

**ANNUAL EVALUATION OF TODD SELIG  
2024  
TOTAL AVERAGES FROM ALL SCORES**

**1 = Unacceptable    2 = Acceptable    3 = Good    4 = Very Good    5 = Excellent**

	<b>Ave.</b>
Ability to maintain or improve strong relationships with:	
• Town Council (responsiveness to concerns)	<b>4.8</b>
• External entities such as UNH, town businesses, etc.	<b>4.4</b>
• Town department heads and staff	<b>4.7</b>
• Town committees and boards	<b>4.3</b>
• Serves citizens effectively and efficiently	<b>4.7</b>
Financial oversight:	
• Financial performance of the Town	<b>4.4</b>
• Fiscal responsibility	<b>4.1</b>
• Budget (process, preparation, dissemination)	<b>4.4</b>
• Budget (creation of budget within Council guidelines)	<b>3.9</b>
• Accomplishment of meaningful modifications in the economic relationship with UNH	<b>4.7</b>
Leadership:	
• Provides clear guidance to the Council on all issues	<b>4.8</b>
• Provides effective management of town staff and departments	<b>4.6</b>
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation	<b>3.8</b>
• Competency in human resource area with new hires during his administration	<b>4.3</b>
• Provides leadership and support to town committees and boards as necessary.	<b>4.6</b>
Initiative:	
• Proposes appropriate initiatives/strategic direction to the Council	<b>4.4</b>
• Is timely in follow up reports to Council initiatives	<b>4.8</b>
• Accomplishment of Council's goals and objectives	<b>4.3</b>
• Ability to be a visionary for future community planning	<b>4.1</b>
Other:	
• Appropriately challenges the status quo	<b>3.8</b>
• Willingness to challenge and support his convictions	<b>4.8</b>
• Appropriate allocation of time and energies, including delegating non-essential tasks	<b>4.1</b>

**ANNUAL EVALUATION OF TODD SELIG  
2024**

**1 = Unacceptable    2 = Acceptable    3 = Good    4 = Very Good    5 = Excellent**

	1	2	3	4	5	N/A
<b>Ability to maintain or improve strong relationships with:</b>						
• Town Council (responsiveness to concerns)					X	
• External entities such as UNH, town businesses, etc.						X
• Town department heads and staff						X
• Town committees and boards						X
• Serves citizens effectively and efficiently				X		
<b>Financial oversight:</b>						
• Financial performance of the Town			X			
• Fiscal responsibility			X			
• Budget (process, preparation, dissemination)		X				
• Budget (creation of budget within Council guidelines)			X			
• Accomplishment of meaningful modifications in the economic relationship with UNH						X
<b>Leadership:</b>						
• Provides clear guidance to the Council on all issues				X		
• Provides effective management of town staff and departments						X
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation						X
• Competency in human resource area with new hires during his administration						X
• Provides leadership and support to town committees and boards as necessary.						X
<b>Initiative:</b>						
• Proposes appropriate initiatives/strategic direction to the Council				X		
• Is timely in follow up reports to Council initiatives					X	
• Accomplishment of Council's goals and objectives			X			
• Ability to be a visionary for future community planning						X
<b>Other:</b>						
• Appropriately challenges the status quo						X
• Willingness to challenge and support his convictions					X	
• Appropriate allocation of time and energies, including delegating non-essential tasks						X

Provide additional written evaluation below or separately if you wish. Evaluation forms are due to Sally Needell not later than WEDNESDAY, JANUARY 15, 2025.

Sally,

I have no issue with you sharing my evaluation and comments with Todd.

I am concerned about the lack of perspective for the evaluation and that my responses may be deemed negative when that isn't the case at all. I assume that a 3 is Meeting Expectations and would be considered a truly good mark. I am also not willing to evaluate based on opinion or third hand comments, therefore I have many N/A ratings. For example, it is my belief that Todd represents the Town of Durham in an excellent manner and that he is a good listener to townspeople's complaints and reacts accordingly, but I have no firsthand knowledge of this. The majority of my interactions with Todd have been at the Town Council meetings, budget review sessions, and casual run ins at the Town Hall.

I am also particularly frustrated by the lack of financial management reporting and detailed analysis. I lay the blame for much of that on the Town Council who I perceive to be disinterested in delving into financial issues beyond carping during budget reviews. And in most respects isn't prepared (me included) for detailed budget review, analysis and authorization. The status quo appears to be let Todd manage the process and if it hits the fan then he will take most of the heat anyway.

James A Bubar

### **Serves citizens effectively and efficiently**

My evaluation is based on the emails that Todd has distributed to the Council. His responses are courteous, well documented when appropriate, and have included subordinates' responses where warranted. He expresses what appears to be legitimate concern for the recipient whether the outcome is the one that that recipient desired. Many of these emails are initially emotionally charged and I think Todd has done a much better than expected job at diffusing the emotion and kindly laying out the facts and decision.

