. We don't need a dictator.Elected officials represent the people of the Town and can make independent decisions. Appointed officials are often pressured by others (the very ones who appointed them) to do their bidding. Elected Boards NEED TO BE KEPT THAT WAY	5/12/2016 8:25 PM
23	Board of Public Works needs to be manged	5/12/2016 6:28 PM
24	Yes, lets crown the selectmen Kings ,... and the question is should it be presented to the town.. you know the voters and taxpayers	5/12/2016 2:41 PM
25	As many as possible should be appointed so there is centralized accountability. There are too many boards working independently and often at crossed purposes to other boards.	5/11/2016 11:22 PM
26	See my response to Question 8.	5/11/2016 1:45 PM
27	Jobs should not be a popular vote, they should be filled by interviews and reviewing qualifications/work history.	5/11/2016 1:37 PM
28	We the people should decide who we want to run our town	5/11/2016 11:30 AM
29	Town Clerk should be appointed as it is a full-time position. Not sure about the necessity of a Board of Public Works. There should be a Town Manager who has authority over all the Boards and Departments.	5/10/2016 3:34 PM
30	Town Clerk should be an appointed position.	5/10/2016 1:37 PM
31	I feel more strongly about this than any other issue in this survey (so far, anyway). We need to EXPAND opportunities for citizens to get involved, NOT LIMIT opportunities. Moving in the direction of one board appointing members to other boards is the wrong direction, in my (not-so) humble opinion. Centralizing power is how it's done in Russia and other communist/totalitarian governments -- I think it's un-American. And it's not the solution for ridding a Board of unproductive members -- that's what elections are for. I know you can't count votes of the deceased, but I also speak for my late husband, Joseph Lambert -- a true public servant who served Marshfield well for 9+ years. When Joseph came on the DPW Board some years ago, it was nearly dysfunctional. Joseph took it upon himself to find the best people he could find to run for election and serve on the DPW Board, and that's how we got Bob Shaughnessy with his multiple Master's Degrees in Water Quality/Management. Voters often make mistakes, but the next election is the best way to correct those mistakes. In extreme cases, we should have a mechanism for recalling a dysfunctional Board member.	5/10/2016 12:57 PM
32	See above	5/10/2016 6:43 AM
33	Office holders are functioning.	5/8/2016 7:21 PM
34	If there is one person in charge then yes, they should be able to appoint people. Otherwise it should remain elected.	5/8/2016 10:22 AM
35	DPW and Board of Health need to go in favor of simple appointed superintendent and health officer.	5/7/2016 10:47 AM
36	More appointed officers is not a good way of changing the attitude that currently exists at town hall. Residents are made to feel that they have no say in matter. Somewhat of a good old boy system in place.	5/6/2016 3:26 PM
37	There should be some investigation to assess if appointing some currently elected officials would contribute to greater cooperation or not. This would require a great deal of discussion.	5/6/2016 2:34 PM
38	Let the people decide.	5/6/2016 11:41 AM
39	Planning Board, I've attended numerous meetings of the Planning Board and have found it to be one of the most unprofessional, clueless groups I've ever encountered. The amount of disrespect the board has toward people who come before them is disgusting.	5/6/2016 11:33 AM
40	No specifics. This should be reviewed from time to time given changes in the world over time.	5/4/2016 7:39 AM
41	Town clerk	5/3/2016 3:57 PM
42	See number 8	5/3/2016 1:41 PM
43	Dpw	5/2/2016 8:21 PM
44	The purpose of a charter review is to examine these issues. I don't have specifics at this point.	5/2/2016 1:15 PM
45	B of Health, Planning & Clerk should be appointed	5/1/2016 6:56 PM
46	Planning Board, Board of Health. these are defacto self appointed positions as very few contests	5/1/2016 6:54 PM
47	DPW, BOH all that are elected could be appointed	5/1/2016 6:42 PM
48	Eliminate the Board of Public Works, not an appointed board. I don't have a problem with an elected town clerk.	4/30/2016 6:52 PM
49	Favoritism and corruption in appointed positions	4/28/2016 10:19 PM
50	Town Clerk, although I like Patty Pico and it is no reflection on her.	4/28/2016 10:17 PM

Marshfield Charter Commission Questionnaire

51	Eliminate elected offices except a new Town Council and Mayor	4/28/2016 1:58 PM
52	I have no strong opinion on this question.	4/27/2016 2:48 PM
53	Eliminate the BOPW	4/27/2016 9:14 AM
54	In some situations the composition of a board would be better determined by those most informed to recommend experienced members. Popular elections may or may not put the most qualified on the ballot for consideration. It is certainly worth considering.	4/26/2016 4:03 PM
55	The town manager, mayor or board of selectmen should be the only elected offices. All others should be appointed by a manager, mayor or selectmen.	4/26/2016 12:30 PM
56	Appointed offices, in my mind, minimizes "citizen voice" in Town Government.	4/26/2016 11:14 AM
57	By making this change the Town could search out more talented people to fill those positions and perhaps improve efficiency in some of our Town departments. There would also be some accountability to the Town without having to wait until a term is completed.	4/26/2016 9:28 AM
58	A separation of powers is vital to an open and transparent government. Too much consolidated power in one board or one person is not good for our community.	4/25/2016 7:48 PM
59	Town Clerk	4/25/2016 7:36 PM
60	Assessors	4/25/2016 4:51 PM
61	the town needs to have "checks and balances" If we go to appointed offices instead of elected offices then we basically have a dictatorship in the town, probably with the town administrator with all the power and the voters of Marshfield with no real say on what happens in our town	4/24/2016 12:13 PM
62	It seems to me we need many fewer elected officials. Most of the functions listed above require expertise and good judgment. Those are not necessarily the criteria by which voters always choose someone. If we elect our main leaders they should be trusted to appoint professionals to many town functions, and they should appoint people who work well with others.	4/22/2016 12:33 PM
63	same as above	4/22/2016 10:32 AM
64	Town Clerk should be appointed and supervised by a town manager. There needs to be some accountability for this position. I am not sure what the structure should be, but something needs to be done so each board is not independent in making decisions. All boards should report to the Selectmen.	4/21/2016 10:19 PM
65	Board of Public Works should NOT be appointed!!!	4/21/2016 3:15 PM
66	Not sure	4/21/2016 1:44 PM

Q10 Should the Charter Review Committee consider changes eliminating, combining and/or restructuring any elected offices, boards or committees?

Answered: 183 Skipped: 133



Marshfield Charter Commission Questionnaire

Answer Choices	Responses
Yes	55.74% 102
No	44.26% 81
Total	183

#	Please provide specifics regarding the response you chose for Question 10.	Date
1	Any lessening of elected positions and their attendant campaigns lessens citizen caring	6/14/2016 2:16 PM
2	I was amazed to find out, after living here for 53 years, that the DPW was autonomous	6/14/2016 2:06 PM
3	see #8	6/14/2016 1:53 PM
4	Planning, zoning, Administrator, BOS	6/14/2016 1:17 PM
5	Dislike taking powers away from the people.	6/13/2016 6:02 PM
6	BOS -5	6/12/2016 7:31 PM
7	Planning and zoning for example.	6/10/2016 10:23 AM
8	If warranted	6/10/2016 5:18 AM
9	Only if the current system is not working. I am not involved in any of these elected offices, boards or committees and do not know if they work well for the town or create a hinderance to progress. If it makes sense to combine, eliminate or restructure any of them, the town should have the ability to do so with justification.	5/26/2016 11:22 PM
10	Planning board of 5 for a growing town? Perhaps you need 7. Town lacks appeal.	5/26/2016 5:50 PM
11	Town Hall has been having some tough times.It might make sense.	5/26/2016 2:10 PM
12	Examine a 5 member Board of Selectmen.	5/25/2016 10:47 PM
13	Eliminate dpw	5/25/2016 10:07 PM
14	They should look at what is working well or not working and make changes accordingly.	5/25/2016 6:12 PM
15	DPW. Same answer as above.	5/25/2016 4:18 PM
16	As the Town has grown, some offices, boards and committees have not evolved address the increased population and different issues that didn't exist 20 years ago. This should be an ongoing review process that could result in a more fluid adaptable organization.	5/23/2016 10:19 PM
17	As above	5/19/2016 12:40 PM
18	The individual departments should have budgets and accountability for them.	5/18/2016 5:07 PM
19	All committees should be required to file minutes. The fields committee has never files minutes since it was create. All committees should also be listed on the town web site. Look for the fields committee no were to be found	5/17/2016 4:41 PM
20	See Q 8	5/16/2016 8:58 PM
21	if warranted	5/13/2016 2:00 PM
22	See previous comments about Finance Committee. Duties of each board need to be clearly defined and explained.	5/13/2016 1:15 PM
23	;If something works well, why change it? IF something doesn't work well,find out why. Don't just change the rules. If there are problems with people, find out why. Usually the answer is simple.	5/12/2016 8:25 PM
24	Board of Public Works	5/12/2016 6:28 PM
25	See my response to Question 8.	5/11/2016 1:45 PM
26	There does seems to be too many committees, boards, etc- No-one is able to effectively get anything done in a timely matter without jumping through many obstacles.	5/11/2016 12:23 PM
27	Leave it the way it is. We need a DPW board!!!	5/11/2016 11:30 AM
28	Please see above.	5/10/2016 3:34 PM
29	The DPW Board really needs to be reigned in. Spending by the DPW is out of control.	5/10/2016 1:37 PM

Marshfield Charter Commission Questionnaire

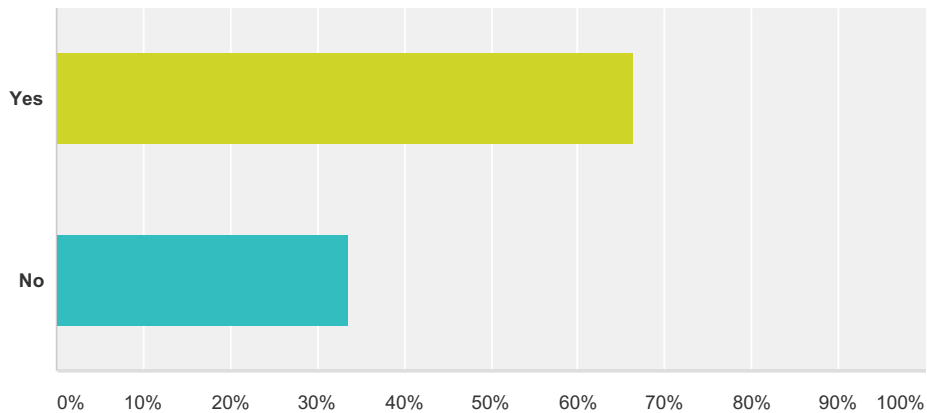
30	With the exception of expanding the Board of Selectmen from 3 members to 5 members. I've addressed this in my comments on previous questions, but to go further: there would be conflicts of interest between e.g. the Board of Selectman and the Board of Public Works if the former were to appoint the latter. I truly believe such a change would give rise to special interests running our town and spending the money that DPW is charged to spend on infrastructure that benefits our community as a whole. Specifically, I do not wish to hand over the DPW Enterprise Funds to an appointed Town Administrator. Isn't it more difficult to depose an appointed official with an ironclad contract, than to replace a dysfunctional elected official (or recall him/her if that's the will of the people) at the next election?	5/10/2016 12:57 PM
31	These comments relate to questions 10 and 11 also. Is there a better model for the number of boards / number of members? The fact we voted a Charter Review Committee should be a reason to examine this. There have been rumors about increasing the BOS to 5 and eliminating the elected DPW- please present reasons Pro/Con for this- does 5 member board help with allowing discussion between members within the constraints of the open meeting law? Does this improve efficiency but reduce transparency?	5/10/2016 7:21 AM
32	See above	5/10/2016 6:43 AM
33	I would be in favor of electing a body of officials who have the authority to make decisions independently.	5/8/2016 8:48 PM
34	Work is getting done with current levels of membership	5/8/2016 7:21 PM
35	If the charter review committee chooses to make the board of selectmen the main legislative branch instead of open town meeting, they might consider expanding the number of members on that board and perhaps have a mix of representation from specific areas of town and at-large as a way of making them more directly accountable to the residents they are representing.	5/8/2016 4:20 PM
36	Restructure it all. We have grown to a size where there needs to be one person/office to go to for answers and accountability.	5/8/2016 10:22 AM
37	Town Manager with town reps from distinct sections of Marshfield.	5/8/2016 8:42 AM
38	too much of a dictatorship	5/7/2016 3:03 PM
39	Land use boards should be combined into community development like in Plymouth.	5/7/2016 10:47 AM
40	As previously stated boards should have at least 5 members	5/6/2016 4:12 PM
41	1/ Three selectmen does not work for a town this big. 2/ Term limits are needed for boards, ie planning board etc.	5/6/2016 3:26 PM
42	See above.	5/6/2016 2:34 PM
43	Things change; responsibilities come and go. Make government work according to current conditions.	5/6/2016 11:41 AM
44	Keep the DPW as an elected board	5/6/2016 11:33 AM
45	Make the selectpersons into a five member board.	5/4/2016 2:15 PM
46	Same answer as above. No specifics. Mshould be reviewed from time to time to reflect changes in the world.	5/4/2016 7:39 AM
47	The autonomy of the Board of Public Works does not work well. DPW is charged with many activities that relate to safety. The town administrator position should have some responsibility for the departments under the DPW.	5/3/2016 3:57 PM
48	As mentioned in 8. Also, many of the boards and commissions listed on the town web site seems as though they could be merged. (Though not too much data on the web site describing what each of the boards and commissions do also some members listed with expired terms (some back to 2011)).	5/3/2016 1:41 PM
49	Town administrator should have control over all boards other than schools	5/2/2016 8:21 PM
50	Same response: The purpose of a charter review is to examine these issues. I don't have specifics at this point.	5/2/2016 1:15 PM
51	Eliminate DPW & Capital Budget	5/1/2016 6:56 PM
52	All report to BOS 5 member	5/1/2016 6:42 PM
53	Again, the board of public works.	4/30/2016 6:52 PM
54	If we had a mayor there would be no need for a Board of Selectman.	4/29/2016 9:34 AM
55	I wouldn't mind if consideration was given to a 5-member BOS.	4/28/2016 10:28 PM
56	See response to question 8.	4/28/2016 10:17 PM
57	See above	4/28/2016 1:58 PM
58	No opinion.	4/27/2016 2:48 PM
59	Capital budget is a redundant board and their duties could be performed by the Advisory board.	4/27/2016 9:14 AM

