

Master

ANNUAL EVALUATION OF TODD SELIG  
2018

RECEIVED  
From Council Chair Kitty  
MARPLE  
JAN 29 2019

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

ADMIN. OFFICE  
TOWN OF DURHAM

	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.						4.8
• Town department heads and staff						4.9
• Town committees and boards						4.7
• Serves citizens effectively and efficiently						4.7
Financial oversight:						
• Financial performance of the Town						4.9
• Fiscal responsibility						4.9
• Budget (process, preparation, dissemination)						5
• Budget (creation of budget within Council guidelines)						4.8
• Accomplishment of meaningful modifications in the economic relationship with UNH						4.6
Leadership:						
• Provides clear guidance to the Council on all issues						4.4
• Provides effective management of town staff and departments						4.7
• 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						4.7
• Competency in human resource area with new hires during his administration						4.8
• Provides leadership and support to town committees and boards as necessary.						4.4
Initiative:						
• Proposes appropriate initiatives/strategic direction to the Council						4.2
• Is timely in follow up reports to Council initiatives						4.8
• Accomplishment of Council's goals and objectives						4.8
• Ability to be a visionary for future community planning						3.7
Other:						
• Appropriately challenges the status quo						3.7
• Willingness to challenge and support his convictions						4.4
• Appropriate allocation of time and energies, including delegating non-essential tasks						4.4

Provide additional written evaluation below or separately if you wish. Evaluation forms are due to Kitty Marple not later than **FRIDAY, JANUARY 25, 2019.**

AVERAGE OVERALL  
SCORES: 4.604

Below is Mr. Selig's average scores over the past eight years.

<u>YEAR</u>	<u>SCORE</u>
2010	4.3
2011	4.4
2012	4.5
2013	4.0
2014	4.3
2015	4.4
2016	4.5
2017	4.8
2018	4.6

ALAN BENNETT

ANNUAL EVALUATION OF TODD SELIG  
2018

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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					✓	

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*Alan Bennett*

1/17/19

Kitty Marple  
Chair, Town Council

Dear Kitty:

I've given Todd mostly excellent ratings as I feel he is a superb town administrator who continues to fulfill his council goals in a timely fashion.

As you know, Durham is one of two towns in New Hampshire with a city form of government, but without a mayor. There are issues that come before the Town Council which I feel Todd should act more like a mayor than a town administrator. Examples where I feel Todd should play a more proactive role rather than deferring to subcommittees are:

1. The 3 year long saga of the Mill Pond and Dam and the view of some that the town should actively appeal to the state for a dam reclassification to a non-hazard dam.
2. The obvious need for parking and discussions about a garage, especially prescient now with the latest news that the possible town/UNH plan for a hotel/garage complex is questionable. In the 4+ years, we've lived in Durham, downtown parking has been a constant issue. I can't tell you the number of times I drive around the "loop" looking for a place to park. No senior or senior to be is going to live in the downtown without the ability to park in a closed garage facility. It's just lip-service to think of senior or 50+ housing in the downtown business district without a garage.
3. The issue of holiday/Xmas/Chanukah lights/celebrations etc. is now off to another committee for "deliberation".

I could add to the list the ongoing Mill Plaza fiasco (I understand the legal issues) – blame it on the Planning Board for changing the square footage per inhabitant.

That's my review and hope for the future!

*Alan Bennett*

WAYNE BURTON

ANNUAL EVALUATION OF TODD SELIG  
2018

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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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This year was marked by Durham's involvement in controversial issues from the ORYA beaming comment, to the indigenous people holiday to most recently the religious symbol matter. In all cases Todd held the high ground reflecting the council and town's position.

What I admire most is the respect and appreciation for Todd from others in the state that consider him and by reflection our town, as worthy of emulation. How he keeps all those balls in the air simultaneously is beyond me. His work ethic is incredible. That his staff works so well with him speaks volumes for his leadership skills.

Andrew Corrow

**ANNUAL EVALUATION OF TODD SELIG  
Andrew Corrow's Submission  
2018**

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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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This is my first evaluation of Mr. Selig. However, I have worked very closely with him as a member of various Boards, Committees and Commissions for the past 8 years. While this is an annual evaluation I will be making some generalized comments that will recall general thoughts and feelings over the past 8 years.