### **Financial performance of the Town**

The Town is reasonably within the budget parameters. What we don't know is how much of the original budget really was accomplished and how much of the budget was reassigned to complete the activities that were accomplished. Case in point is the rearranging of the Fire Department training budget to offset the overtime required to adjust for the unplanned employee outages.

### **Fiscal responsibility**

In my opinion Fiscal Responsibility belongs to the Town Council, Todd is responsible for Financial Performance and Budget Compliance.

### **Budget (process, preparation, dissemination)**

The budget process seems to be designed to confuse the Town Council. The use of detailed ledger account level reporting is contrary to management financial reporting that would be designed to encourage active management participation. I realize that this is the approach that has historically been used, and I lay the majority of frustration with the Town Council's apparent desire to ignore being involved in the active fiscal management of the Town.

### **Budget (creation of budget within Council guidelines)**

The budget was created to reasonably meet the guidelines.

### **Provides clear guidance to the Council on all issues**

I have no reason to believe that he has shaded his comments on issues and speaks to what he believes is in the best interests of the Town. He could have been more forthcoming on how to attain the budgetary increase for 2025 instead of objecting to the proposed solution. I only expect the budgetary issues to be more severe in 2025 and he should take the point during the annual goal setting exercise to more forcefully set the stage for the budget that will be presented later in the year.

### **Provides clear guidance to the Council on all issues**

On numerous occasions Todd has provided the Council with background on legal matters, legislative issues, and Town affairs that provided the necessary information for the Council to make an informed decision. His length of service with the Town and his willingness to participate at the State level provides depth to his comments and sound reasoning.

### **Proposes appropriate initiatives/strategic direction to the Council**

His comments during 2024 were more in reaction to non-Council initiatives.

### **Is timely in follow up reports to Council initiatives**

He does an excellent job of following up at our next meeting on those issues raised that he can't readily respond to during the meeting. His follow-up is excellent.

**Accomplishment of Council's goals and objectives**

In general, the Town has accomplished the stated goals that were laid out last spring. Todd has built a very transparent organization and that is a credit to his leadership. I personally take issue with many of the objectives as they are nothing more than a rehashing of what departments are responsible for, and that goals and objectives are loftier and the objectives are typically not recurring.

**Willingness to challenge and support his convictions:**

In many cases Todd appears to have strong positions but has shown an ability to listen to constructive arguments and modify his position accordingly.

**ANNUAL EVALUATION OF TODD SELIG  
2024**

*See ranking designators on the next page*

1 = Unacceptable    2 = Acceptable    3 = Good    4 = Very Good    5 = Excellent

	1	2	3	4	5	N/A
Ability to maintain or improve strong relationships with:						
• Town Council (responsiveness to concerns)					5	
• External entities such as UNH, town businesses, etc.				4		
• Town department heads and staff					5	
• Town committees and boards			3.5			
• Serves citizens effectively and efficiently					5	
Financial oversight:						
• Financial performance of the Town				4		
• Fiscal responsibility				4		
• Budget (process, preparation, dissemination)					5	
• Budget (creation of budget within Council guidelines)		2.5				
• Accomplishment of meaningful modifications in the economic relationship with UNH				4		
Leadership:						
• Provides clear guidance to the Council on all issues					5	
• Provides effective management of town staff and departments			3.5			
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation			3.5			
• Competency in human resource area with new hires during his administration					4.5	
• Provides leadership and support to town committees and boards as necessary.			3			
Initiative:						
• Proposes appropriate initiatives/strategic direction to the Council				4		
• Is timely in follow up reports to Council initiatives					5	
• Accomplishment of Council's goals and objectives			3.5			
• Ability to be a visionary for future community planning			3			
Other:						
• Appropriately challenges the status quo			3			
• Willingness to challenge and support his convictions				4		
• Appropriate allocation of time and energies, including delegating non-essential tasks			3.5			

Provide additional written evaluation below or separately if you wish. **Evaluation forms are due to Sally Needell not later than WEDNESDAY, JANUARY 15, 2025.**

\*Scores given on the basis that no one could ever get all 5s and be Excellent at everything, and so please take feedback as 5= above and beyond all expectations, 4=performs perfectly, 3=might be room for some growth or improvement in this area, 2=basic expectations met, 1=below expectations. Even the world's best Town Administrator should have some areas for growth each year to continue their professional development.

Always responds to Town Council concerns; however may need to be more proactive with budget and trimming services/explaining to residents why Town operations are imperfect in order to meet Council's budget goals. This would require more challenging of the status quo.

