

SCHEDULE A

Town Manager

Pro	Con
<ul style="list-style-type: none"> • Qualified leader usually with a minimum Masters in Public Administration. • Provides continuity of administration and projects between elections • Non-political figure staying unbiased. • Executes but doesn't make policy leaving it to the council. • Allows council to focus on policy instead of administration • Costs less than the Mayor and CAO position. • Speaks on behalf of department heads, thus eliminating need for council to speak with every department head. • Could offer a strategic plan for the future along with responsible economic development. • Most likely will eliminate the need for the Board of Finance. • Streamlining costs and management can help bring the tax situation under control. • A figurehead mayor or the highest vote getter on the council could serve as a go-to person (voice of the citizens concerns). • Professional associations will allow for administrative leader to be on top of new trends and opportunities 	<ul style="list-style-type: none"> • Non-elected official being hired by the town council. • Costs more than the status quo with a potential salary around \$125,000/year or more. • Outsider who doesn't know issues of New Milford well. • Lack of candidates could make hiring a town manager difficult. • Micromanaging by the council, along with incivility make the town manager job harder; potentially detracting future candidates. • Learning curve for anyone who is new. • Dissatisfaction of the council with town managers could cause a high turnover rate, costing the town not only financially when buying out contracts but also in prospects of future candidates making New Milford an unwelcome place for future town managers. • No go-to person for the citizens concerns, and a figurehead mayor would probably need some compensation. • The highest vote getter on the council may not want to be the voice of citizens concerns. • Lack of vision or unwillingness of the town council to work on important issues such as a strategic plan for the future will only further the lack of progress for the town.

Mayor and Chief Administrative Officer

Pro	Con
<ul style="list-style-type: none"> • Keeps a democratically elected CEO accountable to the people. • Provides professional management with the incorporation of a CAO. • Like a town manager the CAO will be well qualified with a minimum Masters in Public Administration. • CAO frees up the mayor to work on other issues while purchase orders, contract negotiations and policy execution are done by the CAO. • Eliminates the need for the mayor's aide position saving some money. • Can fill in as a department head while searching for a new one. • Can help recommend responsible economic development, along with a strategic plan for the future. • Professional management could streamline processes resulting in cost cutting and hopefully bringing taxes under control. • Many "pro's" from Town manager position apply here 	<ul style="list-style-type: none"> • Most costly of the three options even with the elimination of the mayor's aide. • A power hungry mayor who wants to do everything could make the CAO position irrelevant. • A new mayor will usually bring in their own people, leaving open the possibility that a well performing CAO could be replaced every time there is a new mayor. • If the money doesn't exist in the budget, the CAO position may not be filled like other positions in the town; allowing for the town to be possibly sued. • Lack of candidates could make hiring process difficult. • Most likely New Milford still retains a Board of Finance.

Status Quo

Pro	Con
<ul style="list-style-type: none">• The mayor is democratically elected by the people.• Costs the least of the three options.• Serves as the go-to person voicing citizens concerns and answerable to them.• Department heads can go straight to the mayor; no issue about the division of responsibility• While not always qualified, there are always people willing to run for office.• Mayor is not an outsider and knows the issues of the town.• Mayor is involved with all decisions and execution of policy of the town.• A two-year term limit makes the mayor accountable on a more regular basis.	<ul style="list-style-type: none">• Candidates for mayor have often been lacking in qualifications and experience.• Overburdened at times being stuck in the minutia, bigger problems get put off or never done.• A lot of money has been and continues to be wasted on mismanaged projects and bungled contracts.• Due to lack of time available to the Mayor no strategic plan for the future exists and economic development is lacking.• The mayor is a political position often in the past resulting in some very uncivil politics.• Lack of vision or unwillingness of the town council to work on important issues such as a strategic plan for the future will only further the lack of progress for the town.• Most likely New Milford still retains a Board of Finance.• A short-term limit for the mayor also means focus on re-election a lot quicker, resulting in important decision making taking a back seat to campaign efforts for re-election.