Overall I believe Mr. Selig has been a phenomenal Town Administrator for this past year and for the 8 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.

With that said I feel Mr. Selig executes his duties ensuring the interests of the town are paramount. Mr. Selig is very approachable and accessible. This is important both for the Town Council and the residents.

Mr. Selig is technically competent in his craft. As a result he is able to provide excellent critical analysis and clear recommendations to the Town Council. 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.

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.

Lastly, no one can say that Mr. Selig doesn't put in countless hours to ensure the health of the Town. From attending countless hours of SEC hearings in Concord, attending many meetings of Boards, Committees and Commissions after hours to finding time to respond to the days backlog of e-mails at 11 pm. He takes his duties and responsibilities seriously.



**ANNUAL EVALUATION OF TODD SELIG  
2018**

ALAN HOWLAND

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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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Looking back on the past year, several things stand out.

1. The process of challenging the Eversource project proved to be a significant time commitment. Working through the technical data and attending numerous meetings in Concord proved to be tall task. Despite this challenge, the Town ran smoothly. This is a testament to Todd's management skills.
2. Zoning changes to the Central Business District have traditionally been contentious. This year's changes really proved to be an exception and hopefully, provides a roadmap for the future. Through the process, Todd provided sound advice and helped guide us. Going forward, we need to continue to examine our zoning and future development. Central to the conversation will be the new Economic Development Director. Todd's explorations of a combined UNH Town person is a really good idea.
3. The decentralized structure of UNH makes it extremely difficult to collaborate. Since our fates are intertwined, it is imperative we establish a good working relationship with the new UNH president. As we look at the possible redevelopment of Hetzel, Alexander, 66 Main Street, and West Edge, we need to build trust and share ideas. Todd's challenge will be to help bring both the Town Council and UNH leadership together.
4. Last but not least, the community needs to have a civil thoughtful conversation about the dam. Exeter provides an excellent example of

leading a process that balanced environmental, historical, and financial concerns. It will take skill and patience leading us on a pathway that allows the community to reach helping us consensus.

My 2 cents,

Al

**ANNUAL EVALUATION OF TODD SELIG  
2018**

*Jim LAWSON*

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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		

Provide additional written evaluation below or separately if you wish. **Evaluation forms are due to Kitty Marple not later than FRIDAY, JANUARY 25, 2019.**

ANNUAL EVALUATION OF TODD SELIG  
2018

Kitty Marple

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)					✓	
• 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					✓	

Provide additional written evaluation below or separately if you wish. Evaluation forms are due to Kitty Marple not later than FRIDAY, JANUARY 25, 2019.

Todd Selig

Todd, self-described man of action, continues to be an effective steward of the town. His high energy and focus are always on town activity. He makes himself available to residents with concerns but is firm with those whose opinions do not always align with what might be best for Durham.

Todd often works more than 40 hour weeks. He juggles family and work with grace. He is responsive, even when he does not necessarily need to be. He does not take spurious attacks on his character too seriously but he wrestles with decisions he makes on a regular basis. He is introspective, looking for ways to improve outcomes going forward.

As always, I do not find specific fault with his performance. To me a person who shows up to work everyday, performs day to day tasks with vigor and enthusiasm, evaluates situations to determine where they fall in importance, communicates effectively and is transparent is a model employee. Todd epitomizes this model.

It is true that no one can be all things to all people and that Todd has irritated people based on his way of thinking. He does not affect me that way.

Thank you Todd, you are appreciated.