Very strong relationship with UNH, less strong with town businesses.

Doesn't always feel like Town Departments and Committees are all working towards shared goals—budget, Climate Action Plan, etc. Perhaps Todd does beat that drum with the Town Departments but just not in a way that's visible to the Town Council/public?

Some Committees function much better than others. Todd is overall an excellent leader. Might he be willing to organize or lead a training 1x/year for Committee Chairs with tips on how to run Committees effectively?

Have noted frustration among residents and the Council with the Planning Department not being proactive with enforcement, attention to detail, and researching best land use practices from elsewhere to bring to Durham.

Todd's responsiveness to residents' concerns is impressive but do worry it may take too much of his time and make it harder to lead or provide vision to the Town as a whole.

Todd's attention to how state legislation may impact Durham is impressive.

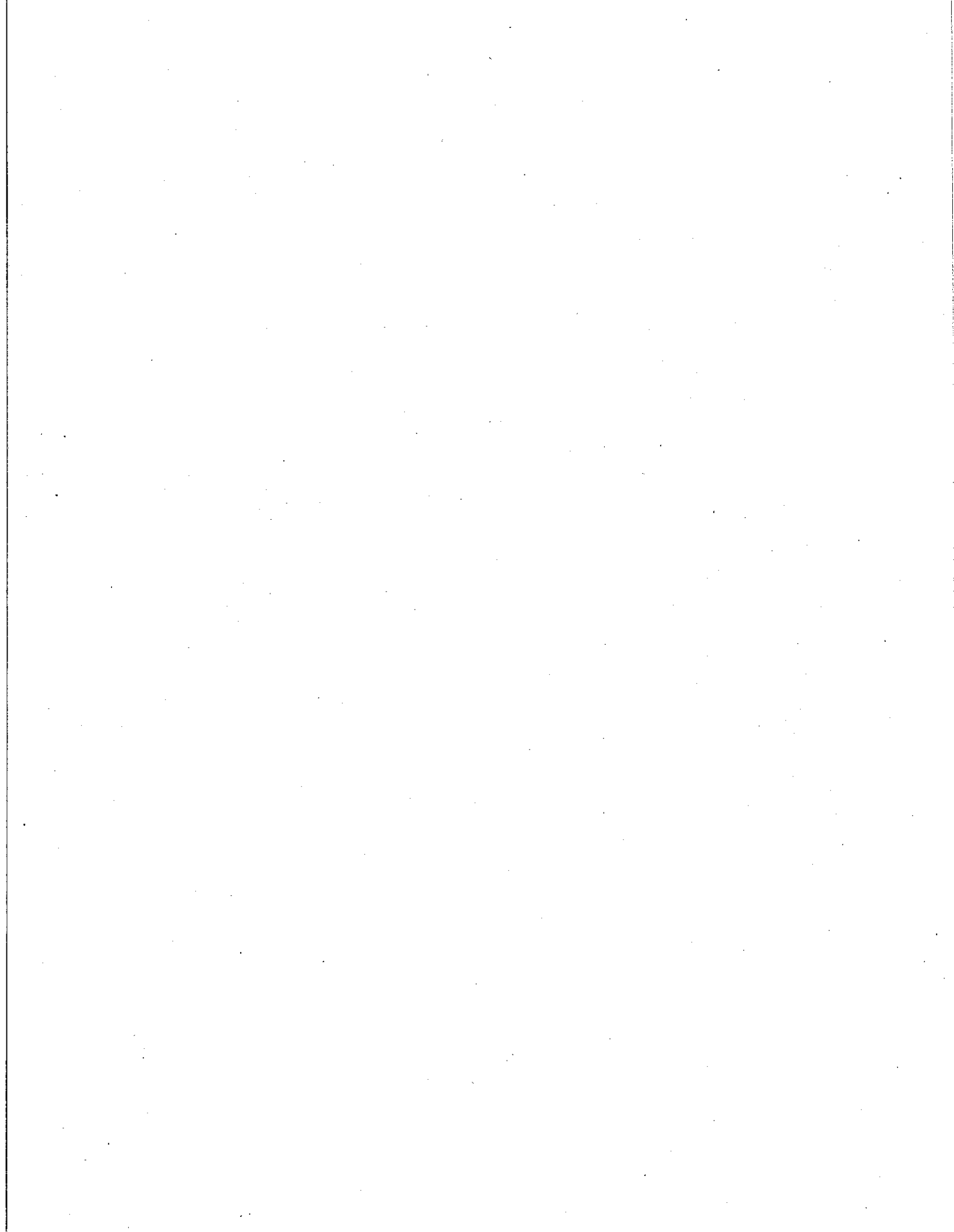
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	1	2	3	4	5	N/A
<b>Ability to maintain or improve strong relationships with:</b>						
• Town Council (responsiveness to concerns)					X	
• External entities such as UNH, town businesses, etc.					X	
• Town department heads and staff					X	
• Town committees and boards					X	
• Serves citizens effectively and efficiently					X	
<b>Financial oversight:</b>						
• Financial performance of the Town					X	
• Fiscal responsibility					X	
• Budget (process, preparation, dissemination)					X	
• Budget (creation of budget within Council guidelines)				4.5		
• Accomplishment of meaningful modifications in the economic relationship with UNH					X	
<b>Leadership:</b>						
• Provides clear guidance to the Council on all issues					X	
• Provides effective management of town staff and departments					X	
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation						X
• Competency in human resource area with new hires during his administration					X	
• Provides leadership and support to town committees and boards as necessary.					X	
<b>Initiative:</b>						
• Proposes appropriate initiatives/strategic direction to the Council					X	
• Is timely in follow up reports to Council initiatives					X	
• Accomplishment of Council's goals and objectives				4.8		
• Ability to be a visionary for future community planning					X	
<b>Other:</b>						
• Appropriately challenges the status quo				4.5		
• Willingness to challenge and support his convictions					X	
• Appropriate allocation of time and energies, including delegating non-essential tasks				4.5		