Marshfield Charter Commission Questionnaire

60	For the same reasons I've noted before. Streamlining and cost savings are always worthwhile goals. At the same time, reducing inefficiencies and delay in getting the work of the town completed should always be a priority.	4/26/2016 4:03 PM
61	All elected boards with the exception on the selectmen should be disband. Either a 7 member board of selectmen, a mayor or a town manager should appoint members for any needed board.	4/26/2016 12:30 PM
62	No but it should provide for more accountability for what the various elected offices, boards and committees actually do and accomplish.	4/26/2016 11:14 AM
63	Consider a five member Board of Selectmen	4/26/2016 10:31 AM
64	Especially the Board of Public Works.	4/26/2016 9:28 AM
65	Highway, Parks, DPW combine.	4/25/2016 8:00 PM
66	Unsure	4/25/2016 4:51 PM
67	I don't know specifics but the ones listed are way too many. It's a wonder anything gets done.	4/22/2016 12:33 PM
68	Do we need a Board of Public Works? Could the DPW report directly to a Town Manager or to the Selectmen. I also think that the current Capital Committee is not useful. There is no vision for where the town is going and Capital makes recommendations to Town Meeting and Town Meeting overrides their recommendations. If we are going to have a Capital Committee, they need to be empowered to make recommendations to town meeting that are in the best interest of the town, Capital should stop bringing a list of all requested items to town meeting, including those that are not recommended, because town meeting looks at the list and overrides Capital even though there is no money to approve the items.	4/21/2016 10:19 PM
69	Do NOT change the Board of Public Works!!!	4/21/2016 3:15 PM
70	Not sure	4/21/2016 1:44 PM

Q11 Should the Charter Review Committee consider a change that would increase the number of members of the Board of Selectmen from the current 3 members to 5 members?

Answered: 187 Skipped: 129



Answer Choices	Responses	
Yes	66.31%	124
No	33.69%	63
Total		187

#	Please provide specifics regarding the response you chose for Question 11.	Date
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Marshfield Charter Commission Questionnaire

1	Cynthia Krusell's book Town of Villages makes it pretty clear that there are cluster of characteristics, maybe 3 regional and 2 at -large?	6/14/2016 2:16 PM
2	It makes more sense- this is a big town with a 9 villages each with our own issues	6/14/2016 2:06 PM
3	see #8	6/14/2016 1:53 PM
4	Yes if feel sufficient candidates.	6/14/2016 1:17 PM
5	It is difficult for just 3 to cover all the boards and committees	6/13/2016 6:02 PM
6	Any elected official must resign if elected to another position in government. No holding a Town position and another government position simultaneously.	6/12/2016 7:41 PM
7	It's hard to get 3 that don't have one issue that drives their interest.	6/12/2016 7:17 PM
8	More oversight	6/10/2016 5:18 AM
9	Hard enough to get 1 to run	5/26/2016 2:10 PM
10	No. Our surrounding communities that have employed a 5 member BOS and have the responsibilities of our current board frequently become fertile ground for unproductive political competition long after the elections have ended. Our three member board generally allows each member a turn as chair, vice chair and secretary during their three year term. This creates opportunity for each person elected as selectman to have a turn to set the agenda for the board and pursue the work the publi hired them to accomplish.	5/26/2016 8:12 AM
11	It might not be the best fit, but expansion to a 5 member Board should be carefully reviewed.	5/25/2016 10:47 PM
12	Only if they have the power to run the town and overhaul all departments	5/25/2016 10:07 PM
13	Already commented upon.	5/25/2016 8:59 PM
14	Not sure	5/25/2016 6:12 PM
15	It's unlikely there would be enough viable candidates willing to run for 5 seats. This is a thankless job which requires an enormous time commitment. The likelihood of significant dysfunction increases with a larger board.	5/25/2016 4:18 PM
16	Spread out committee liaison roles.	5/24/2016 7:39 PM
17	There has been talk of this for years and it may be time to increase the number because of the size of the town but I would like to see a structure that represents a broader cross-section of the Town.	5/23/2016 10:19 PM
18	Not sure how it helps, but can't hurt either	5/18/2016 7:54 AM
19	There should be 7 members	5/17/2016 4:41 PM
20	The Board of Selectmen DEFINITELY needs to be expanded to 5 members. It is too much of a burden on the three people to do their own job as a Selectman AND then liase effectively with a gazillion other boards, committees, commissions, pay attention to finance matters to say nothing of having a life with family and earn a living. It's too much to expect in this day and age.	5/16/2016 8:58 PM
21	more oversight	5/13/2016 2:00 PM
22	more oversight	5/13/2016 1:48 PM
23	Three people too small for town of our size. If one member doesn't carry their own weight it fall on too few to decide.	5/13/2016 1:15 PM
24	Each geographic area of town should be represented. Consider more than 5.	5/12/2016 9:30 PM
25	I don't know. The 3 member board has worked well for years. Perhaps 5 would work too but it's hard to get good people to run for these Boards.	5/12/2016 8:25 PM
26	I would be in favor of a representative from each precinct	5/12/2016 6:28 PM
27	Yes, but they wont. With 5 there may be too much of a chance of disagreement on issues.	5/12/2016 2:41 PM
28	If the DPW were rolled into the Selectmen then maybe it would make sense to increase the BOS to 5 but as it stands now it has been difficult to get one qualified candidate for election to the BOS every year. If the duties stay as they are now the three member board is plenty to get the work done.	5/11/2016 11:22 PM
29	The town should have a Mayor not additional Selectman. Town Hall needs to be completely overhauled and managed by a qualified person. Our Town Hall is the most unfriendly place around and a lot of that has to do with employees are not held accountable to anyone.	5/11/2016 1:37 PM
30	like more votes	5/11/2016 1:35 PM

Marshfield Charter Commission Questionnaire

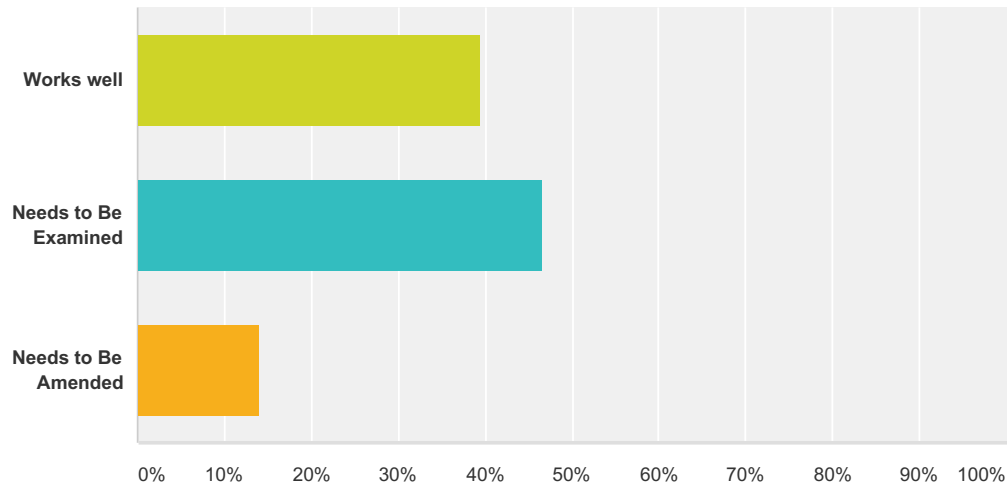
31	The town has grown and 5 makes more sense	5/11/2016 11:30 AM
32	It is challenging enough to find 3 candidate. Adding 5 would dilute the pool.	5/11/2016 9:06 AM
33	Absolutely not! If there were 5 members nothing would get accomplished in a timely fashion. It is very hard to get three hardworking, dedicated individuals as it is.	5/10/2016 3:34 PM
34	Again, need specific reasons for this. I have heard 5 member board works well in other town, but no explanation why. Current election one selectman candidate is running unopposed- where are the other two coming from?	5/10/2016 7:21 AM
35	5 would be better	5/10/2016 6:43 AM
36	5 not needed. Meetings last 1 to 1 1/2 hours. Apparently the work is getting done in a satisfactory time.	5/8/2016 7:21 PM
37	provide a better judgement on issues	5/7/2016 3:03 PM
38	No it's hard enough to get 3 competent persons and 5 would open the door for complete chaos.	5/7/2016 10:47 AM
39	The town has grown beyond the governance of only 3 members.	5/6/2016 2:34 PM
40	Don't complicate matters.	5/6/2016 11:41 AM
41	There's already a lack of qualified candidates already, increasing the number would just create more opportunities to have unqualified people on the board	5/6/2016 11:33 AM
42	I would like to hear the pros and cons for this idea. At this time we don't even have a contested election for Selectman.	5/6/2016 10:24 AM
43	If our structure remains, we need a wider representation. 3 people do not suffice for a town of our size.	5/6/2016 10:13 AM
44	At least examine the issue. There must be some appropriate relationship between town population and number of selectmen.	5/4/2016 7:39 AM
45	Providing the election is at the precinct/town section level so each area has representation.	5/3/2016 1:41 PM
46	Absolutely there should be 5 selectmen- I didn't know this would be a question further back. I have stated this viewpoint twice previously.	5/2/2016 1:15 PM
47	Hard to find 3 qualified people - never mind 5	5/1/2016 6:56 PM
48	Currently BOS member can't talk outside of a meeting - w/o violating open meeting law	5/1/2016 6:42 PM
49	See #10!	4/28/2016 10:28 PM
50	I don't think any more work will get done, nor would it be more efficient. I see more fighting and politics and agenda getting played out if the board was increased.	4/28/2016 10:17 PM
51	Yes, you need a Harvard Doctoral Economist and a CFP on the board.	4/28/2016 9:14 PM
52	Eliminate the board of selectmen	4/28/2016 1:58 PM
53	Size is fine the way it currently stands.	4/27/2016 2:48 PM
54	Greater representation would perhaps be beneficial if we continue with the current form of town government.	4/26/2016 4:03 PM
55	I would suggest a 7 member board. One from each village.	4/26/2016 12:30 PM
56	The Number of Selectmen is disproportionate to the number of year round and summer residents. Based on like towns a more appropriate number of Selectmen would be 5.	4/26/2016 11:14 AM
57	Board of Selectmen should be increased to 5 members. This would actually allow for a reduced per-selectman workload while permitting greater access and more efficiency.	4/26/2016 11:07 AM
58	Please NO. Keep at 3!	4/25/2016 8:00 PM
59	A stronger town manager should be considered -	4/25/2016 7:56 PM
60	Too many opinions	4/25/2016 4:51 PM
61	Yes only if the members are elected by section of town (whether by precinct, village, etc.) so the each section has some representation.	4/25/2016 4:03 PM
62	I guess it's ok to consider it but I don't have any opinion here because I'm not too familiar with what selectmen do	4/22/2016 12:33 PM
63	It might be time for the Board of Selectmen to be larger than 3. We are a big town and it is time to expand that board so more voices are heard.	4/21/2016 10:19 PM
64	Marshfield needs 7 selectmen, 1 for each precinct!	4/21/2016 3:15 PM

Marshfield Charter Commission Questionnaire

65	Feel that 5 is to many to effectively conduct Town Business	4/21/2016 1:44 PM
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Q12 ARTICLE 4...