**ANNUAL EVALUATION OF TODD SELIG  
2018**

*Kenny Rotner*

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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)					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				4		
<b>Financial oversight:</b>						
• 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	
<b>Leadership:</b>						
• Provides clear guidance to the Council on all issues				4		
• 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.			3			
<b>Initiative:</b>						

• Proposes appropriate initiatives/strategic direction to the Council			3			
• 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			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			

Provide additional written evaluation below or separately if you wish. Evaluation forms are due to Kitty Marple not later than **FRIDAY, JANUARY 25, 2019.**

SALLY TOBIAS

ANNUAL EVALUATION OF TODD SELIG  
2018

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	1	2	3	4	5	N/A
Ability to maintain or improve strong relationships with:						
<ul style="list-style-type: none"> <li>Town Council (responsiveness to concerns) I feel Todd is very responsive to the concerns of the Council. Todd is quick to respond back to all inquires and comments.</li> </ul>					X	
<ul style="list-style-type: none"> <li>External entities such as UNH, town businesses, etc.  I have found Todd to be very receptive to these entities. I feel he has had to come up to speed in dealing with downtown businesses as I consider the towns attention to the downtown businesses in general has been minimal in the past and driven by Council. Todd's openness to the changes in downtown business involvement with the town has been excellent. Todd has shown to me a willingness to work with the University in a partnership that serves both the Town and the University.</li> </ul>					X	
<ul style="list-style-type: none"> <li>Town department heads and staff As he is not my boss, I am not sure I cannot comment fully here, however from my interactions with various heads and employees there is a very strong sense of loyalty and commitment that I observe.</li> </ul>					X	
<ul style="list-style-type: none"> <li>Town committees and boards Todd is very responsive to his obligations to the various boards and committees.</li> </ul>					X	
<ul style="list-style-type: none"> <li>Serves citizens effectively and efficiently  Todd serves the community with openness, fairness and professionalism in an often-challenging community environment. I sometimes feel there is a bit too much transparency offered by Todd. I also feel that there is a tendency to give more to the squeaky wheel which is not always fair. I often wonder how another person filling this role in the future could live up to this expectation.</li> </ul>					X	
Financial oversight:						
<ul style="list-style-type: none"> <li>Financial performance of the Town</li> </ul>					X	

<ul style="list-style-type: none"> <li>• Fiscal responsibility</li> </ul>					X	
<ul style="list-style-type: none"> <li>• Budget (process, preparation, dissemination)</li> </ul>					X	
<ul style="list-style-type: none"> <li>• Budget (creation of budget within Council guidelines) I do feel Todd performs the extremely difficult task of balancing Council goals with Town needs well. I am concerned that the needs of keeping the tax rate consistently low may eventually leave us coming up short in relation to capital improvements. There is only so far a can should be kicked down the road. There is also a concern for holding back on the hiring of much needed personnel. As our needs grow our response to them must also. I feel that Todd needs to challenge the Council in some of these areas.</li> </ul>					X	
<ul style="list-style-type: none"> <li>• Accomplishment of meaningful modifications in the economic relationship with UNH</li> </ul>					X	
<b>Leadership:</b>						
<ul style="list-style-type: none"> <li>• Provides clear guidance to the Council on all issues</li> </ul>					X	
<ul style="list-style-type: none"> <li>• Provides effective management of town staff and departments</li> </ul>					X	
<ul style="list-style-type: none"> <li>• 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</li> </ul>					X	
<ul style="list-style-type: none"> <li>• Competency in human resource area with new hires during his administration Todd appears to me to search out more experience personnel. I would agree this is a good approach to guarantee a fully competent staff, however I would ask Todd to consider the hiring of more entry level personnel. We have an abundant supply of new graduates every year of which to find candidates.</li> </ul>					X	
<ul style="list-style-type: none"> <li>• Provides leadership and support to town committees and boards as necessary. In this past year we had issues with leadership in this area and I feel Todd stepped up to fill in the deficiencies. Todd shows an appreciation for the complexities of resident volunteers in areas that can be rather demanding of time and energy.</li> </ul>					X	
<b>Initiative:</b>						