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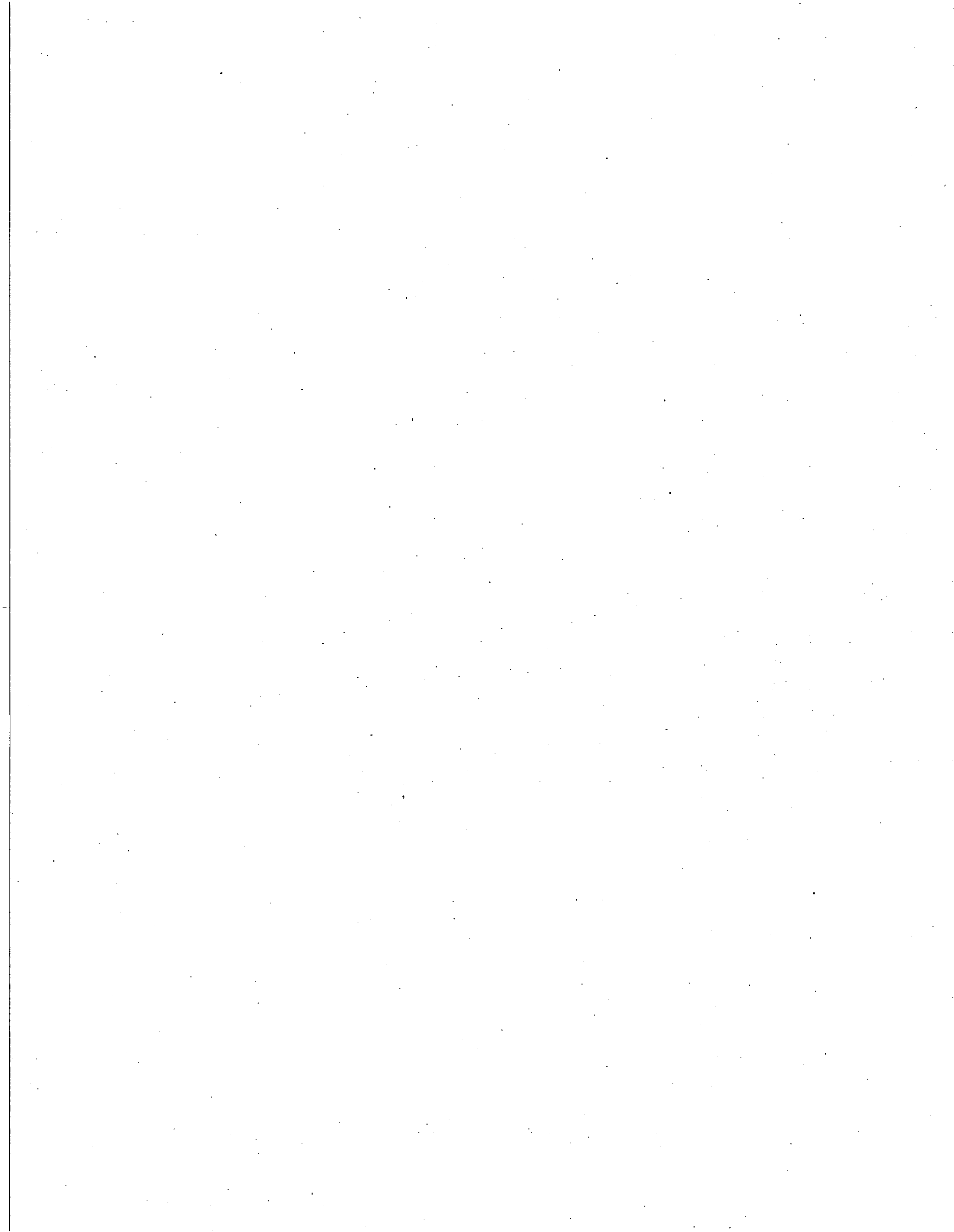
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Good      5 = Excellent

