

Candidate Score/ABSENCE  
 Received from Council Chair \$114  
 MRP/2 on 2/10/2020

**ANNUAL EVALUATION OF TODD SELIG  
 2019**

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)						4.8
• External entities such as UNH, town businesses, etc.						4.8
• Town department heads and staff						4.8
• Town committees and boards						4.8
• Serves citizens effectively and efficiently						4.8
Financial oversight:						
• Financial performance of the Town						4.7
• Fiscal responsibility						5
• Budget (process, preparation, dissemination)						5
• Budget (creation of budget within Council guidelines)						4.9
• Accomplishment of meaningful modifications in the economic relationship with UNH						4.7
Leadership:						
• Provides clear guidance to the Council on all issues						4.6
• Provides effective management of town staff and departments						4.5
• 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						4.3
• Competency in human resource area with new hires during his administration						4.5
• Provides leadership and support to town committees and boards as necessary.						4.3

Initiative:						
• Proposes appropriate initiatives/strategic direction to the Council						4.6
• Is timely in follow up reports to Council initiatives						5
• Accomplishment of Council's goals and objectives						4.9
• Ability to be a visionary for future community planning						4.5
Other:						
• Appropriately challenges the status quo						4.1
• Willingness to challenge and support his convictions						4.4
• Appropriate allocation of time and energies, including delegating non-essential tasks						4.3

Provide additional written evaluation below or separately if you wish. **Evaluation forms are due to Kitty Marple not later than FRIDAY, JANUARY 31, 2020.**

102.3/22  
 AVERAGE SCORES = 4.65

Wayne

**ANNUAL EVALUATION OF TODD SELIG  
2019**

**Wayne Burton**

**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)					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	
Financial oversight:						
• 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	
Leadership:						
• 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	

Initiative:						
• 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  
2019**

**Narrative:**

In a year when resident emotions ran high on so many issues, from placing wind turbines to protecting Great Bay from undue damage while doing best he could by those most directly affected by the transmission line installation constructed by Eversource, Administrator Selig worked very hard while keeping his cool on a myriad of projects and initiatives. Most remarkably, he kept up with many issues simultaneously while bringing recognition to the town through his efforts state-wide, nationally and this, year internationally through his trip to the Middle East.

His last quarterly update on the extent he accomplished his annual goals, includes about three dozen initiatives/projects all of which he either completed or made significant progress on. While it's true his hard-working staff deserve great acclaim also, the administrator must keep them organized and motivated while doing the same for himself. That the town government accomplishes so much with limited resources is a tribute to all of them deserving of our undying gratitude.

Wayne Burton

Andy

### ANNUAL EVALUATION OF TODD SELIG Andrew Corrow Submission - 2019

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:					X	
• 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						
Financial oversight:						
• 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		
Leadership:						
• 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	

Initiative:						
• 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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I have worked very closely with Todd as a member of the Council and various Boards, Committees and Commissions for nearly a decade.

Overall I believe Mr. Selig has been a phenomenal Town Administrator for this past year and for the nearly 10 years I have lived in this community. Many of the decisions that the Town Administrator is required to make are not easy ones. Many are unpopular and are routinely questioned by residents. That is understandable. It comes with the territory. The "holiday tree" issue was one of the more challenging issues of this past year. With this issue came personal attacks on the Council and on TA Selig. I am always impressed with the way Mr. Selig handles himself in situations such as this. Impressed because I know I would not be able to do that. My default is always to attack. Of course I would not be a good TA. In situations such as this it solidifies in my mind that he is the right person for this position.

I feel Mr. Selig executes his duties ensuring the interests of the town are paramount. Mr. Selig is very approachable and accessible to all; Town staff, residents and members of Boards, Committees and Commissions...even the residents that are less than respectful. Mr. Selig takes the time to individually thank everyone that sends an e-mail suggestion whether it is criticism or praise. I admire that.

Mr. Selig is technically competent in his craft. As a result he is always able to provide excellent critical analysis and clear recommendations to the Town Council. Whether or not I agree with his recommendations (which I typically do) they are always well thought out and have considered 2d and 3d order effects of a particular issue. I for one rely on his ability to tease out what is important with an issue. He routinely thinks of angles that I have not even imagined. This has been extremely important to me and I'm sure the entire Council. His nearly 20 years of dealing with the issues of our community and our relationship with the University are an incredible asset to the Town. He is very proactive to ensure that the goals and vision of the Town are met. His most recent trip to Baltimore is evidence of this. He literally is going out of his way to help foster economic development.

I believe we, as a Town, are also blessed that Mr. Selig has been in this position this long. He provides the continuity for the Council on all issues.

