

ANNUAL EVALUATION OF TODD SELIG

2022

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.						4.7
• Town department heads and staff						4.9
• Town committees and boards						4.9
• Serves citizens effectively and efficiently						4.9
Financial oversight:						
• Financial performance of the Town						4.8
• Fiscal responsibility						5
• 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						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						4.9
• Competency in human resource area with new hires during his administration						5
• Provides leadership and support to town committees and boards as necessary						4.9
Initiative:						
• Proposes appropriate initiatives/strategic direction to the Council						5
• Is timely in follow up reports to Council initiatives						4.9
• Accomplishment of Council's goals and objectives						4.9

• Ability to be a visionary for future community planning						4.8
Other:						
• Appropriately challenges the status quo						4.6
• Willingness to challenge and support his convictions						4.9
• Appropriate allocation of time and energies, including delegating non-essential tasks						4.9

Provide additional written evaluation below or separately if you wish. **Evaluation forms are due to Kitty Marple not later than MONDAY, JANUARY 23, 2023.**

**ANNUAL EVALUATION OF TODD SELIG
2022**

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)					IIIIIIII		45
• External entities such as UNH, town businesses, etc.				III	IIII		42
• Town department heads and staff				I	IIIIIIII		44
• Town committees and boards				I	IIII		44
• Serves citizens effectively and efficiently				I	IIII		44
Financial oversight:							
• Financial performance of the Town				II	IIII		43
• Fiscal responsibility					IIII		45
• Budget (process, preparation, dissemination)					IIII		45
• Budget (creation of budget within Council guidelines)				II	IIII		43
• Accomplishment of meaningful modifications in the economic relationship with UNH				II	IIII	II	33/7
Leadership:							
• Provides clear guidance to the Council on all issues					IIII		45
• Provides effective management of town staff and departments					IIII		45
• 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				I	IIII	II	34/7
• Competency in human resource area with new hires during his administration					IIII	I	49/8
• Provides leadership and support to town committees and boards as necessary				I	IIII		44
Initiative:							
• Proposes appropriate initiatives/strategic direction to the Council					IIII		45
• Is timely in follow up reports to Council initiatives				I	IIII		44
• Accomplishment of Council's goals and objectives				I	IIII		44

• Ability to be a visionary for future community planning					/// 		43
Other:							
• Appropriately challenges the status quo					/// 		41
• Willingness to challenge and support his convictions					/// 		44
• Appropriate allocation of time and energies, including delegating non-essential tasks					/// 		44

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2022**

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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:						

EL

• 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

**ANNUAL EVALUATION OF TODD SELIG
2022**

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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's Evaluation

Todd Selig is a skilled professional who exemplifies grace and decorum. He is courteous and kind. His ability to retain and recall information is without peer.

Todd works hard to maintain positive relationships with our community partners. Management of the school district and UNH appreciate his willingness to solve common issues to everyone's benefit.

Todd spends a fair amount of time engaging with folks from many countries who are interested in transparent government. I am sure he finds reaching out to these people very rewarding. It is a great way to make bonds to tackle global issues.

Todd was helpful to me in my council work. He always made time to discuss matters in spite of his packed schedule. As I say goodbye to the council I know that I will miss seeing him regularly. He is a good person and I wish him and his family all the best.

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	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				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	

ST

• 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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	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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A few notes on the above ratings:

Todd is clearly an outstanding town administrator, as evidenced by his long tenure in the role, the excellent senior staff that he has assembled, the productive relationships that he has maintained with UNH and other entities, and the respect he is accorded by his peers. A few thoughts: 1) An effective Town Administrator seems likely to be considered less than perfect by business owners because the town's agenda and the business community's agenda don't always mesh perfectly. 2) In the current economic climate, no Town Administrator could create a responsible budget within the Council's stated guidelines. Todd and the staff did outstanding work on the 2023 budget, with respect to both process and product. 3) The rating of Very Good on "Accomplishment of meaningful modifications in the economic relationship with UNH" reflects my uncertainty about a metric for this criterion rather than a conviction that there is room for improvement. 4) I assigned an N/A rating for "Improves the performance of town staff, when needed" because I'm not familiar with an instance of this during my tenure on the Council. (That speaks to Todd's ability to hire and retain top-notch staff.) 5) I appreciate how Todd works with the Council and other Town bodies. He demonstrates great integrity in decisions about how tasks should proceed, and gives excellent advice when asked, but demonstrates great respect

for the decisions of those bodies, and for the individual opinions of elected or appointed officials—and indeed, the opinions of all town residents.

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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					*	

JF

• 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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	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	

E

**ANNUAL EVALUATION OF TODD SELIG
2022**

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.					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					5	

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ANNUAL EVALUATION OF TODD SELIG

2021

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	

5L

• 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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2022**

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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		

Provide additional written evaluation below or separately if you wish. Evaluation forms are due to Kitty Marple not later than **MONDAY, JANUARY 23, 2023.**



Todd is wise, intelligent, friendly, hard-working, highly ethical and extremely patient, albeit on the short side. Durham is very lucky to have him as our town manager.

Todd presented a tight budget that was appropriate in this inflationary environment, although it did not meet the council goal of avoiding a percentage tax increase. While Todd could have been even stricter in containing budget requests the final budget seemed to match the expectations of most of our town residents.

Over time, Todd has done a good job in replacing key members of his management team. [REDACTED] seems to be a very smart, experienced and able employee. [REDACTED] has been strong. [REDACTED] is a great addition. All three of these employees replace semi-legends, so it is great to see. Todd has worked to ensure that the new and existing town staff is effective in dealing with the increasing complexity of town responsibilities and governance.

Todd gets kudos for promoting openness and community through the time-consuming but excellent work on Friday Updates, which is key to helping keep residents abreast of town issues.

In terms of new development which could help to meet budgetary needs, the town will benefit long-term from the addition of the Riverwoods facility. The final Mill Plaza proposal was disappointing and ultimately rejected by the planning board, so any redevelopment there will not occur for some time, although legal proceedings are on-going. The purchase of 66 Main Street has provided increased parking and a nice park, replacing a trash-filled, cheaply-fenced eyesore. Conversations with developers, however, have stalled. Todd has been involved somewhat with these changes, but at the same time very appropriately has let the planning board do its job.

The relationships with UNH and the ORCSD continue to be solid, reflecting Todd's significant efforts to maintain fair and collegial partnerships on many issues, to build an effective relationship with the new president at UNH, and to maintain the relationship with the school superintendent. With regard to UNH, the difficulty of mixing student and town lifestyles is problematic but has benefited from many efforts

by both the university and the town. With regard to the ORCSD, the town has worked with the district to help facilitate the building of and traffic at the new middle school.

Todd also has done a commendable job helping to reduce the town's dependence on greenhouse gases, and to prepare for any disruptions from global warming.

The most controversial issue of the year was the fate of the Oyster River dam, and here Todd did an excellent job of presenting the situation, working with consultants, and listening to the various points of view from town citizens.

[REDACTED]