	1	2	3	4	5	N/A
<b>Ability to maintain or improve strong relationships with:</b>						
• Town Council (responsiveness to concerns)					✓	
• External entities such as UNH, town businesses, etc.					✓	
• Town department heads and staff					✓	
• Town committees and boards					✓	
• Serves citizens effectively and efficiently					✓	
<b>Financial oversight:</b>						
• Financial performance of the Town					✓	
• Fiscal responsibility					✓	
• Budget (process, preparation, dissemination)					✓	
• Budget (creation of budget within Council guidelines)					✓	
• Accomplishment of meaningful modifications in the economic relationship with UNH					✓	
<b>Leadership:</b>						
• Provides clear guidance to the Council on all issues					✓	
• Provides effective management of town staff and departments					✓	
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation					✓	Don't know
• Competency in human resource area with new hires during his administration					✓	
• Provides leadership and support to town committees and boards as necessary.					✓	
<b>Initiative:</b>						
• Proposes appropriate initiatives/strategic direction to the Council					✓	
• Is timely in follow up reports to Council initiatives					✓	
• Accomplishment of Council's goals and objectives					✓	
• Ability to be a visionary for future community planning					✓	
<b>Other:</b>						
• Appropriately challenges the status quo					✓	
• Willingness to challenge and support his convictions					✓	
• Appropriate allocation of time and energies, including delegating non-essential tasks					✓	

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	1	2	3	4	5	N/A
<b>Ability to maintain or improve strong relationships with:</b>						
• Town Council (responsiveness to concerns)					X	
• External entities such as UNH, town businesses, etc.					X	
• Town department heads and staff					X	
• Town committees and boards					X	
• Serves citizens effectively and efficiently					X	
<b>Financial oversight:</b>						
• Financial performance of the Town					X	
• Fiscal responsibility					X	
• Budget (process, preparation, dissemination)					X	
• Budget (creation of budget within Council guidelines)					X	
• Accomplishment of meaningful modifications in the economic relationship with UNH					X	
<b>Leadership:</b>						
• Provides clear guidance to the Council on all issues					X	
• Provides effective management of town staff and departments					X	
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation						X
• Competency in human resource area with new hires during his administration					X	
• Provides leadership and support to town committees and boards as necessary.					X	
<b>Initiative:</b>						

• Proposes appropriate initiatives/strategic direction to the Council				X		
• Is timely in follow up reports to Council initiatives					X	
• Accomplishment of Council's goals and objectives					X	
• Ability to be a visionary for future community planning					X	
Other:						
• Appropriately challenges the status quo				X		
• Willingness to challenge and support his convictions					X	
• Appropriate allocation of time and energies, including delegating non-essential tasks					X	

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**ANNUAL EVALUATION OF TODD SELIG  
2024**

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	1	2	3	4	5	N/A
<b>1. Ability to maintain or improve strong relationships with: 20/25</b>						
1a. Town Council (responsiveness to concerns)				X		
1b. External entities such as UNH, town businesses, etc.				X		
1c. Town department heads and staff			X			
1d. Town committees and boards				X		
1e. Serves citizens effectively and efficiently					X	
<b>2. Financial oversight: 19/25</b>						
2a. Financial performance of the Town			X			
2b. Fiscal responsibility				X		
2c. Budget (process, preparation, dissemination)				X		
2d. Budget (creation of budget within Council guidelines)				X		
2e. Accomplishment of meaningful modifications in the economic relationship with UNH				X		
<b>3. Leadership: 19/25</b>						
3a. Provides clear guidance to the Council on all issues					X	
3b. Provides effective management of town staff and departments				X		
3c. Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation			X			
3d. Competency in human resource area with new hires during his administration			X			
3e. Provides leadership and support to town committees and boards as necessary.				X		
<b>4. Initiative: 17/20</b>						
4a. Proposes appropriate initiatives/strategic direction to the Council					X	
4b. Is timely in follow up reports to Council initiatives				X		
4c. Accomplishment of Council's goals and objectives				X		
4d. Ability to be a visionary for future community planning				X		
<b>5. Other: 9/15</b>						
5a. Appropriately challenges the status quo			X			
5b. Willingness to challenge and support his convictions				X		
5c. Appropriate allocation of time and energies, including delegating non-essential tasks		X				

Provide additional written evaluation below or separately if you wish. **Evaluation forms are due to Sally Needell not later than WEDNESDAY, JANUARY 15, 2025.**

**Explanation of grading:**

My own interpretation on the scale assuming the average score does not get used against the Administrator in any capacity outside of his own self-reflection:

1=Unsatisfactory performance, fireable quality.