Answered: 185 Skipped: 131



Answer Choices	Responses
Works well	39.46% 73
Needs to Be Examined	46.49% 86
Needs to Be Amended	14.05% 26
Total	185

#	Please provide specifics regarding the response you chose for Question 12.	Date
1	Given how long and drawn-out legal matters can be, a 12 month term is brief.	6/14/2016 2:18 PM
2	Town Counsel to 3 year term	6/14/2016 1:55 PM
3	All appointments should be vetted with a transparency that a lay person can understand.	6/14/2016 1:46 PM
4	Town Council, after 1st 1-year term should then be 2-3 years terms for consistency. Administrator needs to be reviewed and other boards/commissions should have a role in deciding. Suggest 2-yr term on Admin forcing more cooperation.	6/14/2016 1:24 PM
5	Recommend having boards/commissions provide approval for administrator decisions. Also, suggest two year term for town administrator. This will improve the decision process and cooperation.	6/10/2016 10:26 AM
6	Three years fly by. Perhaps 5 years for TA	5/26/2016 5:52 PM
7	Fiscal manager for the town needs to be created	5/26/2016 8:13 AM
8	A Finance Director position should be carefully considered.	5/25/2016 11:07 PM
9	One suggestion, make the town administrator position, a town manager with more internal control.	5/25/2016 6:18 PM
10	why cannot Town Ad do both	5/25/2016 6:09 PM
11	Town Administrator has little or no power. It is difficult to be an effective manager if you can't execute anything. It is also difficult to hold the TA accountable if they don't actually have any power. I don't know enough about the Treasurer Collector powers to comment but it seems like there aren't sufficient controls in place to measure performance and ensure that duties are being executed appropriately.	5/25/2016 4:26 PM
12	Remove reference to all appointed officials and move to bylaws. Charter is way too rigid to change in face of evolving circumstances. Add to DPW Facilities Manager job description to bylaws and define relationship with School Dept.	5/24/2016 7:51 PM

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13	The functions and personnel in these positions should be reviewed annually. The town should seek to fill positions with the best candidates they can and, for the most part, I think they do. But appointed positions can lapse into complacencies that result in 1. 4 years ago, Town Meeting voted to use the unused space in Library Plaza for 4 different uses yet, the facility is still not finished. 2. It took the DPW 3-1/2 years to replace 1.5 miles of water lines on South River Street. We are grateful that a drain to Howes Brook was installed on the low west side of South River Street although it was months after an unnecessary drain was installed on the higher east side. The road was torn up during that time making transportation for chemo patients excruciating throughout the time and roadblocks were arbitrarily installed without notice. We did get pretty red and green reflectors on the road fences, though.	5/23/2016 10:51 PM
14	The Town Administrator position term should parallel the Superintendent of Public Works Term. Initially 3 years and 1 year reappointments there after.	5/19/2016 12:46 PM
15	There should be defined Job descriptions for the potions above. It is unclear what the facility manager does since the buildings in town are in no better shape today than they were when he started. There should also be min job experience and requirements for each position. Would the town get more for its dollar by having a full time legal counsel?	5/18/2016 6:58 AM
16	The Treasurer Collector qualification standards need to be strengthened. We have had a disaster there. Obviously someone wasn't properly qualified to begin with which made a bad situation worse. It has been covered up so that the average taxpayer really didn't get the full meaning of the financial disaster that has been going on. It has cost us a lot of extra money to dig out of the mess. The Facilities Manager hasn't worked as I anticipated and I don't think I am alone. Somehow, I expected that this person would be providing advance notice of things, reports on a regular basis. I feel that there is a lack of transparency to the taxpayers. He may be doing his job as far as Town Admin and School dept are concerned but I am not convinced. I heard a horror story about snow removal on the new high school roof a year ago that bothered me. I was pretty shocked by finding out at TM this year that certain maintenance at the waste water treatment plant hasn't been done. I gather that was not part of his job but my question is why didn't the supt of DPW this one or the last one know this. We don't need mult million dollar surprises. I am NOT in favor of a Town Manager. I like having the Board of Selectmen involved in selecting important positions.	5/16/2016 9:21 PM
17	The duties of Town Administrator need to be limited & clearly defined. Should be nominated by a search committee appointed by planning board and selectmen. Committee (search) should have one member for each precinct. 3 candidates should be presented for approval to selectmen and planning board.	5/13/2016 1:23 PM
18	Eliminate town administrator position and replace with an elected mayor	5/12/2016 9:36 PM
19	If it is found that the TA is making bad decisions, the Town should not be bound to keeping her/him just because of a contract. The Selectmen have to listen to their staff within the Town Hall and not just listen to what one person says. If it is pointed out to the Selectmen that something is wrong,m they should investigate it themselves and find out just what it is. The Treasurer should be investigated fully before he/she is hired. The Selectmen themselves should do some of their own investigation. The Facilities Manager salary should be paid by the school, not half and half.	5/12/2016 8:39 PM
20	What is the Facilities Manager actually doing? The Hancock and Alamo buildings are just sitting there, continuing to rot...	5/12/2016 5:52 PM
21	Need a new NON lying town admin. Should be easy to find someone who is better.. anyone	5/12/2016 2:43 PM
22	our sports fields are not being maintained adequately (soccer/baseball/lacrosse(system needs to be better managed	5/11/2016 1:37 PM
23	The Facilities Manager is a very important position in our town. He/She needs to be given the resources needed to do his/ her job effectively. Such a position requires a DEPARTMENT with employees who can effectively preform the day- to- day operations required by this position. Given the number of buildings and land owned by the town, the Facilities Manager is absolutely a required position within a town this size. Preventative maintenance and upkeep of our buildings is a necessity! It is unrealistic to expect such a job or department to only be done by one or 2 people. Additionally, this department needs to be appropriately funded- Buildings cannot be maintained for no money! Some money needs to be spent in order to save money in the long-term for this town.	5/11/2016 12:31 PM
24	We should definitely have a Town Manager! Could change Town Counsel term to 3 years.	5/10/2016 3:38 PM
25	No need for Facilities Manager to work for school superintendent for school buildings. Current Facilities manager should continue to be responsible for ALL town buildings.	5/10/2016 1:45 PM
26	One exception would be that the Facilities Manager should report to the Board of Selectman for town buildings. A check-and-balance. I do believe the school superintendent is in the best position to direct the Facilities Manager for school buildings, but would be open to the FM reporting to the elected School Committee.	5/10/2016 1:09 PM
27	Why is there a facilities manager for school buildings, but the town administrator oversees town buildings. I didn't realize that. I thought the facilities manager oversaw all. I don't think the town administrator is appropriate to oversee town buildings.... hence the mess we have.	5/10/2016 6:58 AM

Marshfield Charter Commission Questionnaire

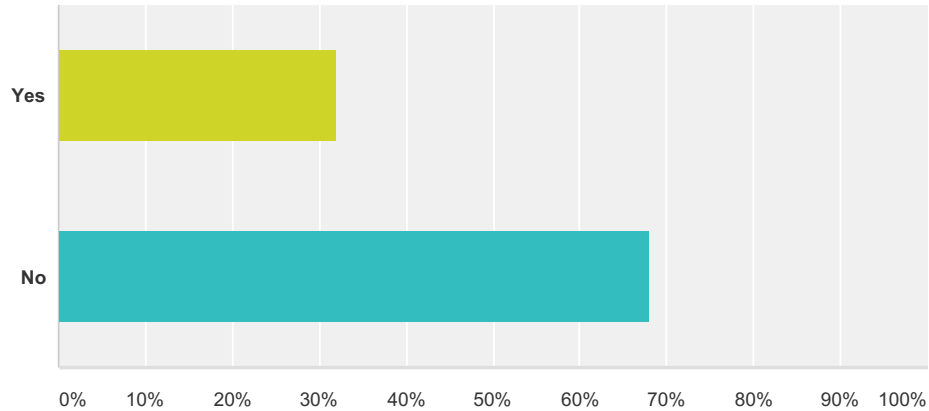
28	Town Administrator is allegedly taking money from DPW accounts with no oversight, therefore, this needs to be examined and controls added if necessary. Also, T.A. does not function well with town hall employees. Why doesn't the T.A. negotiate union contracts like the previous town administrators?	5/8/2016 7:38 PM
29	Town Administrator and other appointed officials, should have a vested interest in the events that come before him/her and how those decisions effect the town, i.e. be a resident of the town. This is not a precedence and is required in many local towns and communities in the area.	5/8/2016 4:36 PM
30	Jobs are being created for people and there is no accountability. If they aren't doing the job properly, they need to be replaced.	5/8/2016 10:25 AM
31	Make town administrator a town manager	5/7/2016 10:50 AM
32	While we should trust our elected officials to delegate, it may be useful to examine the appointment process.	5/6/2016 11:47 AM
33	The job descriptions for the Facilities Manager and Town Council need to be clearer. The perception is that the Facilities Manager just serves the school department (ie: he has an mpsd email address and his office is in a school building). Is the Town Council the lawyer for town government or for the citizens? When there is a legal conflict between the town and citizens, whose side is he on? The treasurer collector needs to become a Finance Director, someone who is the CFO of the town who has direct oversight/control of the Town's Financials	5/6/2016 11:39 AM
34	Always good to look at this.	5/6/2016 10:29 AM
35	See answer to article 3	5/6/2016 10:15 AM
36	One year isn't long enough.	5/6/2016 5:37 AM
37	The role of the Facilities Manager needs to be more fully explained, b/c it has morphed into a huge position that was not made clear at the time we hired our first FM.	5/5/2016 10:55 AM
38	Examine in light of a changing world.	5/4/2016 7:42 AM
39	Most importantly need to look at the Treasurer Collector and its role in the financial workings of the town and whether or not a town wide financial director (with over site of all town areas) could replace the position.	5/3/2016 1:49 PM
40	I would reduce the 3 year appointments to 2 years - or allow for the two year commitment with the potential to add a 3rd year based on performance evaluations, including input from other towns people.	5/2/2016 1:25 PM
41	TA should have control of all Depts except schools	5/1/2016 7:02 PM
42	Should be strong TA	5/1/2016 6:45 PM
43	If we elect a Mayor there would be no need for a Town administrator.	4/29/2016 9:38 AM
44	We are appointing people that aren't qualified in some cases, overlooking their lack of professionalism and pursuit of required education, and seem to be eager to pay handsomely for these "privileges". From the documentation and the 9.2% mentioned at TM and verified, they all appear very willing to line each other's pockets, which compromises the standards and ethics of how our town is run.	4/28/2016 10:43 PM
45	I miss Nancy Holt, and think that Town Counsel position should be longer, for two or three years, for stability purposes.	4/28/2016 10:20 PM
46	Do not give the Town Administrator power to manage employees in town hall he will screw it up like he did the budget having employees running all over the place not accomplishing anything.	4/28/2016 9:21 PM
47	Same comments as above	4/28/2016 2:00 PM
48	Too much power in hands of town administrator	4/28/2016 10:47 AM
49	do we need another facilities manager	4/27/2016 7:57 AM
50	Our recent experience with the Treasurer seems to indicate that more transparency and better vetting of candidates is in order.	4/26/2016 4:08 PM
51	The town administrator position should be eliminated and a town manager position should be instituted. All other appointments in this article work well.	4/26/2016 12:51 PM
52	The citizens of the Town of Marshfield deserve a higher level of Town Management than they are currently receiving. The title "Town Administrator" is a nebulous title that, by its very name, lacks management accountability. The title "Facilities Manager" suggest that Marshfield's citizens can be proud of their Town's facilities - just walk into and around Town Hall...the maintenance and housekeeping standards are unacceptable.	4/26/2016 11:31 AM
53	the one person making decisions it seems like the appointed officials are just mouth pieces for the town administrator-- there needs to be more elected positions so the residents of the town have more say than just being told what the town is going to do from the appointment positions	4/24/2016 12:16 PM

Marshfield Charter Commission Questionnaire

54	Everything needs to be examined.	4/22/2016 12:35 PM
55	Town Admin has made several POOR choices recently. Town Admin should not have this power!!!	4/21/2016 3:18 PM
56	Fine I guess	4/21/2016 1:52 PM

Q13 Should the Charter Review Committee consider changes strengthening the authority and responsibilities of the Town Administrator?

Answered: 181 Skipped: 135



Answer Choices	Responses
Yes	32.04% 58
No	67.96% 123
Total	181

#	Please provide specifics regarding the response you chose for Question 13.	Date
1	I want the town administrator accountable very closely to the selectmen	6/14/2016 2:18 PM
2	I don't know enough to answer intelligently	6/14/2016 2:08 PM
3	Sounds like a "mayor"	6/14/2016 1:55 PM
4	No, too much already and this admin is over-reaching/claiming authority or items he should not by squashing certain conversations and claiming knowledge on items he is not current on. He needs to listen more .	6/14/2016 1:24 PM
5	Hard to say with various changes in personnel.	6/13/2016 6:08 PM
6	It has worked for about 40 years. There has been many people in the role, they eac had their strengths and weaknesses. The problems we are now experiencing are operational not structural!	6/12/2016 7:20 PM
7	No. Absolutely not. There is already too much power in that position. This situation is not conducive to a process that arrives at good decisions based on multiple view points being considered.	6/10/2016 10:26 AM
8	Works well	6/10/2016 5:19 AM
9	We should consider a Town Manager that oversees all departments.	5/26/2016 6:55 PM
10	Review. City of Cambridge has a manager and he has a lot of power, but the city is great financially. I realize there is a big difference, but Marshfield lacks vision.	5/26/2016 5:52 PM
11	A Town Manager should be considered. A new centralized structure is needed. The current silo system is not working well for the residents of Marshfield.	5/25/2016 11:07 PM