AL

I know I am supposed to place numbers in each line of the matrix, but I am not sure that the tabulated small changes are helpful. Here are some brief thoughts on the major categories.

**Ability to maintain or improve strong relationships with: 4**

In my mind, this is the most important part of the job. Durham's mix of UNH students, families, and retirees make working together a challenge. Todd has done a nice job encouraging us to get to know each other and foster collaboration. Friday Updates is a valuable resource for delivering communities news. One important consideration going forward is to listen to all of Durham and not the voices of select few.

**Financial oversight: 5**

The Town Budget process has been excellent. Despite the paper, the budget books really provide a detailed user friendly explanation of the plan for the fiscal year. Todd and Gail have been open to suggestions, and the finished product manages to balance the fiscal responsibility with Town Council goals.

**Leadership: 3**

The seasonal nature of Durham's downtown remains a significant challenge. Newmarket, Exeter, and Dover have all experienced significant revitalization, yet despite efforts to encourage residents to shop locally, Durham has lagged behind. Moving the Economic Development Director's office out of the basement and incorporating her in the building/planning team is an encouraging step. Rather than working in isolation, we need to examine how other communities have successfully used zoning and incentives.

**Challenges to the Status Quo: 3.5**

As I mentioned above, Durham's mix of long time residents, families, and students make changes to the status quo extremely difficult. Todd has taken a very conservative approach to navigating this minefield, but sometimes taking a risk is needed to move Durham forward.



Jim

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Ability to maintain or improve strong relationships with:						
• 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	
Financial oversight:						
• 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	
Leadership:						
• 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	

Initiative:						
• 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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Kitty

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	1	2	3	4	5	N/A
Ability to maintain or improve strong relationships with:						
• 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	
Financial oversight:						
• 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		
Leadership:						
• 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		

Initiative:						
◦ 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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Todd Selig has proven, time and again, his ability to manage town affairs. His 20 years of experience have enhanced his capabilities. He maintains honest, open, civil discourse with his employees and residents. Although people do not always agree with his decision making, I feel that he always has the best interests of the town as a whole in mind.

Todd's energy level has remained high, taking on tasks with relative enthusiasm, even when faced with relentless negative feedback from certain residents. This kind of dedication is hard to maintain over the many years he and several of his long term employees have served. I hope it is due to the fact that he and others know that they are appreciated by most residents.

I gave Todd slightly lower marks in the area of boards and committees because he has allowed committees to proceed at their own speed, even if they are not accomplishing much. I do not expect committees to be constantly producing content but Todd does not have as much influence with them as implied in the bullets above.

The financial connection with UNH is scored lower because there has not been much movement in that area of late. Future mutually beneficial development projects are barely in the initial planning phase and may not be realized for quite a while. UNH does continue to share in combined expenses (water, sewer, road maintenance etc) and I appreciate all of the work done behind the scenes to maintain a positive relationship.

Todd Selig is still an exceedingly effective manager. He has embraced new tasks and harnessed money from Eversource to begin the difficult process of improving the Great Bay estuary, an important piece of infrastructure in the fight against climate change. These kinds of initiatives are a regular part of Todd's management portfolio.

I am proud to work alongside Todd Selig and look forward to supporting him and his team.

Kenny

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2019**

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	1	2	3	4	5	N/A
Ability to maintain or improve strong relationships with:					✓	
• 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					✓	
Financial oversight:						
• 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					✓	
Leadership:						
• 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.			✓			
Initiative:						
• 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			✓			
Other:						
• Appropriately challenges the status quo			✓			
• Willingness to challenge and support his convictions				✓		
• Appropriate allocation of time and energies, including delegating non-essential tasks			✓			

← small of these categories

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# TOWN OF DURHAM

Department of Public Works

100 Stone Quarry Drive • Durham, NH 03824

Tel: (603) 868-5578 • Fax: (603) 868-8043

publicworks@ci.durham.nh.us

Job \_\_\_\_\_ (1)

Sheet \_\_\_\_\_ of \_\_\_\_\_

Calculated by \_\_\_\_\_ Date \_\_\_\_\_

Checked by \_\_\_\_\_ Date \_\_\_\_\_

Scale \_\_\_\_\_

Working with Todd these past 5 years has been a wonderful experience for me. I say that, as in starting to craft a narrative that extends beyond our structured grid format as part of the evaluative process, that statement to some extent summarizes and is crucial to my assessing Todd's performance as Town Administrator.