2=Performance needs improvement in this area.

3=Meets expectations commensurate with the position and to the Administrator's experience level.

4=Above expectations.

5=Waterwalker, cannot be improved further without significant opportunity and challenges.

**Remarks:**

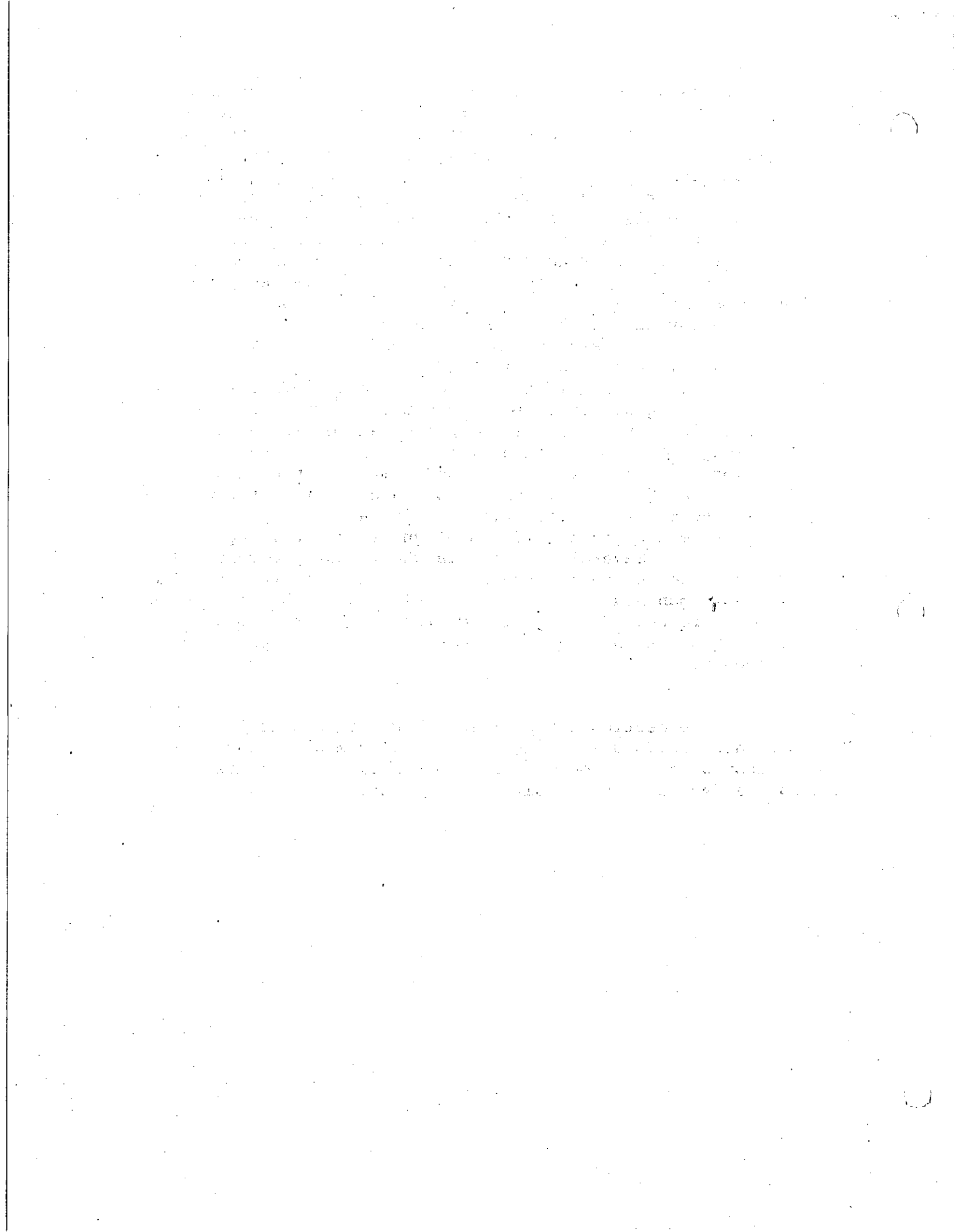
1. Administrator Selig's Interpersonal skills are exceptional as is his commitment to effective communication and transparency. His ability to masterfully maintain positive working relationships with the multitude of external and internal entities has allowed for the Town to seize many opportunities for collaboration and grant opportunities that, otherwise, I believe would have not been afforded Durham. Additionally, this talent has mitigated several high visibility events from significantly escalating and rearranging town priorities. Particularly noteworthy is Administrator Selig's negotiation ability and ability to remain calm and collected under pressure.
2. Administrator Selig's financial acuity has allowed Durham to side-step the worst of the current economic impacts that other towns and cities are struggling to adapt to. His organizational ability, adept hiring and contracting of quality fiscal professionals, attention to detail on budgeting items, involvement in the State legislative flow, and smart investment decisions has given Durham a large margin for error. I do have concerns about the Town's ability to continue to provide the same services with coming years due to the stagnated revenue forecast that is on the horizon and would challenge the Administrator to be more aggressive in pushing and fighting for strategic decisions that will enable financial opportunities for Durham.
3. Administrative Selig leads by example, which I find to be an easier said than done quality. His poise and composure emits an atmosphere that is conducive for vertical and horizontal communication ensuring the early identification of friction points and up-to-date information exchange. The Command Climate of the Town Staff is positive, and his subordinates trust him to hear their concerns and make sound, timely decisions, or advocate on their behalf. Additionally, Administrator Selig enjoys a fire and forget reputation from civilian leaders and subject matter experts.

