

Town of Crewe, Virginia

Vision

“Crewe is a small vibrant town that fosters safety, economic opportunity, and community while building on our rich history.”

Mission

“To provide quality services to residents, businesses, and visitors in an efficient, effective, and equitable manner.”

Values

- ❖ *Balance between an empowered staff and accountability*
- ❖ *Respect for roles and responsibilities*
- ❖ *Trust*
- ❖ *Open communications*
- ❖ *Community engagement*
- ❖ *Honesty*
- ❖ *Empathy*
- ❖ *Courtesy*
- ❖ *Transparency*
- ❖ *Professionalism*
- ❖ *Fiscal responsibility and sustainability*
- ❖ *Open mindedness*
- ❖ *Fairness*
- ❖ *Data-driven*
- ❖ *Representative*
- ❖ *Respect*
- ❖ *Healthy*

Town of Crewe 2021 Work Plan

On-going or Immediate

- Insist on a seat at the table during the study of water supply alternatives for the state facilities (DBHDS, etc.); keep area legislators informed of the process – Town Manager and Town Council
- Continue development of the GIS to include mapping water lines, streets, and sidewalks (Hurt & Proffitt) – Town Manager
- Start a conversation with the Nottoway County Schools about the Town taking ownership of the old school site – Town Manager
- Conduct initial performance evaluation of Town Manager; provide feedback and set goals for the coming year – Town Council
- Take steps to improve the relationship with the VDOT Residency Office – Town Manager and Town Council
- Continue current code enforcement efforts to address issues of safety and health, high grass, and derelict vehicles – Town Manager
- Select a firm to assist with review and amendment of the Comprehensive Plan – Town Manager with Council approval

For the FY 2022 Budget

- Develop a Capital Improvement Plan (CIP) – Town Manager proposal; Town Council adoption
- Propose a staffing plan to address needs and projects – Town Manager
- Create a plan for code enforcement and advise Council of needed resources – Town Manager
- Establish solid waste services and the community center as cost centers – Town Manager proposal; Town Council adoption
- Consider increases in solid waste and sewer fees to cover expenses – Town Manager proposal

Within Three to Six Months

- Review and amend the Town Code to better reflect the Council/Manager form of government with a “weak” mayor – Town Manager, Town Attorney, and Town Council
- Establish a policy and process for the annual evaluation of Town staff by May 2021 – Town Manager; adoption by Town Council

By the End of Calendar Year 2021

- Adopt Human Resources policies and procedures, to include a grievance procedure and possibly a compensation philosophy – Town Manager draft; Town Council adoption
- Adopt financial management policies – Town Council
- Adopt a purchasing policy – Town Manager draft; Town Council adoption

Longer Term or Indeterminate

- Conduct performance review with Town Manager to include progress toward achieving goals set in 2021 – January 2022, Town Council
- Adopt a new Comprehensive Plan – September 2022, Town Council
- Develop a maintenance and replacement plan for Town capital and infrastructure assets – beyond FY 2022, Town Manager
- Consider enforcement of the property maintenance code as the economy recovers after the pandemic – Town Council
- Establish criteria for accepting donations of derelict property
- Consider the establishment of a rental inspection program – FY 2023, Town Manager and Town Council
- Clarify the role of the Industrial Development Authority (IDA)
- Promote small businesses and support and enhanced independent grocer
- Schedule another planning session to review progress and establish future goals and priorities – January 2022