Marshfield Charter Commission Questionnaire

12	Change the title and duties of the town administrator to town manager. Create an assistant town manager's position too. Broaden the power and authority of the position.	5/25/2016 6:18 PM
13	See answer to question 12.	5/25/2016 4:26 PM
14	There needs to be a clear in charge person at town hall.	5/25/2016 3:11 PM
15	Terminate position of Town Administrator and create new position in bylaws of Town Manager with budget-making and dept. head hiring/firing authority. Will require act of legislature. Let's truly professionalize the chief administrative officer's position in our town with its \$90m budget.	5/24/2016 7:51 PM
16	No, but only because I'm not sure what benefit those changes would create. I'd need to see specifics before answering Yes.	5/23/2016 10:51 PM
17	The town manager already has too much power and over sight. There should be a more defined job description.	5/18/2016 6:58 AM
18	I am NOT in favor of a Town Manager. I like having the Board of Selectmen involved in selecting important positions. There may be other aspects of the job that need to reviewed and or enhanced.	5/16/2016 9:21 PM
19	works well	5/13/2016 2:03 PM
20	works well	5/13/2016 1:49 PM
21	Town Administrator has too much power! He (she) should not be allowed to appoint town officials. This should be by vote of selectmen and/or planning board. Duties of Town Administrator need more checks & balances!! He (she) should be allowed to suggest or nominate candidates for town positions but not have sole approval - need to be approved by selectmen and/or planning board. Example in point: treasurer failure.	5/13/2016 1:23 PM
22	Absolutely NOT. We do not need dictatorship. A good Town Administrator knows how to get the most out of his/her employees. They don't need more power to get things accomplished. If there is trouble, it usually starts at the top. More power would give one individual the right to dictate and this is not wanted or needed.	5/12/2016 8:39 PM
23	Are you shitting me?	5/12/2016 2:43 PM
24	I really believe in a strong selectman weaker manager system. The Town Manager needs power to act in many situations, but I believe that he/she should have the majority support of the Board of Selectmen for major decisions.	5/12/2016 8:34 AM
25	A move to a town manager would make sense if the number of separately elected boards were reduced. Otherwise it makes no sense to change from Administrator to Manager	5/11/2016 11:25 PM
26	Yes and No. The Town Administrator should have more authority and with that would come more transparency by all departments from a financial standpoint. Having said that, I think this town has gotten to a point whereas we should have a Mayor. At the very least the Town Administrator should have more authority to manage things accordingly.	5/11/2016 1:41 PM
27	yes if it will maintain the fields for years to come our children should have open places to play and well kept fields. other towns do	5/11/2016 1:37 PM
28	Other than considering a change to Mayoral System	5/11/2016 12:31 PM
29	Town hall has to many problems as it is and the administrator does not seem to be able to handle the situation as it is. This would only make things worse.	5/11/2016 11:36 AM
30	Absolutely. It should be a Town Manager position. This Town is much too large to be run this way. Somebody has to be in charge.	5/10/2016 3:38 PM
31	Should appoint an HR Manager to eliminate all the time spent on Personnel issues. Town Manager should be able to fire poor employees with regular Evaluations of all employees in Town Hall.	5/10/2016 1:45 PM
32	I would prefer that the Town Administrator be an elected official but realize that would be too limiting given that our relatively small population might not include the experience needed for this position. However, I strongly feel that the Town Administrator should be totally accountable to the Board of Selectman (and other elected Boards) and I do not wish to cede more power to an appointed official that is not a citizen of our Town. In my experience since living here, the Town Administrator has at times had too much authority for an unelected official.	5/10/2016 1:09 PM
33	In the past few years positions including facilities manager, financial officer, and (most recently) personnel coordinator have been added. All these would seem to reduce the responsibilities of the Town Administrator. I would be open to suggestions on this, but relative to the question of increasing the size of the BOS it would seem this is unnecessary.	5/10/2016 7:38 AM

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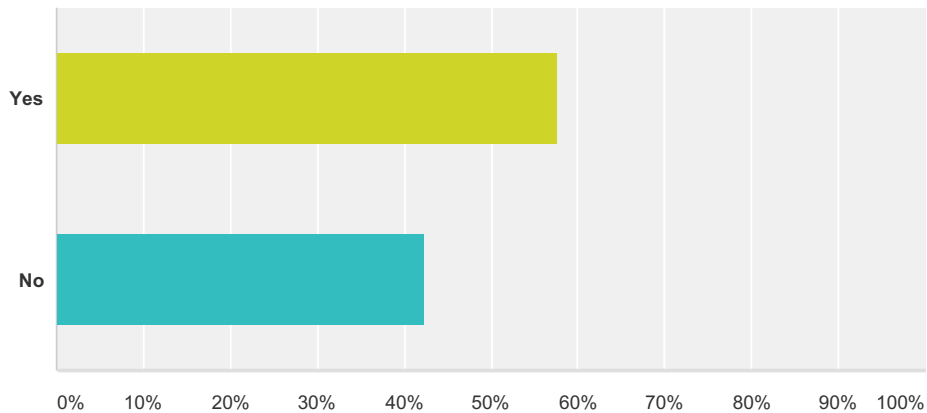
34	Absolutely NOT. In the past I might have thought so, but we have now an example of a town administrator who is not, in my opinion, public oriented, but personally motivated to a sometimes petty agenda. Town hall seems secretive.. There seems to be an agenda to upgrade this position which should not happen. It is too bad to formulate policy based on one person, but given the incumbent, you can see how important it is NOT to have a town manager. I don't think the current board exerts enough oversight over the town administrator and town hall and town business has suffered. I have not seen any accountability or explanation of the financial mess in town hall. And while some of that may have been attributable to a long term employee, why was that allowed to happen?	5/10/2016 6:58 AM
35	Do not know of any responsibilities that could be added. Strengthening authority may lead to further bad feelings with town employees	5/8/2016 7:38 PM
36	SEE ABOVE	5/8/2016 4:36 PM
37	I am not informed enough to have an opinion on this matter.	5/8/2016 4:22 PM
38	We need to go to a Mayoral format.	5/8/2016 10:25 AM
39	There is not enough authority to control as constituted.	5/7/2016 10:50 AM
40	And at the same time, consider removing those responsibilities that no longer apply to the position, if any.	5/6/2016 11:47 AM
41	He already has too much power in town government.	5/6/2016 11:40 AM
42	In separating the person in the position from the position itself, Yes, the Town Administrator needs to be a Town Manager who is the ability to hire/fire and have some control over the goings on in town hall.	5/6/2016 11:39 AM
43	Not sure what his means. How would this be strengthened?	5/6/2016 10:29 AM
44	No. I believe the TA should continue to work For the BOS, and not vice-versa, which now sometimes can seem to be the case. We elect the BOS to work for us.	5/5/2016 10:55 AM
45	These positions are rising to the level of a profession. F you are paint them, you ought to give them enough authority to do their job.	5/4/2016 7:42 AM
46	Definitely. The present situation results in responsibility without the necessary authority.	5/3/2016 4:00 PM
47	One person should not have more authority; at this point still has too much authority if others do not consider his/ her input. If he/she is ultimately making the decisions and the BOS just yes him, that is not representative government.	5/2/2016 1:25 PM
48	Area above	5/1/2016 7:02 PM
49	see above	5/1/2016 6:45 PM
50	Only if we don't elect a Mayor.	4/29/2016 9:38 AM
51	Abuse of power is already an issue now, and regardless of who is in the position, it deletes checks and balances.	4/28/2016 10:43 PM
52	That would totally screw up town operations! The Town administrator could say to one person you go work here and do this when one person he personally does not like is already doing the job efficiently and has always been producing excellent work and producing excellent results.	4/28/2016 9:21 PM
53	Eliminate the town administrator and replace with elected Mayor or Town Manager who runs all departments in the Town. Keep the school committee. See Braintree form of Town Government	4/28/2016 2:00 PM
54	No opinion.	4/27/2016 2:50 PM
55	I don't have enough information to form an opinion on this.	4/26/2016 4:08 PM
56	The town administrator should become a town manager with direction over all town departments.	4/26/2016 12:51 PM
57	YES! And the question should include the word Accountability.	4/26/2016 11:31 AM
58	Before any changes are made how about clearly defining the current authority and responsibilities?	4/26/2016 11:17 AM
59	The majority of power should remain in the hands of elected boards that come from the residents of this town - not hired positions occupied by people who don't live here.	4/25/2016 7:54 PM
60	He gets paid a lot of money for not a lot of authority. He needs more	4/25/2016 7:38 PM
61	If there is a five member BOS	4/25/2016 7:38 PM
62	Appoint assessors	4/25/2016 4:53 PM
63	as mentioned before, there needs to be more checks and balances so the residents have a say and the town administrator can't just have all the say, residents should have more input in the decisions in our town	4/24/2016 12:16 PM
64	If we don't have a strong leader nothing will work.	4/22/2016 12:35 PM

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65	There is a definite need to move to a town manager position. The current town administrator has very little authority and it is very obvious through the way town hall is run. No disrespect to Mr. Longo, but it is time for a town manager who can oversee all departments in town hall. Someone with authority needs to bring the departments together because they are not together right now. I think the town is suffering from this fragmentation and it is time to address it.	4/21/2016 10:19 PM
66	Town Admin should have LESS power.	4/21/2016 3:18 PM
67	No. It's my opinion, that our current Town Administrator is overburdened in the position which is a stumbling block. I don't believe strengthening the authority or responsibilities will help us. I think the position of Town Administrator should be reviewed to see if there are any options on how we could restructure personnel to distribute responsibilities. I am concerned about placing too much authority in the hands of one person.	4/21/2016 1:52 PM
68	oh no he has way to much power as of the moment to intimidate all around him and needs to be held accountable to the people who live in the town	4/21/2016 11:36 AM

Q14 Should the Charter Review Committee consider changes eliminating, combining and/or restructuring any appointed offices, boards or committees?

Answered: 175 Skipped: 141



Answer Choices	Responses
Yes	57.71% 101
No	42.29% 74
Total	175

#	Please provide specifics regarding the response you chose for Question 14.	Date
1	However, if there is public desire for an unofficial commission such as "non-discrimination" or "wind, solar, energy" for example, Selectmen should establish them.	6/14/2016 2:18 PM
2	n/a	6/14/2016 2:08 PM
3	Charter review at regular intervals - 5 - 7 years perhaps	6/14/2016 1:55 PM
4	Appointed boards can become self-serving. Trails Committee for example their May 18 so called 'public meeting' was first announced in the May 18 issue of the Mariner. Not much notice for the public their goals "multi use trails to include bicycles, pedestrians as well as other users deemed appropriate". They are in no position of knowledge to deem anything appropriate & fail to include dog owners & other trail users. What else is going on with other appointed boards?	6/14/2016 1:46 PM

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5	No, however BOS should have a listening session/update from each appointed office/board/commission with Q &A so they are more aware of actions/in-actions, etc. This should be annually at a minimum. Also, BOS & Town Admin should be required to respond to requests or information even if only to indicate item received and read. The current method of liaisons from BOS to various boards/commissions is ineffective and counter productive. A presentation to the BOS puts the appointed groups on the spot to show work done and direction headed.	6/14/2016 1:24 PM
6	No changes needed.	6/13/2016 6:08 PM
7	Works well	6/10/2016 5:19 AM
8	there probably is some overlapping.	5/26/2016 5:52 PM
9	Marshfield should carefully review what municipalities of a similar size have as a model. Let's not re-invent the wheel. Copy what works & eliminate what does not.	5/25/2016 11:07 PM
10	I am not sure which but again, look at what is appointed and if it is not working, change or eliminate it. The personnel board for instance, was not working. I am not sure if it was appointed or elected but it should be reviewed to see if it is in the best interests of the town.	5/25/2016 6:18 PM
11	Maximum consecutive board terms should be considered.	5/25/2016 4:26 PM
12	Do away with the Capital budget Committee. Advisory board serves the same purpose.	5/25/2016 3:11 PM
13	See above. Move description of all appointed offices/brds/committees to bylaws for easier adjustments with changing circumstances. Leave as is the # of brds/committees and beef up opportunities for advancement with brd/committee officer TERM LIMITS to promote rotation, new faces, new future town leadership. No term limits for brd/committee members.	5/24/2016 7:51 PM
14	Some committees are appointed, do their job and dissolve yet, there is a residual knowledge that goes untapped. Combining and/or restructuring would allow tapping into those experiences on other committees. This has been lost in the last 20 years.	5/23/2016 10:51 PM
15	The Capital budget committee should be a sub committee of the Advisory Board.	5/19/2016 12:46 PM
16	We have 20odd boards/committees. Some haven't met and should be eliminated	5/18/2016 8:10 PM
17	It would be helpful if you provide an idea of what boards and committee's you were talking about.	5/18/2016 6:58 AM
18	They need to be reviewed but as this point I don't have any specific suggestions.	5/16/2016 9:21 PM
19	works well	5/13/2016 2:03 PM
20	works well	5/13/2016 1:49 PM
21	Create finance committee as mentioned previously. One member from each precinct. duties are to meet with department heads and review budgets. Finance committee approves all budgets & then presents them to Town meeting for approval. Worked extremely well in Town of Arlington.	5/13/2016 1:23 PM
22	I don't agree with appointed boards because many times their friends appoint them and then they feel indebted to do what their friends want - NOT WHAT the residents want.	5/12/2016 8:39 PM
23	Facilities Manager seems like a good idea, but the results of his work are not clear.	5/12/2016 5:52 PM
24	Probably. Every once in a while all these should be looked at for efficiency purposes.	5/12/2016 8:34 AM
25	The town has a tremendous number of boards that appear to all touch upon similar subject matters. Given the difficulty of filling all these positions, it may be more streamlined to consolidate some of these boards.	5/11/2016 1:49 PM
26	Yes, a perfect example is the DPW Board and all its employees should be answering to someone other than themselves.	5/11/2016 1:41 PM
27	Leave the DPW board alone. Things at town hall are bad enough without adding more power to one person (a town manager). Leave things as they are!	5/11/2016 11:36 AM
28	Town Clerk appointed. Possibly eliminate Board of Public Works. Change Town Administrator to Town Manager.	5/10/2016 3:38 PM
29	Again, just the expansion of the BoS from 3 to 5 members.	5/10/2016 1:09 PM
30	If this is necessitated by changing elected boards, then appointed boards should be looked at also.	5/10/2016 6:58 AM
31	Not aware of any weaknesses.	5/8/2016 7:38 PM
32	I am not informed enough to have an opinion on this matter.	5/8/2016 4:22 PM
33	There is overlap and things could be combined or eliminated.	5/8/2016 10:25 AM

