

**ANNUAL EVALUATION OF TODD SELIG
2023**

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

	Ave
Ability to maintain or improve strong relationships with:	
• Town Council (responsiveness to concerns)	5.0
• External entities such as UNH, town businesses, etc.	4.7
• Town department heads and staff	4.9
• Town committees and boards	4.8
• Serves citizens effectively and efficiently	4.9
Financial oversight:	
• Financial performance of the Town	4.9
• Fiscal responsibility	4.8
• Budget (process, preparation, dissemination)	5.0
• Budget (creation of budget within Council guidelines)	5.0
• Accomplishment of meaningful modifications in the economic relationship with UNH	4.4 2 N/A
Leadership:	
• Provides clear guidance to the Council on all issues	4.8
• Provides effective management of town staff and departments	4.8
• 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 2 N/A
• Competency in human resource area with new hires during his administration	4.9 1 N/A
• Provides leadership and support to town committees and boards as necessary.	4.8
Initiative:	
• Proposes appropriate initiatives/strategic direction to the Council	4.9
• Is timely in follow up reports to Council initiatives	4.9
• Accomplishment of Council's goals and objectives	5.0
• Ability to be a visionary for future community planning	4.8
Other:	
• Appropriately challenges the status quo	4.2
• Willingness to challenge and support his convictions	5.0
• Appropriate allocation of time and energies, including delegating non-essential tasks	4.8

Evaluation Narratives of Todd Selig's Evaluation by the Town Council

January 2024

1) Administrator Selig continues to provide the Town Council excellent support for the legislative role we play both taking appropriate initiatives and providing alternatives to key issues. He is highly respected regionally as evidenced by opinions expressed to me by my colleagues on the Strafford Regional Planning Commission. Durham is often looked to for examples of good practice.

2) Ability to maintain or improve strong relationships with external entities such as UNH, town businesses, etc.: I'm not sure Todd has strong relationships with town businesses—but I think that some friction between the Town and the business community is inevitable, unless the Town adopts the business community's agenda as its own (not a change I would support).

Accomplishment of meaningful modifications in the economic relationship with UNH: I think that, especially given current budget conditions at UNH, nobody could meaningfully modify economic relations with UNH. The opportunity may arise if UNH proceeds with plans for further development of the West Edge project.

Provides clear guidance to the Council on all issues: Todd's guidance is clear in the sense that he clearly explains the considerations that enter into dealing with issues facing the Council. He does not provide "clear guidance" in the sense of pointing the Council toward a particular decision, nor should he.

Proposes appropriate initiatives/strategic direction to the Council: In my experience, Todd allows the Council to chart its own course and set its own priorities. That approach seems to be working very well.

Ability to be a visionary for future community planning: On the contrary, Todd is very careful to let the Planning Board and Town Council develop their own vision. Again, that approach seems to be working well.

Appropriately challenges the status quo: I do not doubt that Todd would quietly but effectively challenge the status quo if he felt that would be in the Town's best interest. However, given how well the Town government (including staff, elected officials, and volunteers) is functioning, there has not been a need to challenge the status quo.

3) Ability to maintain or improve strong relationships – Todd maintains excellent relationships with the Council, Staff, boards/committee/commissions, residents and UNH. The quality of his work, ideas and approach to resolving problems are the foundation of these relationships. He is extraordinary at navigating around barriers to workable solutions and compromises.

Financial Oversight – Todd and the staff did an excellent job on the 2024 budget, not unlike previous years. The day-to-day oversight and management of town finances by the staff is

excellent. The audit results were excellent. There was no meaningful opportunity to modify agreements with UNH, but Todd's stewardship of the relationship continues to be excellent.

Leadership – I have no way to evaluate Todd's work with new hires, and believe new hires are most impacted by the staff. There have been no changes to Todd's direct reports, but I note that Todd has dealt proactively with anticipated personnel changes and retirements. Dealing with personnel issues rarely necessitates involving the council, so I can't evaluate several of the criteria. Todd demonstrates excellent leadership in town government – both internally and externally.

4) Todd Selig responsibly manages all aspects of the administration of the Town of Durham. He adopts the Town Council goals and is often the visionary for how the goals will be implemented by the Town departments. He maintains trusting relationships with the Town department heads that allow them to take on and manage existing work and new initiatives. Todd steps in when his guidance and/or support are needed, and he avoids micromanaging department work.

Todd is the go-to person for many staff, residents, and town councilors who are seeking advice or have concerns that are not easily dealt with or addressed by Town staff. He gives that support with patience and wisdom while also being open to new ideas.

The budgeting process is extensive, and Todd and Gail Jablonski do an incredible job of balancing the town's existing financial needs and forecasted future needs while also working to control Town taxpayer rates.

Todd shows his passion for the town with his many appearances at events, publication of Friday Updates, and positive interactions with our residents.

The Town of Durham is fortunate to have had Todd guide it through its continued growth as a college town with a multitude of concerns.

5) I've witnessed excellent relationships with regional governments and nonprofits, but relationships with town businesses could possibly be strengthened as our downtown seems to be floundering a little.

I've witnessed great support and leadership of some committees (ex: Human Rights) but have seen others struggle with their direction and finding channels to contribute meaningfully to the town (agriculture, conservation, energy).

I think the most difficult of these criteria for Todd is challenging the status quo, but this is not to say that he doesn't have vision or conviction, but rather that I think this may be personally uncomfortable for him and perhaps an area for future growth.

I appreciate as a townspeople and Council member that Todd sets a standard of being highly responsive to residents' emails, however I worry that he is sometimes too responsive and that this should not only be delegated to protect his time, but also really should fall on Council members to respond as they are the elected body that is accountable to voters.