<ul style="list-style-type: none"> <li>Proposes appropriate initiatives/strategic direction to the Council</li> </ul>					X	
<ul style="list-style-type: none"> <li>Is timely in follow up reports to Council initiatives</li> </ul>					X	
<ul style="list-style-type: none"> <li>Accomplishment of Council's goals and objectives</li> </ul>					X	
<ul style="list-style-type: none"> <li>Ability to be a visionary for future community planning</li> </ul> <p>While giving a slightly less than perfect score here I do want to add that over my time on the Council I have observed an improvement in this area for Todd. I do think that it is a complex issue for Todd as he must be guided by Council vision. There has historically been a tendency toward keeping things the way they are in town as development has been an uneasy subject for many. I see Todd now stepping out and stating that there is a need to plan for the future needs of Durham in respect to housing, retail, business, and the University.</p>				X		
Other:						
<ul style="list-style-type: none"> <li>Appropriately challenges the status quo</li> </ul> <p>Challenging the status quo in Durham is a precarious adventure but a necessary one. Todd has been doing this more, however he needs to step up more. There are some things at issue that need to be addressed that will affect our health as a community in the future. Todd will need to find a balance in challenging those aspects that hold us back as a community and those that truly are part of our core value.</p>					X	
<ul style="list-style-type: none"> <li>Willingness to challenge and support his convictions</li> </ul> <p>I have seen Todd step out more in this area.</p>					X	
<ul style="list-style-type: none"> <li>Appropriate allocation of time and energies, including delegating non-essential tasks</li> </ul> <p>I sometimes wonder where Todd gets the time to read all the emails that he does. It seems to be his super power. With that said is this really the best use of his time? I feel this town could benefit if Todd had an assistant that could cover more of these less productive tasks.</p>						X

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Over all my opinion of Todd Selig is positive. I consider him to be a most excellent Town Administrator. Durham is a demanding community that is very vocal in its expectations. With

that said we must remember that not all opinions and needs of the community are shared. There are many people in this community that are not plugged in politically. I feel it is vital that our Town leadership attempt to find communication pathways to these residents who are less inclined to dig deep into the minutia of policy decisions and yet are greatly affected by them. It is the responsibility of leadership to act in the overall best interest of a community at large while still protecting its core values.

I encourage Todd to seek out opportunities for broader feedback from the quieter majority.

Durham also has a growing number of new residents that will be increasing as Riverwoods fills up. There will be many new older residents that will be ready to be an active part of our community. In addition to this with many older Durham residents moving into assisted residences their homes will enter the market attracting families to our most excellent school district. How will these new residents to Durham be received as many may become more involved with Town activities?

Durham stands at a precipice right now. There is a tremendous amount of opportunity that could impact Durham's vitality as we move into the future. It is responsible leadership and vision that will recognize the opportunities that will shape the next 50 years of Durham. I would challenge Todd to consider this question. How will the actions of leadership today affect the next generation and how will we all be judged by them?

In closing I want to thank Todd Selig for the faithful perseverance and sacrifice that he gives to the Town of Durham.

Sally Tobias  
Town Council

CARDEN WELSH

ANNUAL EVALUATION OF TODD SELIG  
2018

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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		

Provide additional written evaluation below or separately if you wish. **Evaluation forms are due to Kitty Marple not later than FRIDAY, JANUARY 25, 2019.**



I will follow former Councilor Katrek's lead and build my 2019 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 green, and erase prior comments that are no longer appropriate.

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

Todd presented a respectable budget that came close to meeting the town goal of avoiding a percentage tax increase. While Todd could have been even stricter in containing budget requests, I believe that the final budget came very close to matching the general wants and needs of town residents.

Further, Todd took somewhat controversial positions in regard to continuing financial support of ORYA and pool passes, and to the concerns surrounding the Mill Pond Dam. I believe that this was an effective way of enticing the council to work out its often-conflicting feelings as to how to move forward on these items.

Throughout the year Todd remained friendly, optimistic, and open to all public input. He was sensitive in dealing with the "holiday tree" question, and his interim recommendations have led to a reasonable compromise among competing opinions. Hopefully the issue will be dealt with effectively and with some finality in 2019.

While Todd has provided the town with his usual exceptional performance, there have been a few opportunities this year to learn and perhaps provide even better management in the future. To wit:

- it may be better to restrain from public statements prior to fully understanding all related facts and circumstances
- the council needs to be provided with all relevant evidence, in a timely fashion, prior to its making key decisions
- we collectively need to be certain we have the best understanding of our legal position, prior to taking decisions that may have significant financial consequences

- Todd needs 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.

It was great to see that Todd has addressed many prior concerns, relating to the quality of information the council receives, efforts to raise non-tax revenue, a thorough budget discussion and a better allocation of his own time. Todd gets kudos for supporting a very cost-efficient 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.