

## Kathi Cornelius

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**From:** Gilbane Jr , William J. <WGilbane@GilbaneCo.com>  
**Sent:** Thursday, May 25, 2023 2:48 PM  
**To:** Kathi Cornelius  
**Cc:** Gilbane Jr , William J.  
**Subject:** Charter  
**Attachments:** Image.tif

Kathi, thanks for taking care of this for me. Please let me know when it is posted.

**Motion 3: TO CHANGE THE CHARTER FROM A STRONG MAYOR TO A TOWN MANAGER FORM**

Having spent 50 years in our 153-year-old family business, I have participated in and experienced the transition of our 3<sup>rd</sup> Generation father and uncle strong mayor organization to the 4<sup>th</sup> Generation where we changed our governance including outside Board Members that is basically the same thought process that our Town is evaluating now. That experience makes me a strong proponent of the Town Manager structure.

Clearly nationally a strong and non-political executive office has become the centerpiece of municipal government. It directly parallels business governance.

- Registered voters equate to shareholders who elect the Board of Directors which equates to the Town Council including the Mayor who parallels the Chairman of the Board. The Town Council equates to the Board of Directors who appoints the Chief Executive Officer or President that equates to the Town Manager.
- Council and Mayor emphasis is political leadership, community inclusion and oversight of the Town Manager. That oversight includes setting the Town Managers goals, approving the annual and long-term business plans for the community. It also includes the annual performance review of the Town Manager.
- The Town Council/Board of Directors oversee the audit process function as well as establishing the compensation that includes comparative market compensation. The Town Manager supervises and coordinates all the departments, appoints, hires, fires Department Heads and staff consistent with Town values. All employees report to the Town Manager.
- The Town Manager prepares the budget for Council approval, makes monthly cost report updates that includes variance to budget as well as recommendations to the Council.
- Mayor is a political figure no role in day-to-day administration. Mayor can be filled by popular general election or selected by a majority vote of the Council/Commissioners. Some municipalities view any interference by Mayor or Council/Commissioners as grounds for removal.

Because of Sunshine Laws, I think that the Town residents need to implement an education process that should be in a meeting environment similar to the one held this week that did not include elected officials. It is important regardless of the final decision that we come out of this as unified in our approach.