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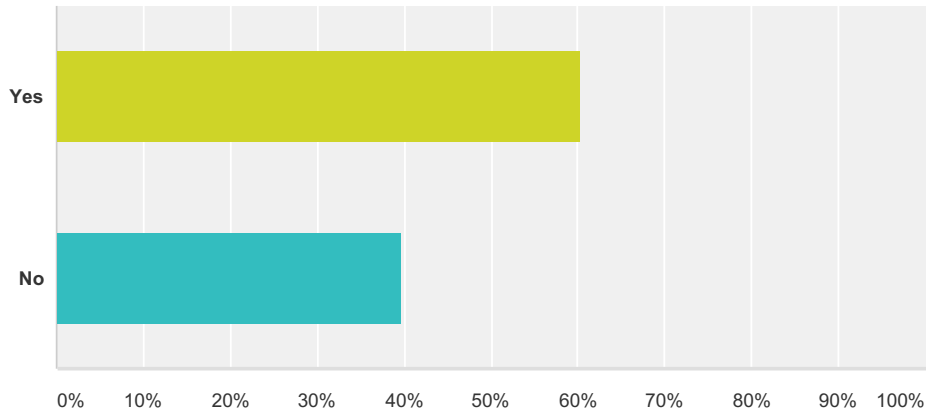
34	As part of making government simpler while making it work better, yes, re-examine how we do things at the system level.	5/6/2016 11:47 AM
35	I think we should look at consolidating Recreation, Beaches, and fields.	5/6/2016 11:40 AM
36	The advisory board needs a major overhaul	5/6/2016 11:39 AM
37	Good to look over.	5/6/2016 10:29 AM
38	Examine is light of a changing world.	5/4/2016 7:42 AM
39	Not sufficiently knowledgeable.	5/3/2016 4:00 PM
40	Just by looking at the titles of many of the boards on the web site, you should be able to combine many for example: Play ground committee and recreation committee, waterways and beach, housing partnership and housing authority, etc. etc. If you restructure the Finance department, probably eliminate the advisory board, capital budget, etc.	5/3/2016 1:49 PM
41	Town manager	5/2/2016 8:24 PM
42	Commissions should work more closely with the figure in charge of that department.	5/2/2016 1:25 PM
43	Eliminate Capital Budget if we set up a Financial Dept - it's a duplication of review All Town elected & appoint committees have to discuss with the TA any articles before its allowed on the warrant	5/1/2016 7:02 PM
44	Will lose balance of citizens' input	5/1/2016 6:56 PM
45	There should be a term limit for all boards & committees. It can be hard to get residents to run for open seats but have the same individuals on a given board for more than 10 years is not advisable.	4/29/2016 9:38 AM
46	DPW and DPW supervisor should report to Town Administrator and BOS.	4/28/2016 10:20 PM
47	Limit on advisory board terms.	4/28/2016 10:11 PM
48	See above	4/28/2016 2:00 PM
49	No opinion.	4/27/2016 2:50 PM
50	There should always be a checks and balances system so reviewing current appointed positions and their responsibilities seems fair.	4/26/2016 9:58 PM
51	As the town's challenges change and grow, boards and committees should follow.	4/26/2016 4:08 PM
52	Many possibilities: 1. Install Town Manager or 2. Elect town Mayor or 3. Expand board of selectmen to include DPW board members. 4. Disband all other elected boards and appoint members to any board deemed vital for town operations. Boards shall be in place to advise on policy not act. All boards shall report to the Town Manager or Mayor. Only the board of selectmen will hold limited powers.	4/26/2016 12:51 PM
53	I answered NO because I don't feel qualified to answer the question. The Town has a lot of Committees and I don't know what they actually accomplish.	4/26/2016 11:31 AM
54	The Advisory Board needs to have more oversight and term limits including limits on the Chair position. Th Current Chair has held that position for 20 years or more. Any applications to the Advisory Board go through the Advisory Board before going to the Selectmen for review essentially making it a "closed group". The Advisory Board is in effect a "shadow government".	4/26/2016 11:17 AM
55	and consider term limitations of appointments	4/25/2016 7:59 PM
56	Unsure	4/25/2016 4:53 PM
57	we should have more elected offices so the residents have a voice in the town instead of the town administrator having a dictatorship	4/24/2016 12:16 PM
58	streamline everything and professionalize as much as possible	4/22/2016 12:35 PM
59	eliminate board of public works	4/22/2016 10:35 AM
60	Under Article 3 I suggested that the way the current Capital Committee is organized needs to be addressed. The process is not currently effective because departments circumvent the Capital Committee with articles at town meeting. DPW, School Department, and Fire Department have all circumvented the process and it is not a good thing to do. Maybe departments should not be allowed to submit an article at town meeting for a capital item unless it is approved by Capital Committee first.	4/21/2016 10:19 PM
61	No the volunteer time for the appointed committees is helpful for a town that is strapped for paid resources.	4/21/2016 1:52 PM

Q15 Should the Charter Review Committee

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consider changes creating a centralized Finance Department to be headed by a Finance Director who shall have the authority to approve or disapprove proposed budgets of all town departments, with the exception of the School Department?

Answered: 174 Skipped: 142



Answer Choices	Responses
Yes	60.34% 105
No	39.66% 69
Total	174

#	Please provide specifics regarding the response you chose for Question 15.	Date
1	Too centralized and less accountable to the various interest groups and Boards.	6/14/2016 2:18 PM
2	I think having a Finance Director would keep all concerned more accountable - It would be a tough job	6/14/2016 2:08 PM
3	Town financials are complicated. Priorities should be set. a) Police & Fire Depts adequately staffed b) Coastal Community c) Tourism d) Businesses	6/14/2016 1:55 PM
4	We don't need town government to be top heavy with high wage "authorities". All town department budgets should be proposed by their respective heads who should know & respect fiscal realities & not need approval from yet another head.	6/14/2016 1:46 PM
5	What we have now is not working well, the system needs to be required and perhaps enterprise accounts eliminated or structure changed of Finance dept.	6/14/2016 1:24 PM
6	Gives better control of monies.	6/13/2016 6:08 PM
7	More control	6/10/2016 5:19 AM
8	I believe a review of any process that has been in place for many years should be reviewed, especially if certain systems are archaic,	5/26/2016 11:28 PM
9	Yes. If this review accomplishes anything, this is the one improvement to our town structure that will benefit Marshfield the most.	5/26/2016 8:13 AM
10	With a budget in the \$87-88 million dollar range for Fiscal Year 2017, Marshfield's budgets will only be growing, a Finance Director is a critical position to consider moving forward.	5/25/2016 11:07 PM

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11	There should be input from the Town Administrator, Board of Selectmen, Town Departments, Boards, Staff and the Advisory Committee. It should not be left up to one person on budgets.	5/25/2016 6:18 PM
12	I believe this would be contrary to multiple state laws. Certain boards and commissions have specific responsibilities and budget constraints that are defined by Mass General Laws.	5/25/2016 4:26 PM
13	There needs to be centralized finance department. Departments are requesting funding for their board with no consideration of other boards. DPW is a great example of this.	5/25/2016 3:11 PM
14	Again, create this position in bylaws, not charter. Write decent accurate complete job descriptions in these enabling bylaws.	5/24/2016 7:51 PM
15	We have a Finance Director. Why not just rename the department?	5/23/2016 10:51 PM
16	I support the creation of a Finance Director but the authority for approval or disapproval of proposed budgets should reside with the elected boards. The Town Meeting is the authorizing body for budgets and that power should remain with Town Meeting.	5/19/2016 12:46 PM
17	But let's see if we can mail the utility bills on time before we get too ambitious	5/18/2016 7:56 AM
18	The town should have a CFO and someone with the CFO experience. The current employees have very little high level experience. Once again there should be a clear job description.	5/18/2016 6:58 AM
19	Yes this should be considered. This may be the single biggest change that comes from the charter review. What I don't know yet is how this will affect the DPW, the reserve accounts and etc. I think it is important to have a separate DPW so they can focus on the areas that are in their province. Seawalls, wastewater etc require a technical expertise that the Selectmen don't have.	5/16/2016 9:21 PM
20	more control	5/13/2016 2:03 PM
21	I like the idea of a finance director to pull together budget, respond to expense items but not have total authority to approve or disapprove & to work with Advisory Board. Be responsible for budget expenses, revenue, collections.	5/13/2016 1:35 PM
22	Town should have a Finance Committee comprised on one member from each precinct. this committee would review all budgets and present them to Town Meeting for approval (similar to Town of Arlington) This committee should be elected. Each member would be responsible for several town budgets.	5/13/2016 1:23 PM
23	Also include the school budget	5/12/2016 9:36 PM
24	The various Boards know what their budgets are and they know how money has to be spent. Once again, you'd be making a dictator.	5/12/2016 8:39 PM
25	Need to hire the right person for Finance Director	5/12/2016 6:30 PM
26	Stop stealing from the rate payers and problem will be solved	5/12/2016 2:43 PM
27	Too much power for one person for financial decisions.	5/12/2016 8:34 AM
28	Power to approve based on funding from approval of town meeting	5/12/2016 5:04 AM
29	The final authority on approving budgets should stay with the elected board of selectmen.	5/11/2016 11:25 PM
30	The schools should be included	5/11/2016 7:35 PM
31	YES, YES, YES! There is too much waste in this town and mostly because each department/board etc. is not held accountable to anyone.	5/11/2016 1:41 PM
32	No, one person should not have that authority.	5/11/2016 11:36 AM
33	All or none	5/11/2016 10:07 AM
34	With a Town this size, it is necessary,	5/10/2016 3:38 PM
35	A Finance Director will have the responsibility to be compliant with DOR.	5/10/2016 1:45 PM
36	Too much opportunity for conflicts of interest.	5/10/2016 1:09 PM
37	This should not be done without other changes to the Boards. This would only increase the dysfunction between DPW and BOS. If other changes are made this would be possible.	5/10/2016 7:38 AM
38	Maybe. There is definitely a problem now. I don't know if the problem is caused by the town administrator. I think the finance department should be more open. I don't know WHY the school department should be separate. The town should be managed financially as a WHOLE and by qualified professional people. Would this mean budgets would not be voted at town meeting? That they would come has a "lump sum" to be voted on? I don't know. There does have to be checks and balances. And outside sources of funds, ie enterprise accounts must have accountability.	5/10/2016 6:58 AM

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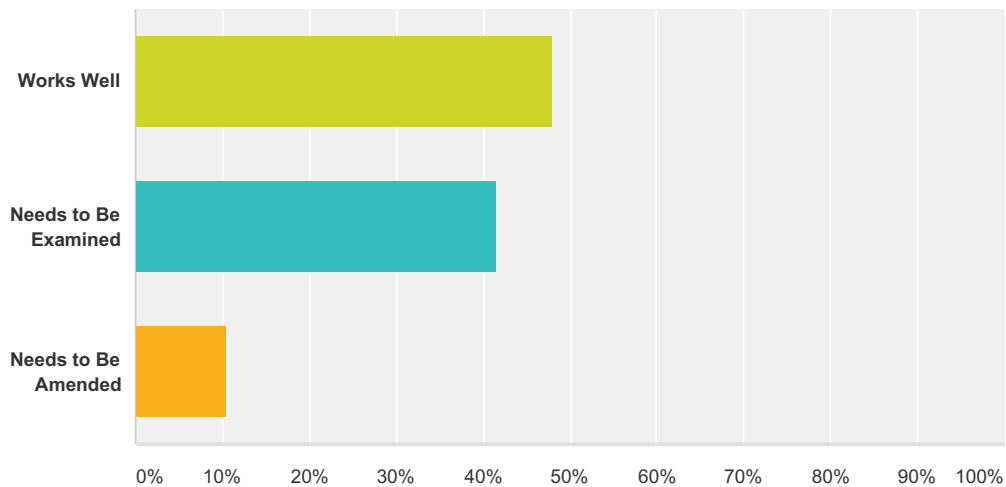
39	Maybe including the School Department too. One Town!	5/9/2016 1:50 PM
40	BUTTTT, only if CRC meets with all town departments to review their thoughts on the above plan and that group develops a written document outlining how that plan would work and be implemented. And, in my judgment the Finance Director should report ONLY to the Selectmen.	5/8/2016 7:38 PM
41	I am not informed enough to have an opinion on this matter.	5/8/2016 4:22 PM
42	We need ONE person in charge of the whole structure.	5/8/2016 10:25 AM
43	this should be a paid position	5/8/2016 7:44 AM
44	school dept needs to be included	5/7/2016 3:05 PM
45	Need one central figure responsible for all finances.	5/7/2016 10:50 AM
46	Why except the School Department?	5/6/2016 2:37 PM
47	Why exempt the school department from centralized control? If you want to centralize budgetary control, control ALL the budgets. The school department ought to be as accountable as any other department.	5/6/2016 11:47 AM
48	I'm not sure I like this idea, but It should be investigated. It depends on who this department reports to.	5/6/2016 11:40 AM
49	Yes, as you can see from the last town meeting, the town's finances are a mess	5/6/2016 11:39 AM
50	How is this different from what Town Administrator does?	5/6/2016 10:29 AM
51	Not sure, would need to understand the differences and why first.	5/6/2016 10:15 AM
52	A finance director should cover all departments, schools should not be an exception	5/6/2016 9:22 AM
53	It would make sense if you could make sure that the "good old boy" network wasn't in charge.	5/6/2016 5:37 AM
54	I'm not so sure of my Yes ans. to this question. I have some misgivings.	5/5/2016 10:55 AM
55	Yes. As long as this department reports to the selectmen. The world is getting too complicated to NOT have such a Positin and department.	5/4/2016 7:42 AM
56	Full authority to deny proposals?	5/3/2016 4:00 PM
57	Not a bad consideration so there's a clearer, overall picture of what's happening with the town finances, which seems to be problematic these days. One person would be overseeing a number of issues.	5/2/2016 1:25 PM
58	Some dept so on their own - such as DPW	5/1/2016 7:02 PM
59	need more discussion on this	5/1/2016 6:45 PM
60	The current problems with the past Town Treasurer proves that a Finance Director is warranted.	4/29/2016 9:38 AM
61	I say no because no one person should have that much authority when it comes to the finances of this town, or any town. The only time I would even remotely consider a yes is if the town leaders had a proven record that they were willing to truly utilize someone with strong credentials who has integrity and is protected in a manner that gives them no option but to be transparent and truthful. It's a matter of ethics, which has been lacking in that area not just by incompetence of a past hire (who apparently was billed as DOF but was not) but also by the lack of accountability for anyone above or beside her for their part in continuing the problem. Even an outside auditor that is being paid annually can find motivation to whitewash something for continued business; why else have all the true rumblings about incompetency, missing money, and messed up accounts not have lead to more publicity, harsh words, and at least one tail between a set of legs?	4/28/2016 10:43 PM
62	Is this even legal? See the state constitution. Must have a financial board I believe (Advisory Board).	4/28/2016 10:20 PM
63	See above	4/28/2016 2:00 PM
64	Sounds more efficient. Worth a try! Would save lots of painful hours spent at Town Meeting!	4/27/2016 2:50 PM
65	Given the size and complexity of the competing budgets in our town, a vetted professional with an eye over all budgets seems overdue.	4/26/2016 4:08 PM
66	A Finance Director should have the authority to approve or disapprove budgets. All departments should have a transparent and honest operating budget truly reflective of projected costs.	4/26/2016 12:51 PM
67	Yes, subject to the approval of the Board of Selectmen.	4/26/2016 11:31 AM
68	The Finance Director should be required to make a recommendation on the budgets but the approval should remain with Town Meeting.	4/26/2016 11:17 AM
69	Doesnt Advisory Cmte make these recommendations already?	4/25/2016 8:02 PM

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70	Unsure - only if cost effective	4/25/2016 4:53 PM
71	why leave the school department out? I don't know all the implications of this but the financial decisions of the town do need to be centralized and coordinated.	4/22/2016 12:35 PM
72	Great idea. The town needs some financial direction and this position, if the right person is hired, could do this. My question would be ... Who would the finance director report to?	4/21/2016 10:19 PM
73	If you are going to centralize it then I think they should centralize the School Department budget too. I would like to see the School Department not be a separate entity. The separate entities of Selectmen, BPW and School Committee fracture our town. There are conflicting interests and politics at play. Overall the structure is not conducive to a well functioning town government!	4/21/2016 1:52 PM

Q16 ARTICLE 5...