Through the communications that Todd shares with the entire Council, the exchanges that we all get to observe at Town Council meetings, the interactions that occur at our monthly LSC meetings (and special advisory group meetings) and lastly, the more private discussions that we have during agenda setting meetings, it is clear that Todd maintains excellent relationships with the Town's Department heads and staff. He is able to be supportive while at the same time able to provide guidance, offer recommendations/criticism in a positive and constructive manner and work collaboratively with all.



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Job \_\_\_\_\_

Sheet \_\_\_\_\_ of \_\_\_\_\_

Calculated by \_\_\_\_\_ Date \_\_\_\_\_

Checked by \_\_\_\_\_ Date \_\_\_\_\_

Scale \_\_\_\_\_

Contract negotiations have gone well and are extremely fair. In addition, the Town Council is kept abreast of personnel issues.

An upcoming challenge will be hiring replacements for Chief Kurz and Michael Lynch. I am optimistic regarding these challenges being met with successful hires having witnessed the most recent additions to the staff — Ellen Snyder, Christine Sauter and Rachel Casowick.

As with his workings with Town Department head and staff, that relationship also exists with the Town Council. We are always kept informed of looming issues/problems and never (or almost never) confronted with surprises — perhaps the Faculty Road curbs being the one exception. I find Todd to be an excellent listener and always able to change his stance on an issue when presented with a reasonable and compelling viewpoint. Todd's ability to be open minded and flexible are extremely important attributes; especially in a community like Durham.



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Job \_\_\_\_\_

Sheet \_\_\_\_\_ of \_\_\_\_\_ (3)

Calculated by \_\_\_\_\_ Date \_\_\_\_\_

Checked by \_\_\_\_\_ Date \_\_\_\_\_

Scale \_\_\_\_\_

Todd recognizes that our community's form of government means that in essence, he works for the Town Council (in contrast to being lets say a Mayor) and while providing guidance and expertise, he does respect/follow our stated objectives demonstrated by his utilization of the Town Council's Goals as a blueprint in devising plans and a budget.

In regards to the budget, Todd (with the great assistance provided by Gail and the buy in from Department heads) is able to prioritize spending vis a vis revenue and meet the Council's objectives for the most part. Certainly, as a town, we are doing very well as reflected by credit position.

Todd demonstrates amazing patience in dealing with community members and at times, I have questioned whether this takes up too much of his energy. Importantly, he lets citizens know that they have been heard, even if they don't obtain the outcomes they had hoped. I was very glad





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Job \_\_\_\_\_

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Calculated by \_\_\_\_\_ Date \_\_\_\_\_

Checked by \_\_\_\_\_ Date \_\_\_\_\_

Scale \_\_\_\_\_

to see Todd "stepping up" in dealing with a resident who had clearly crossed the line from offering criticism and ideas to being "a bully". I believe that we all need to establish that line between "free speech" and abusive behavior.

We have certainly collectively failed issues and continue to do so - both locally, regionally + global! Under Todd's leadership, Durham is taking initiatives towards addressing the climate change crisis and we should continue to be leaders in these endeavors.

Oyster farming in the Bay, the SRP, tree cutting/trimming on Durham Point Rd, the asphalt work installation on Faculty Road and Frost Fest were all major issues (or at least seems such by a subgroup of constituents). Throughout the Town Council's addressing these areas of controversy, Todd was always a calm and steady presence, making sure that people felt "heard" as we worked through these issues. He was also able to provide the



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Checked by \_\_\_\_\_ Date \_\_\_\_\_

Scale \_\_\_\_\_

5

Very necessary guidance and wisdom.  
Upcoming, we face the challenges of waste management, further downtown enhancement and redevelopment with the need to address parking inherent in those considerations, the direction we will take vis-a-vis the Oyster River Dam, the ongoing approach necessary to deal with climate change and maintaining the services and opportunities Durham citizens demand while keeping our taxes reasonable.  
I wish Todd had more time in order to being ask to more fully being involved in developing creative ideas and solutions to those issues. This is not to say that Todd does not already do so, but I believe it to be unfortunate that we were not able to find the funding within our 2020 budget to support a part time position for Chief Kurz. Having the Chief on board, would have freed up a considerable amount of Todd's time and would have allowed him to delegate certain tasks.



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Job \_\_\_\_\_

Sheet \_\_\_\_\_ of 6

Calculated by \_\_\_\_\_ Date \_\_\_\_\_

Checked by \_\_\_\_\_ Date \_\_\_\_\_

Scale \_\_\_\_\_

In closing, Todd does an excellent job and this is reflected in so many ways. We, the Town Council, and the residents of Durham, are so lucky to have such a kind, intelligent, competent Administrator. All of this is further enhanced with Todd's excellent sense of humor.