due to his dedication to accuracy, honesty, and transparency that flattens out the bureaucracy, enabling for more timely and accurate decisions. If Administrator Selig does make a mistake, I trust that he will follow up and correct the information. A very comforting and trustworthy quality.

4. Administrator Selig is an exceptional planner that not only has the experience and ability to get trusted experts to assist but also actively renews his education through seminars and conferences that work to give municipal leaders updated tools and tactics to assist in problem solving. Administrator Selig provides expert, dispassionate, and trustworthy advice that exponentially increases the effectiveness of elected and appointed officials as well as Democracy in the town as a whole.
5. Administrator Selig is a very adaptable and efficient leader that does a good job staying on top of current trends, current legislation and its impacts, and on the ground challenges. He is an exceptionally dedicated and hardworking individual that absolutely improves functional areas of projects he touches. One area of improvement that I believe to be necessary is Administrator Selig's responsiveness to individuals of questionable integrity and motivation. Several individuals who do not add value have had easy access to the Administrator and his staff costing valuable man-hours to refute non-existent problems. In the future, recommend flagging individuals that have proven to be both untrustworthy and unhelpful with lower priority for response.

Overall, I am exceptionally pleased and proud to benefit from Administrator Selig's expertise, welcoming demeanor, hard work and dedication to the town. I have never lived in an area that has such a dedicated professional at the helm.





**ANNUAL EVALUATION OF TODD SELIG  
2024**

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	1	2	3	4	5	N/A
Ability to maintain or improve strong relationships with:						
• Town Council (responsiveness to concerns)					5	
• External entities such as UNH, town businesses, etc.					5	
• Town department heads and staff					5	
• Town committees and boards					5	
• Serves citizens effectively and efficiently					5	
Financial oversight:						
• Financial performance of the Town					5	
• Fiscal responsibility					5	
• Budget (process, preparation, dissemination)					5	
• Budget (creation of budget within Council guidelines)					5	
• Accomplishment of meaningful modifications in the economic relationship with UNH					5	
Leadership:						
• Provides clear guidance to the Council on all issues					5	
• Provides effective management of town staff and departments					5	
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation					5	
• Competency in human resource area with new hires during his administration					5	
• Provides leadership and support to town committees and boards as necessary.					5	
Initiative:						
• Proposes appropriate initiatives/strategic direction to the Council					5	
• Is timely in follow up reports to Council initiatives					5	
• Accomplishment of Council's goals and objectives					5	
• Ability to be a visionary for future community planning					5	
Other:						
• Appropriately challenges the status quo					5	
• Willingness to challenge and support his convictions					5	
• Appropriate allocation of time and energies, including delegating non-essential tasks				4.5		

Provide additional written evaluation below or separately if you wish. **Evaluation forms are due to Sally Needell not later than WEDNESDAY, JANUARY 15, 2025.**

## Todd Selig Evaluation

Each year as I have a more in-depth understanding of what it takes to oversee the countless issues and tasks associated with the Town of Durham, I appreciate more and more the many talents that you bring to the role of town administrator. Your strengths include patience, thoughtfulness, ease with people of all sorts, strong convictions based on integrity, openness to new approaches balanced with practicality/reasonableness/experiences, willingness to reach out for information, creativity when seeking solutions to difficult issues, and a passion for your work, and your all-important institutional memory. It is no surprise that your successes are noted and your guidance is sought by others.

The members of the Town Council have generated some of the challenges this year, and you have handled those discussions well. No one can make everyone happy all the time, however, you are able to give explanations to support your decision making that include factual and historical information of which most people are unaware.