Answered: 171 Skipped: 145



Answer Choices	Responses
Works Well	47.95% 82
Needs to Be Examined	41.52% 71
Needs to Be Amended	10.53% 18
Total	171

#	Please provide specifics regarding the response you chose for Question 16.	Date
1	Who defines "emergency"? Perhaps "urgent" and "unpredicted" can be considered	6/14/2016 2:20 PM
2	Currently Town spends too much time "figuring" and not enough time "doing". Very little else happens Feb - April.	6/14/2016 1:26 PM
3	The town it seems has struggled with getting qualified people to serve on the capital budget, that provided continuity and or experience. It was difficult for the Capital Budget to make decisions in a short time frame with not a great deal of understanding of the overall needs of the departments. Financial information about the town's finances may not have been readily available in ample time. I don't think that the members or the town has had the time to devote to thinking about projections, revenue sources, long range needs, economic development and grants Perhaps this is something that a Finance Director/Business Director could accomplish.	5/25/2016 6:27 PM

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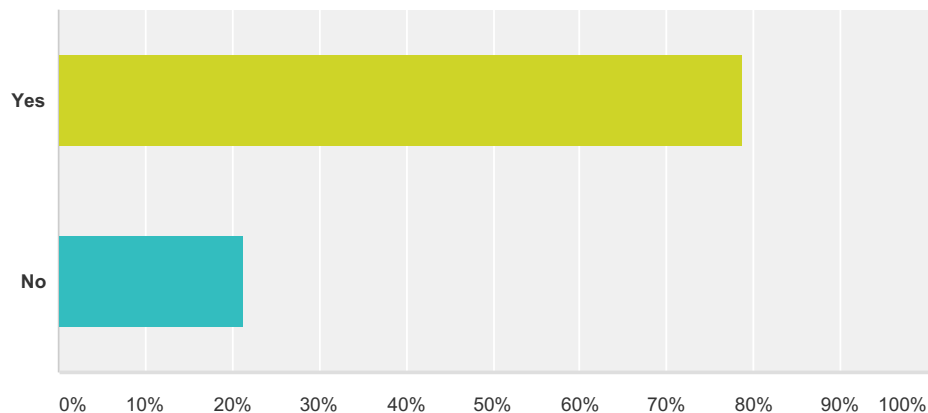
4	Besides creation of Town Manager with full budget-making authority the next most important change is to the whole budget-making process. It is a mess, is not public, not transparent, is rushed, too last-minute. Budgets - both operating and capital - do not mean much in and of themselves. They do take on much more meaning when presented in a context. They need to be listed by this of the preceeding x # of years (at least 3) and then followed by projections into the next x # years (at least 3 for operating and 5 for capital). Marshfield has never done this for operating budgets and stopped doing so for cap budget 3-4 years ago. Just what are the implications of this year's budget for the coming years? Let's stop being told by the advisory committee that "we can't afford it this year." Instead, tell us what the plan is to get it done in the future, along with the other priorities we know of now, with room for the unknown ones that surely will come along.	5/24/2016 9:30 PM
5	Capital Budget needs to get budget documentation by the same deadline as submission, not days or weeks later, unless there's a deliberate lack of respect for their efforts.	5/23/2016 10:58 PM
6	CBC should be a sub committee of the Advisory Board. No other changes needed.	5/19/2016 12:48 PM
7	Article 5 needs to be strenghtened regarding the calling for a special town meeting. we have one every year. emergency needs to be further defined.	5/18/2016 8:21 PM
8	This needs to clear describe what is emergency nature. In my 13 years in town every project has been on the warrant weather it is an emergency or not.	5/18/2016 7:02 AM
9	key to this is "supporting documents." I do not think that sufficient supporting documents are ready buy the required date. Could the hearing by the Adv Board be done earlier so that they can take their votes earlier and make it into the booklet?	5/16/2016 9:27 PM
10	Transparency, Again where are the documents that a board is reviewing and when are they available..i.e Capital Budget	5/16/2016 9:07 PM
11	Budget submission is far too early	5/12/2016 6:31 PM
12	I think it is okay.	5/10/2016 3:41 PM
13	Seems to work, though I am less well-informed on this issue.	5/10/2016 1:13 PM
14	No strong opinion on this. What does the advisory board want?	5/10/2016 7:42 AM
15	Advisory Board needs to examine their schedule for meetings. If they get snowed out, they should schedule the next available night not wait until the next week.	5/8/2016 7:42 PM
16	I am not informed enough to have an opinion on this matter.	5/8/2016 4:23 PM
17	The process is not follows so it needs amendment.	5/7/2016 10:50 AM
18	Again, reviewing policies and procedures to adjust to current situations is always a good idea.	5/6/2016 11:49 AM
19	Needs to be more open and transparent for people to make educated decisions at town meeting	5/6/2016 11:40 AM
20	This is a Mass. General Law which is followed by every other town and city in the Commonwealth.	5/5/2016 10:57 AM
21	It would improve matters if that set of requirements were strictly observed.	5/4/2016 2:20 PM
22	Seems to be okay.	5/4/2016 7:44 AM
23	I am not certain this is how is it being practiced.	5/3/2016 4:01 PM
24	Doesn't seem to work well. Budget is rarely done on time. Can't tell if it individuals not doing what they are supposed to be doing or whether or not there are extenuating circumstances, so should be reviewed.	5/3/2016 1:53 PM
25	Emergency nature needs to be examined Hearing should be held last Tues in March	5/1/2016 7:06 PM
26	This is the meeting where all the stupid questions should be asked, NOT not he floor of town meeting. Should be really advertised better and the public should be educated more. Town meeting should be to debate and discuss, not ask stupid questions. Boards should attempt to answer resident's questions, not put them off. Questions should be answered by the officials PRIOR to town meeting.	4/28/2016 10:22 PM
27	Town Administrator shall not be allowed to amend the budget as he screwed it up and it came out wrong negatively affecting staffing and staffing budgets in select departments.	4/28/2016 9:23 PM
28	I think the dates are problems, as stated at recent town meeting	4/28/2016 2:06 PM
29	Capital improvements should be under the direction of a strong town manager or Mayor	4/28/2016 2:02 PM

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30	The questions I would ask are as follows, Are sufficient numbers of voters taking advantage of this information? Does the average voter have enough information to make sense of these budgets and can they be expected to make informed decisions with the current process as described above? I've got an MBA and the process as is presents a challenge to me!	4/26/2016 4:13 PM
31	Time lines are fine committees and process needs reworking. 1. Department heads should only put forth capital projects within their scope of work or related to their job duties. 2. All facilities and their systems should fall under a facilities department! 3. A capital committee should be comprised of members who are familiar with what each department does and their real needs. 4. A building committee with members versed in the trades should be established to recommend capital building projects and repairs. A key figure for this committee should be the facilities manager.	4/26/2016 1:23 PM
32	Please eliminate the practice of spend what you need and ask for more dollars at Town Meeting, except for legitimate emergencies.	4/26/2016 11:37 AM
33	The Capital Budgeting process is more of an illusion than fact, particularly with regards to the DPW budgets. Only the Fire and Police have actually provided their 5-year capital plans, the DPW seems to work on an as-needed basis. Some Departments do not provide adequate reporting back to the Capital Budget Committee on project status and are non-responsive to inquiries. Selectmen and Advisory liaisons to the Capital Budget Committee, although identified and assigned have had little if any interaction. The Capital Budget Committee either needs some additional authority to enforce accurate and timely reporting from all departments with capital projects.	4/26/2016 11:28 AM
34	Just need to enforce deadlines.	4/25/2016 4:05 PM
35	everything should be examined	4/22/2016 12:36 PM
36	I think that the current Capital Committee is not useful. There is no vision for where the town is going and Capital makes recommendations to Town Meeting and Town Meeting overrides their recommendations. If we are going to have a Capital Committee, they need to be empowered to make recommendations to town meeting that are in the best interest of the town, Capital should stop bringing a list of all requested items to town meeting, including those that are not recommended, because town meeting looks at the list and overrides Capital even though there is no money to approve the items. Under Article 3 I suggested that the way the current Capital Committee is organized needs to be addressed. The process is not currently effective because departments circumvent the Capital Committee with articles at town meeting. DPW, School Department, and Fire Department have all circumvented the process and it is not a good thing to do. Maybe departments should not be allowed to submit an article at town meeting for a capital item unless it is approved by Capital Committee first.	4/21/2016 10:21 PM

Q17 Should the Charter Review Committee consider changes to the Charter that would more clearly define the process which must be used by each town department to develop its operational and capital budgets?

Answered: 173 Skipped: 143



Marshfield Charter Commission Questionnaire

Answer Choices	Responses
Yes	78.61% 136
No	21.39% 37
Total	173

#	Please provide specifics regarding the response you chose for Question 17.	Date
1	Categories such as "payroll", "printing", "travel" "op", "capital", etch should not be cross subsidizing each other	6/14/2016 2:20 PM
2	Is there ever TMI?	6/14/2016 1:46 PM
3	Consistent process with transparency and estimates based upon past actuals & other performance criteria or on actual quotes would benefit all.	6/14/2016 1:26 PM
4	Better leadership is needed not more rules.	6/12/2016 7:21 PM
5	More oversight	6/10/2016 5:20 AM
6	Depts know what they need and what may be just excess.	5/26/2016 5:54 PM
7	Whatever recommendations result from the Charter Review, any items that would clearly define the process for budgets is welcome.	5/25/2016 11:13 PM
8	Yes, if it is clear, gives more direction, and benefits the overall process.	5/25/2016 6:27 PM
9	Provided they take into consideration the comments and concerns of each board during the development process.	5/25/2016 4:28 PM
10	These budgets need to be more defined and transparent. School department has gotten better over the years but still needs work.	5/25/2016 3:13 PM
11	Don't know. Is there an example in other towns of this being done? We do NOT have to reinvent the wheel.	5/24/2016 9:30 PM
12	Process would necessarily vary by department and function but there MUST be a general consistent outline/guideline to manage an organization the size of Marshfield.	5/23/2016 10:58 PM
13	The town should have an unified budget process set by the CFO and not defined by governing rules. The rules should outline when it is to be provided to the public and in what format.	5/18/2016 7:02 AM
14	This would probably be very helpful to the Town Depts. If they have this guidance then the entire process will likely be improved leading to Town Meeting.	5/16/2016 9:27 PM
15	I bet there is a process and it is ...stretched as needed. How will a new process be any different? Stick to the process, post the documents ahead of time and put them in an accessible place (on line). If anything review how online tools can make our government more transparent and accessible.	5/16/2016 9:07 PM
16	more oversight	5/13/2016 2:03 PM
17	more oversight	5/13/2016 1:50 PM
18	The Town Departments have to have flexibility. Each department knows what they have to work with. The Charter should not dictate.	5/12/2016 8:41 PM
19	Emergencies happen, so they must be accounted for in the budget, but short and long term financial needs should be thought out well in advance.	5/12/2016 8:36 AM
20	Codifying the processes in the Charter might handcuff future town departments in an ever changing technological world. Better to have some open ended guidelines.	5/11/2016 11:27 PM
21	Not sure.	5/10/2016 3:41 PM
22	Some departments are creating Wage-Gap for many working women. This poses a potential legal problem by stellar employees in managerial positions with low pay and ever increasing responsibilities because the department is confined by the budget increase.	5/10/2016 1:50 PM
23	Seems to be another way to centralize power. Clearly defined processes are a good thing, but should not disempower elected Boards from doing the jobs they were elected to do.	5/10/2016 1:13 PM
24	Too much minutae will only require another Charter Review as things continue to evolve and change.	5/9/2016 1:51 PM
25	What changes?	5/8/2016 7:42 PM