*Kerry*

Sally

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Ability to maintain or improve strong relationships with:						
• 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	
Financial oversight:						
• 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	
Leadership:						
• 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	
Initiative:						
• 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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Over all I see Todd Selig as an outstanding town administrator and consider Durham to be very fortunate to have him as an employee and resident. Most of the opinions above are marked as excellent because I truly do feel Todd performs at a high level of ability and deserves an excellent rating. Todd's experience in Durham should reflect nothing less than excellent. There are a few areas I have marked as "very good" which should not be taken as to reflect any disappointment in how Todd manages these areas. In my evaluation last year I asked that Todd challenge himself more in dealing with the status quo and I do feel he has done that. This is something I would encourage Todd to continue to do. I feel the established way of doing things in Durham needs to be challenged but also the established perspective needs shaking up. There are automatic walls that too often come up when discussing things such parking, UNH, zoning/land use and those walls need to be given less importance . As a newcomer to Durham I have a very different perspective because I bring other recent experience and see through fresh glasses. There have been many new people move into Durham and thankfully many of them have chosen to bring their energies to the table, this is a resource that should be heard from and encouraged as much as possible.

As to the delegation of time, I am often amazed at how Todd finds time to respond so extensively to the emails he often receives. I do assume that he gets far more than he shares with Council and that he is choosing wisely as to his time management however, there are times when I feel too much attention is given. That is my opinion thus the "very good" rather than the excellent. I accept Todd's choice in how he chooses to respond to vexing emails, I just think he could get away with less time spent on it.

I applaud Todd for the time and guidance in the selection of a new Economic Development Director this year. I also am pleased that he responded quickly to the recommendations from Councilor Howland and myself to move the position of that office out of the basement.

I would like to hear more from Todd about the challenges we face as a town going forward and his vision for meeting those challenges.

Thank you ,  
Sally Tobias

Dimmy

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2019**

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• 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						
<b>Leadership:</b>						
• Provides clear guidance to the Council on all issues				X	-	
• 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			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						
• 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		

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I see town unable to operate <sup>with</sup> ~~with~~ - - - <sup>outspoken citizens</sup>

*Carden*

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• 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		

Initiative:						
• 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		

Provide additional written evaluation below or separately if you wish. Evaluation forms are due to Kitty Marple not later than **FRIDAY, JANUARY 31, 2020.**



Carden

I will follow former Councilor Katrek's lead and build my 2019-2020 review off of last year's assessment, since there is much that I could repeat, and it is not necessary to extoll Todd's virtues and repetitively mention the same issues year after year; I will note my new comments in red, and erase prior comments that are no longer appropriate.

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Todd is wise, intelligent, friendly, hard-working, highly ethical and extremely patient. The Town of Durham is very lucky to have him, although of course there are some areas of potential improvement.

Todd presented a tight budget that was reasonable, even though it did not meet the town goal of avoiding a percentage tax increase. While Todd could have been even stricter in containing budget requests, the final budget came very close to matching the key desires of town residents.

Todd was sensitive in dealing with the "holiday tree" question. Although the final choices, driven by the committee, were relatively minor, they were controversial, and Todd made a slight but reasonable change in regard to the wreathes, that helped to placate those who were opposed to any change.

Todd provided the town with his usual exceptional performance. Looking forward, he can now move to further strengthen his municipal team. While Chief Kurz, Mike Lynch and others may be difficult to replace, Todd has an opportunity to insure that the town staff is improving in all areas, as life will certainly become even more complicated and difficult in the years ahead.

I believe that Todd still needs to work to ensure that the 1) the information the council receives from town staff is accurate and timely, and 2) that the town maximizes efforts to raise non-tax revenue to help keep the tax rate down. Todd gets kudos for supporting a very cost-efficient and operationally effective addition to the police station, and for promoting openness and community through the time-consuming but excellent work on Friday Updates.

In terms of development, the town will benefit long-term from the addition of the Riverwoods facility. However, Mill Plaza is still under discussion, and 66 Main Street continues to be a major disappointment, marring Main Street with a trash-filled cheaply-fenced eyesore for many years now.

Although Todd is not directly responsible for these situations, it would be wonderful if he could reproduce the magic he demonstrated with the development of Madbury Commons, which has and likely will continue to have a very positive impact on the town for years to come.

The relationship with UNH continues to be solid, reflecting Todd's significant efforts to maintain a fair and collegial partnership on many issues, and to build an effective relationship with the new president. The difficulty of mixing student and town lifestyles is problematic but has benefited from many efforts by both the university and the town.