I give only high scores to the items on the evaluation form. Based on my personal observations of leaders and experiences in administrative roles, I have personal expectations for the quality of performance. I think that Durham is very fortunate to have an administrator of high integrity with a passion for his work with the Town and our role in the region.

We each have our own styles of managing our responsibilities. As town administrator you may be involved in more micromanagement than others might choose. In your case it involves a lot of your time, and it makes you a very effective and impactful leader.

Annual Evaluation Todd Selig - 2024

Unacceptable  
Acceptable  
Good  
Very Good  
Excellent  
N/A

1. Ability to maintain or improve strong relationships with:	1	2	3	4	5	N/A
a. Town Council (responds quickly to concerns)						x
b. External Entities such as UNH, Town Businesses, etc.		x				
c. Town department heads and and staff						x
d. Town Committees and Boards	1.5					
e. Serves citizens effectively and efficiently				x		
<b>2. Financial oversight:</b>						
a. Financial performance of the Town				x		
b. Fiscal responsibility		x				
c. Budget (process, preparation, dissemination)			x			
d. Budget creation (within Council guidelines)		x				
e. Accomplishment of meaningful modifications in the economic relationship with UNH						x
<b>3. Leadership:</b>						
a. Provides clear guidance to the Council on all issues					x	
b. Improves the performance of Town staff, when needed. Removes employees due to nonperformance as necessary.						x
c. Competency in human resource area with new hires during his administration						x
d. Provides leadership and support to Town committees and boards as necessary	1.5					
<b>4. Initiative:</b>						
a. Proposes appropriate initiatives/strategic direction to the Council			x			
b. Is timely in follow up reports to Council initiatives					x	
c. Accomplishment of Council goals and Initiatives			x			
d. Ability to be a visionary for future community planning	x					
<b>5. Other</b>						
a. Appropriately challenges the status quo	x					
b. Willingness to challenge and support his convictions					x	
c. Appropriate allocation of time and energies, including delegating non-essential tasks						x

**Comments Generally:** I feel that there was a lack of clarity with the \$ for Wagon Hill house, being buckets of \$ was not spelled out. I believe the we should be provided income numbers for the Unrestricted on using Unrestricted Fund Balance for \$400K gap. We were giving a small amount back to commu we were setting a bad precedent was frustrating.

Comments
But score for Town Bus., Todd comment?
Am not able to judge. Todd, comment on approach
Confusion at times with Housing Task Force
Forwards of emails show quick response to public
Focus more on avenues for income
I am sure this is a lot of work for staff, ideas to imp.
See below in general comments
Todd, comment on approach.
Communcation could be better, but Decembers support of attainable housing, and clear communication of 3 unrelated topic has been good
I would like Todd to give his thoughts, examples
I would like Todd to give his thoughts, examples
I don't think this should be rated.
out of Unrestricted Fund Balance. Understanding the cted Fund Balance; I was surprised at Todd's push nity members, compared to overall budget. Your fear

**ANNUAL EVALUATION OF TOWN SUPERVISOR**  
**2024**

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	1	2	3	4	5	N/A
<b>Ability to maintain or improve strong relationships with:</b>				✓		
• Town Council (responsiveness to concerns)					✓	
• External entities such as UNH, town businesses, etc.					✓	
• Town department heads and staff					✓	
• Town committees and boards				✓		
• Serves citizens effectively and efficiently						
<b>Financial oversight:</b>					✓	
• Financial performance of the Town					✓	
• Fiscal responsibility					✓	
• Budget (process, preparation, dissemination)					✓	
• Budget (creation of budget within Council guidelines)					✓	
• Accomplishment of meaningful modifications in the economic relationship with UNH					✓	
<b>Leadership:</b>				✓		
• Provides clear guidance to the Council on all issues						✓
• Provides effective management of town staff and departments						✓
• Improves the performance of town staff, when needed. When necessary, has removed individuals who have failed to perform consistent with their job description and/or compensation						✓
• Competency in human resource area with new hires during his administration					✓	
• Provides leadership and support to town committees and boards as necessary.					✓	
<b>Initiative:</b>					✓	
• Proposes appropriate initiatives/strategic direction to the Council					✓	
• Is timely in follow up reports to Council initiatives					✓	
• Accomplishment of Council's goals and objectives					✓	
• Ability to be a visionary for future community planning					✓	
<b>Other:</b>					✓	
• Appropriately challenges the status quo					✓	
• Willingness to challenge and support his convictions					✓	
• Appropriate allocation of time and energies, including delegating non-essential tasks.				✓		

Provide additional written evaluation below or separately if you wish. Evaluation forms are due to the Town Clerk no later than **WEDNESDAY, JANUARY 15, 2025.**