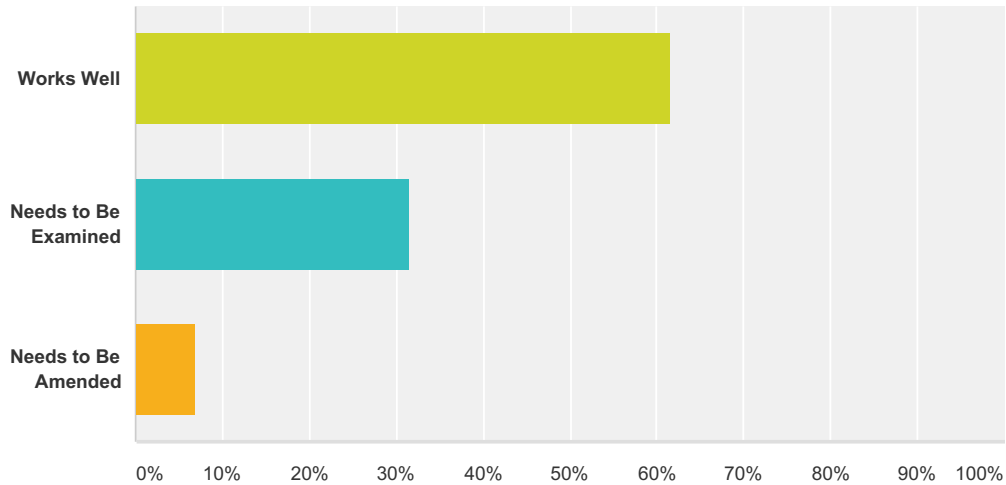
Marshfield Charter Commission Questionnaire

26	This process should be open and clear and have no room for any mystery amounts. It should apply to every department.	5/6/2016 2:41 PM
27	See #16 above.	5/6/2016 11:49 AM
28	Probably, given the problem right now with the Enterprise Accounts.	5/5/2016 10:57 AM
29	Possibly; most financial operations can be improved.	5/4/2016 2:20 PM
30	Welcome to the 21st century!	5/4/2016 7:44 AM
31	Not sure if this is a Charter issue or best practice issue within each of the departments	5/3/2016 1:53 PM
32	All contract settlements should come from operational budget	5/2/2016 8:26 PM
33	Why would that not be a benefit to the town?	5/2/2016 1:28 PM
34	They must talk to the financial team/Town Admin when finalizing their budgets & when asking for \$ in articles	5/1/2016 7:06 PM
35	review and streamline if possible	5/1/2016 6:46 PM
36	Because I think more clarity is needed in both directions. There should NOT continue to be such a problem with clarification of indirects; it reeks of a cover up, which puts our town in a poor light. Play fair and honorable guys and gals.	4/28/2016 10:45 PM
37	Works fine when intelligent people are heading departments.	4/28/2016 10:22 PM
38	See above	4/28/2016 2:02 PM
39	If there has been an issue with some town departments in this area, then it certainly sounds good to consider. Can't argue with making something more "clearly defined," especially if there have been problems in the past with the process as currently stated.	4/27/2016 2:53 PM
40	Yes, as stated before all department heads should only put forth capital items that directly relate to their duties. They should be critical in nature and discipline meaning they should be items to get the job done. They should also set forth their budgets and provide justification for said budgets. The largest assets this town owns are town buildings and facilities. Without these no town department can function. It is unreasonable to have department heads put forth capital projects related to buildings and their systems without being professionals in the facilities field. Priority should be placed on buildings and their systems.	4/26/2016 1:23 PM
41	Yes! And hold each Town Department accountable for operating within their approved operating and capital budgets.	4/26/2016 11:37 AM
42	It is more than defining the process must have reasonable expectations and mechanisms of enforcement to enable compliance.	4/26/2016 11:28 AM
43	More detailed spending documents	4/25/2016 4:54 PM
44	Each department should have their own clearly defined process (one size won't fit all areas)	4/25/2016 4:05 PM
45	if these budgets are developed haphazardly and with different processes, they won't make any sense when we try to compare them to one another.	4/22/2016 12:36 PM

Q18 ARTICLE 6...

Answered: 174 Skipped: 142

Marshfield Charter Commission Questionnaire



Answer Choices	Responses
Works Well	61.49% 107
Needs to Be Examined	31.61% 55
Needs to Be Amended	6.90% 12
Total	174

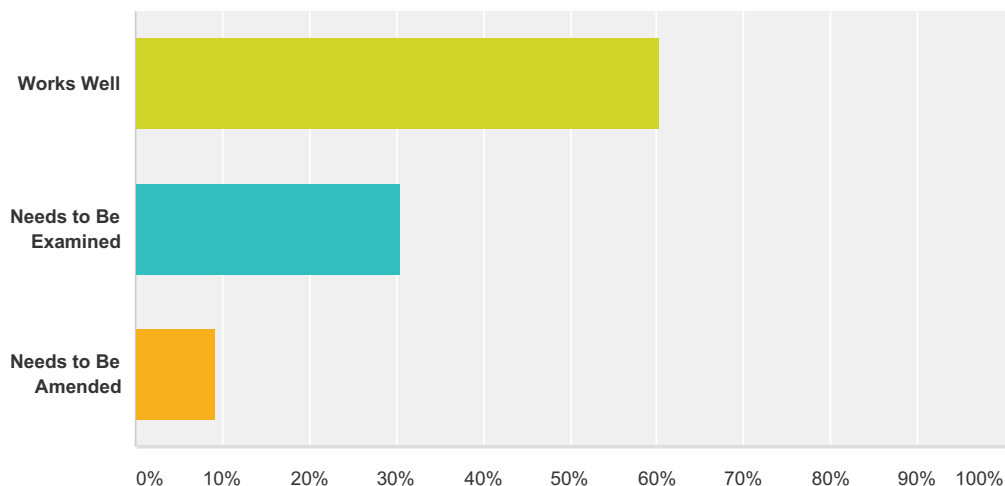
#	Please provide specifics for the response you chose for Question 18.	Date
1	Town meeting can become volatile but plays a part in "voicing" concerns. There are risks with it but it also helps keep people involved in town. A different form of governing will result in less participation, more complaints & complacency, and fewer checks/balances.	6/14/2016 1:30 PM
2	The meeting system works in Marshfield as it does in other towns and has done so for a long time. Could it work better - maybe improved execution of the meetings. Recommend the team involved in preparing brainstorm ideas to improve efficiency but it is a good system.	6/10/2016 10:28 AM
3	Town Meeting shouldn't have the power to create, abolish, reorganize any town board, department office, agency. There isn't sufficient time to make decisions of that nature on the floor of town meeting.	5/25/2016 4:30 PM
4	This is NOT working well in some areas.	5/23/2016 11:00 PM
5	The rules should be more clearly defined and outline who is in charge of monitoring that the boards and committees are following the rules. Promotions should be based on the towns needs and qualifications not merit and fitness. Also boards should have a set process for filling spots. There are open seats on committees due to the committee not wanting to appoint someone who has a different view and not because they are not qualified. Should it be first come first serve to fill open spots?	5/18/2016 7:05 AM
6	I have been on several appointed boards. We did have objectives, term of existence etc. I am not immediately aware that there are problems currently.	5/16/2016 9:29 PM
7	I am not sure that once we put a board in place ...it will die a natural death...at the end of a charge or term of existence.	5/16/2016 9:10 PM
8	Town Meeting is Democracy. Don't abolish it for a dictator. Let the people of the Town make the decisions.	5/12/2016 8:42 PM
9	Town meeting should be allowed to do these things. Works well!	5/11/2016 11:39 AM
10	Don't believe that Town Meeting should make all these decisions but do believe that Town Counsel should review contracts.	5/10/2016 3:43 PM
11	Yes on promotion and appointments on the basis of merit and fitness (though these need clear definition) and yes on contracts to be reviewed by Town Counsel. No on the other parts. (Too many points in this question!!!)	5/10/2016 1:17 PM
12	TMI	5/9/2016 1:52 PM
13	Town meeting currently makes changes when needed.	5/8/2016 7:44 PM

Marshfield Charter Commission Questionnaire

14	As town meeting in it's current form excludes so many residents from participating, it should not be allowed to make significant changes to town boards, departments or agencies.	5/8/2016 4:27 PM
15	Town Meeting needs to be abolished.	5/8/2016 10:27 AM
16	Town meeting is too cumbersome and should be replaced with a new form of town government.	5/8/2016 7:47 AM
17	Not sure if town meeting should have authority to create, abolish, or reorganize or if it should go on ballot during an election. Otherwise, I agree with the rest of language.	5/6/2016 10:38 AM
18	Remove fitness from this article, I have not seen many fit town officials	5/6/2016 9:24 AM
19	Would like to see the abolishment of the dpw or an overhaul. Ancient system. Work should be outsourced with one employee (procurement). The days of "no show" jobs should be in the past.	5/6/2016 7:09 AM
20	I didn't know there was any such criteria! Does our town execute on the basis of this by-law??	5/5/2016 10:58 AM
21	?? This refers to appointed boards only, right? Town employees should have performance reviews at least once a year that measures their success in meeting their objectives and points out areas of strengths and weaknesses. Weakness should be addressed and improved or the employee should not be rehired. As an educator for 33 years, I underwent evaluations at least 2X's every year that assessed my strengths and weaknesses. If I didn't improve, I'd be put on probationary status and then could be "let go." Just as the public did not want TENURE for teachers, the public does not want "tenure" for a town employee who is not doing the job to the public's expectations. Are they hired for life?	5/2/2016 1:33 PM
22	Promotions - appointments cannot be done at Town Mtg	5/1/2016 7:07 PM
23	Town meeting is no longer a suitable form of decision making for the majority of the townspeople. It needs to be abolished, and the people should be able to vote on articles/reorganization the same way they vote in elections, without being mandated to listen to debates by the very few people who have the time to sit at meetings for hours/days.	4/28/2016 11:39 PM
24	Promotions/appointments have been a bit like theater over the past few years when you watch the Monday night meetings. I'm not sure if the article needs to be reviewed or if the issue is more with the implementation of it, but I guess a review would determine that fact.	4/28/2016 10:47 PM
25	This article seems to be written to politically remove employees.	4/28/2016 9:25 PM
26	Same as above	4/28/2016 2:02 PM
27	I don't know that outside government citizens are the best to vote on making these kinds of changes. There must be a better way of putting these organizational changes in the hands of professionals and officials who have the expertise.	4/27/2016 2:55 PM
28	The Article (Article 6.) is well conceived. What needs to Be Examined is the Execution of the Article.	4/26/2016 11:41 AM
29	As part of this Charter Review this article should be more widely socialized so Town Meeting voters are aware of their power to invoke change.	4/26/2016 11:30 AM

Q19 ARTICLE 7...

Answered: 174 Skipped: 142



Marshfield Charter Commission Questionnaire

Answer Choices	Responses
Works Well	60.34% 105
Needs to Be Examined	30.46% 53
Needs to Be Amended	9.20% 16
Total	174

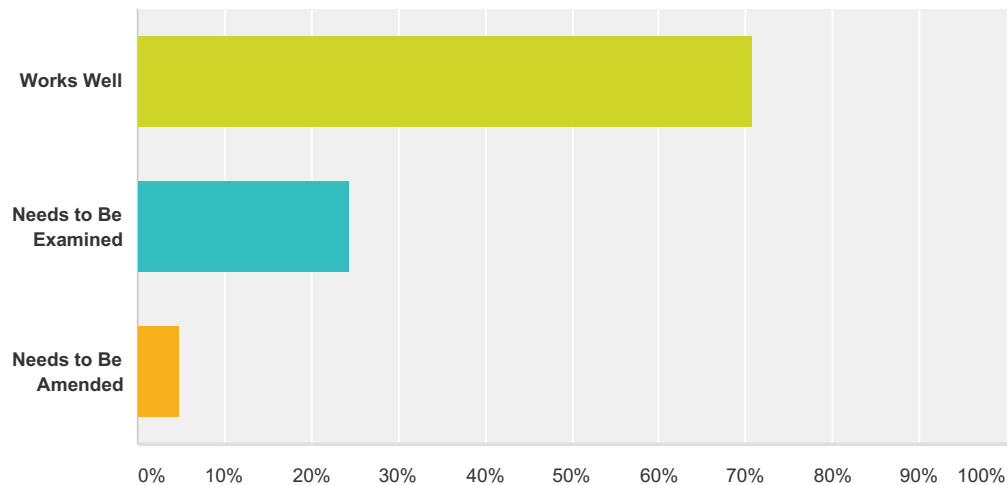
#	Please provide specifics regarding the response you chose for Question 19.	Date
1	25 voters seems too few for a special mtg. 24 hours seems to few for a posting agendas.	6/14/2016 1:58 PM
2	For a town of 25,000 Y1000 of population seems too small a number for required special meeting, perhaps 40 or 50 voters. 24 hours in advance is fine but often we have been required to have >48 hours, needs consistency. We should have a notification system so if someone wants to be notified of x board's meetings an email is sent upon each posting.	6/14/2016 1:32 PM
3	Recommend increasing the number from 25 to something greater. Also, there should be a system where residents can opt in or out of being informed via email about meetings.	6/10/2016 10:29 AM
4	Works well	6/10/2016 5:21 AM
5	Who is keeping the record of meetings should be independent.	5/26/2016 5:55 PM
6	25 voters have the ability to wreak havoc in any way they choose. That threshold is way too low and allows a vocal minority to disrupt the business of the town. The number should be closer to 500. If twenty five people have an issue, they should be able to get the attention of an elected board without requiring a special meeting. If they are being ignored, they haven't met the litmus test.	5/25/2016 4:34 PM
7	RE AGENDAS - post 48 hrs in advance, spelling out the procedure and circumstances of what to do if an urgent item must be added to the agenda Require all agendas to include votes to approve all outstanding meeting minutes listed by date and department head report, preferably written so that it can be posted promptly on that committee's website. How else are we to know what business is being conducted by department heads outside of agended items? RE MINUTES - Many committees do not bother to vote on nor submit approved ones to Town Clerk for entry on town website. Require all voted minutes to be posted publicly within one week of the vote. The Selectmen are bad, Assessors horrendous. Hold Dept. head and/or committee chair responsible for this policy. Make one town govt office like Town Clerk - responsible for collecting them all and making them public. For committee/boards that do not cooperate, list them in a "MINUTES TARDY" section of the Annual Town Report. Public shaming works!. Every board, committee, etc. should adopt its own internal rules/regs/procedures/policies and publish them - copy to Town Clerk. Our Town Clerk hardly has any. Flood the public with info! No one should ever be able to say I cannot find it!" Make Town Clerk The public Info Officer.	5/24/2016 9:43 PM
8	Inconsistent posting of meeting agendas and minutes. We just can't act like that anymore.	5/23/2016 11:02 PM
9	There should be a set agenda format. Some boards simply put new items and old items what does this mean. The agendas should be reviewed before being posted to ensure they comply with the approved format. There should be a set time for posting minutes and there should be ramifications for not following the rules.	5/18/2016 7:07 AM
10	I have found that the Personnel Board was extremely unhelpful when they were requested to assist on something. On second thought, they may be a board that could be merged with something and or eliminated. I don't know if they have written any job descriptions in recent years	5/16/2016 9:33 PM
11	I read various board agendas. They are very different many lacking details and minutes or approved decisions are very difficult to find ...on-line. Particularly for governing commissions, we should have a running list or searchable database, like the agendas of decisions or board votes and posted within a very few days of the votes.	5/16/2016 9:15 PM
12	works well	5/13/2016 2:03 PM
13	25 voters for a special meeting is far too little	5/12/2016 6:31 PM
14	25 voters should not be able to call for a Special Town Meeting. Town Meetings cost too much money.	5/10/2016 3:44 PM
15	I need more time to answer this and how many more ??s -- I have to run to an appointment. Too bad Survey Monkey doesn't allow for me to come back and finish. :(5/10/2016 1:19 PM
16	Not aware of any problems.	5/8/2016 7:45 PM
17	See above	5/8/2016 10:28 AM
18	Needs to be updated to reflect current rules like 48 hours notice.	5/7/2016 10:51 AM

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19	Minutes of meetings held should appear on the town website within seven days and should be filed with the town clerk	5/6/2016 4:20 PM
20	Sometimes, this sounds like a way for a merry band of citizens to run roughshod over everyone else, so, yes, re-examine how article 7 actually works for the town's benefit today.	5/6/2016 11:50 AM
21	I think this is ok as written.	5/5/2016 10:59 AM
22	The posting of agendas should include posting on the town web site. The minutes of the meetings should also be on the web site. The site is very out of date.	4/29/2016 9:42 AM
23	Eliminate town meeting	4/28/2016 2:02 PM
24	There are a LOT of rules listed here, but I suppose in the interest of fairness and transparency, they are necessary.	4/27/2016 2:57 PM
25	The wording of Article 7 is adequate.	4/26/2016 11:45 AM
26	Posting of minutes, etc. on the Town website needs to be improved. Some board do not even have accurate members/terms available on the website. This may not be the fault of the individual board but the responsible party needs to be identified and the issue resolved.	4/26/2016 11:33 AM
27	More minutes and detailed agendas need to be posted on line.	4/25/2016 8:01 PM
28	everything needs to be examined	4/22/2016 12:38 PM
29	Most procedures work well. The one procedure that needs to be examined is the 25 voters to call for a special meeting of a board. I have seen this happen a few times in town in the past several years and I am not sure i believe it is fair to the board. I think the concept is a good one, but I think it should be more than 25 voters and the timeline for calling the meeting should be expanded to 6 weeks.	4/21/2016 10:24 PM
30	All meeting notes should be available online.	4/21/2016 3:21 PM

Q20 ARTICLE 8...

Answered: 164 Skipped: 152



Answer Choices	Responses
Works Well	70.73% 116
Needs to Be Examined	24.39% 40
Needs to Be Amended	4.88% 8
Total	164

#	Please provide specifics regarding the response you chose for Question 20.	Date
1	100 in town of 25,000 seems too few. 500 to 1,500 seems more realistic.	6/14/2016 1:58 PM

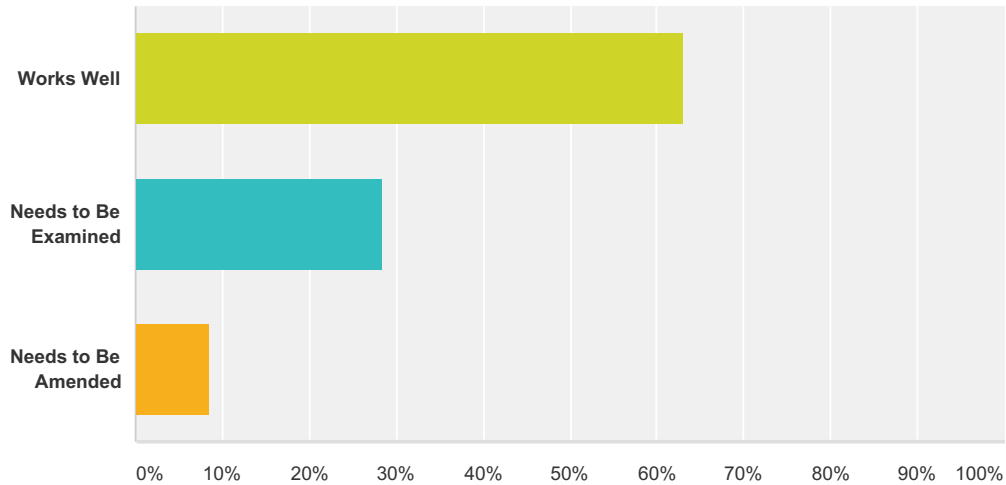
Marshfield Charter Commission Questionnaire

2	recall ability is important but should not be too simple.	6/14/2016 1:33 PM
3	Perhaps a certain number of signatures per precincts and delivered to Clerk at a time certain such as 10 business days.	6/13/2016 6:14 PM
4	I don't know enough about this to comment.	5/25/2016 4:35 PM
5	It's never been used so I do not know.	5/24/2016 9:44 PM
6	Review for consistency with the policies of other towns.	5/23/2016 11:03 PM
7	In my 35 years as a resident I don't recall any successful recall effort and the current threshold of 100 voters is the only item needing review as I feel it should require more voters, say 10 % of registered voters to initiate a recall.	5/19/2016 12:52 PM
8	Should an elected person who is unable to perform the duties of the job be subject to an automatic recall? See earlier comments re the Town Clerk. However this should not be just for Town Clerk. It could be a Selectmen and under today's rules, there would only be 2 Selectman and no tie breaker.	5/16/2016 9:37 PM
9	Works well usually.	5/12/2016 8:50 PM
10	There needs to be an automatic recall procedure for elected officials who cannot serve their office due to medical or situational reasons. The Town Clerk is out for an extended period right now and cannot be removed.	5/11/2016 11:30 PM
11	Not sure about 100 people for a recall of anything in a Town of this size.	5/10/2016 3:46 PM
12	Personnel By-Law employees should possibly have more protection through an Employment contract.	5/10/2016 1:53 PM
13	I think this was changed after the "yahoos" tried to recall Mrs. Dane and Mr. DeOrsay from the School Committee in 1983. Might want to require 500 signatures in the future. Having a recall provision is still a good form of democracy. I think of the signature count was that high, the official in question would probably just resign (saving the Town the cost of another election).	5/9/2016 1:55 PM
14	Has this ever happened?	5/8/2016 10:28 AM
15	Review the procedures for legality, fairness, and and transparency.	5/6/2016 11:51 AM
16	Is 100 person petition large enough for the size of our town? Seems like a low number.	5/6/2016 10:16 AM
17	It sounds good but is it being followed? We are hearing a lot lately about the TA not negotiating in good faith with the DPW.	5/5/2016 11:01 AM
18	This overlaps with some of my previous comments. A recall petition for elected officer requires 100 votes whereas a citizen's petitioner for town meeting warrant only needs 10. Absolutely need procedures for removal and suspension of appointed and salaried officials.	5/2/2016 1:36 PM
19	Although there hasn't been a need, I would increase the number of signatures for a recall to 500 or more.	4/28/2016 10:24 PM
20	Eliminate article	4/28/2016 2:03 PM
21	The 100 person petition threshold sounds too low to me. If a gang of cronies gets their friends together to go up against someone they dislike, then recall could easily be put into motion. For a town the size of Marshfield, that number should be a lot higher.	4/27/2016 3:00 PM
22	The wording of Article 8 is adequate.	4/26/2016 11:45 AM
23	as does everything	4/22/2016 12:38 PM

Q21 ARTICLE 9...

Answered: 162 Skipped: 154

Marshfield Charter Commission Questionnaire



Answer Choices	Responses
Works Well	62.96% 102
Needs to Be Examined	28.40% 46
Needs to Be Amended	8.64% 14
Total	162

#	Please provide specifics regarding the response you chose for Question 21.	Date
1	Thank you to the members of the Charter Review Committee very needed.	6/14/2016 2:09 PM
2	see #14	6/14/2016 1:58 PM
3	Was article 9 pointed out to the Selectmen and Town Counsel?	6/12/2016 7:23 PM
4	We will see how it works with this endeavor...	5/26/2016 8:16 AM
5	It is being examined. Looking forward to the recommendations.	5/25/2016 11:15 PM
6	I don't know enough about this to comment	5/25/2016 4:35 PM
7	The Charter is a virtual immovable object. It's very hard to change. Reduce Charter to bare bones and move most items in ours to bylaws, which can be amended by 2/3 or 3/4 TM votes. Things change. Times change Be prepared for change. Create a permanent Charter and bylaw Review Committee to annually review and propose to TM needed changes. Look how difficult it was to create this charter review committee or the 2003 chart commission. There should be no limitations on what changes in charter and/or bylaws this new committee can propose. No more Selectmen telling a committee what it can and cannot examine or propose.as was done in 2003.. Maybe this committee should be elected rather than appointed by Selectmen or a new Town Manager.	5/24/2016 9:52 PM
8	Charter needs to include citizen input, too.	5/23/2016 11:04 PM
9	The summary above is not an accurate reflection of the language in the charter which references article 89 of the MGL for municipalities which recognizes the state authority as pre-emptive. Locally I believe Charter review committees should be elected and charter changes should be by vote of two consecutive Town meetings and on the ballot of the next town election.	5/19/2016 1:00 PM
10	This should be an elected position to ensure that the entire time is represented and that everyone has a chance to be part of the process. Why should 3 people decide a town of 25K future?	5/18/2016 7:09 AM
11	The jury is still out. I was in favor of an elected Charter Comm.	5/16/2016 9:38 PM
12	Article 1 of Open Town Meeting - system no longer works for a town of this size. Open Town Meeting is held hostage by some ignorant speakers who like to hear themselves talk. If they have issues with articles they should be involved in board discussions before they get to town meeting. Have lived in MF for 12 years - previously lived in Braintree for 25 years. I advocate mayor/council etc system they adopted after open Town Mtg no longer worked there.	5/13/2016 1:57 PM
13	?	5/13/2016 1:41 PM

Marshfield Charter Commission Questionnaire

14	Allows for Charter Changes by ELECTED commission...That's what the Charter saysso why is this appointed committee even considering it.....I don't believe the form of government should even be questioned by an appointed board.....friends appoint friends. Don't change government UNLESS all the residents of the town want it changed.	5/12/2016 8:50 PM
15	All Charter changes should be done by an elected commission, not appointed!	5/11/2016 11:42 AM
16	Should be an easier way to make changes.	5/10/2016 3:47 PM
17	Once the Charter Commission recommends its changes, these should be put to a vote of a Special Town Meeting convened expressly for this purpose. This is too important to be decided by a handful of people, as wonderful as they may be. :)	5/10/2016 1:21 PM
18	final charter changes should be voted by town meeting	5/10/2016 7:48 AM
19	This summary doesn't make sense to me.	5/10/2016 7:00 AM
20	Is this charter commission an elected body?? I thought it was a group appointed by the Selectmen.	5/6/2016 10:41 AM
21	What is left out of the summary? Do you need a copy-editor?	5/4/2016 2:23 PM
22	Such reviews keeps us current with a changing world.	5/4/2016 7:46 AM
23	Not really clear on what this is	5/3/2016 1:55 PM
24	Bylaws?	5/2/2016 8:28 PM
25	If changes are sought, what elected commission or state law accomplishes this?	4/26/2016 4:16 PM
26	I am unclear of what the question is and therefore cannot respond.	4/26/2016 11:47 AM
27	like everything	4/22/2016 12:38 PM
28	There are a few comments that I want to make that were not addressed in this survey. 1. The Facilities Manager needs to have a department and he/she needs to be able to make proactive facilities decisions. That position is not respected in town (as witnessed by the way some town meeting members treat the person in that position) the way it should be, and I think that the creation of a larger department could help to ensure that our facilities are well maintained. 2. Something needs to be done about the fields situation in town. As a parent of children who played sports, there appears to be a battle between DPW and Schools about field use. Maybe the facilities department or the recreation department should be in charge of assigning fields for use and the DPW should stick to the work of maintaining fields. It looks like they currently have enough to do without having to worry about field use. Thank you to the Charter Commission for doing this work. I hope that you get a lot of feedback and that your recommendations do what the article in tonight's Mariner says, which is to make recommendations that represent what people in town want.	4/21/2016 10:32 PM