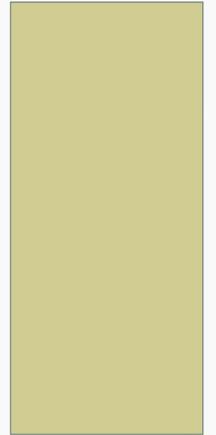


SHOULD UNIVERSITY PARK HAVE A TOWN MANAGER OR NOT?

TOWN COUNCIL WORK SESSION:
SEPTEMBER 11, 2019



OBJECTIVE OF TONIGHT'S SESSION

- Town Council Discussion of **why** or **why not** the Town should have a Town Manager or other Chief Appointed Officer.
- Discussion of issues that are involved in this decision
- Discussion of options that may be pertinent
- Discussion of our form of government and how it might be affected by a decision to create a Chief Appointed Office position
- Other considerations

WHAT WON'T HAPPEN IN THIS MEETING:

- A specific decision on the question.

WHY SHOULD WE HAVE A CHIEF APPOINTED OFFICER?

- Professionalism
- Increased Complexity of the Mayor's job and that of staff
- Level of surrounding development and its effect on UP
- Efficiency in managing staff
- Continuity in top level management
- Provide better support and information flows to Council
- Lack of Mayoral candidates who are willing to take on the responsibility of running the Town
- Elected officials may not have expertise in town management and may lack essential skills needed to run the Town effectively
- More objectivity (Chief Appointed Officer may not be a resident)
- Provide better support and back up for staff

WHY SHOULDN'T WE HAVE A CHIEF APPOINTED OFFICER?

- Cost
- Another type of position would serve us better
- Not needed, has worked well as-is in the past
- Existing staff could take on additional responsibility
- Benefit not in line with cost
- Mayor and lead staff responsibility should rest with a Town resident, not a “hired gun”
- Changes the character of the community

QUESTIONS

- What skills are needed that we do not have now?
- What do we mean by “increased professionalism” of the staff?
- What options are available besides a full-time chief appointed officer? (Part-time, shared, consultant, etc.)
- What risks and liabilities do we incur by not having a chief appointed officer?

QUESTIONS

- Based on the recommendations of the Management and Financial Services Study done last year, what other staff changes should we consider?
- How do we plan to manage our upcoming Infrastructure projects over the next few years?
 - Who will be the project manager for these projects and control costs, schedules, etc.?
- How will we respond to the large, complex development projects on our “borders” as they go through the planning process at PG County?

QUESTIONS

- How will we manage the review and approval process for the new Comprehensive Zoning Map for the County?
- What other issues can we foresee that would have an influence on our decision-making process?

FORM OF GOVERNMENT

- We are presently a Chartered Town with a Mayor/Council form of government. The Mayor is both the Chief Elected Officer and the Chief Administrative Officer.
 - In order to transition to a Council/Manager form of government, changes would be required to our Town Charter.
 - These changes would alter the powers of the Mayor and Council as well as placing some authority and power in the position of the Chief Appointed Officer.
 - What does this mean to us as a Town?

QUESTIONS

- Could we hire a Chief Appointed Officer under our current Charter?
 - What powers would that person have?
 - Would that change the Mayor's powers and duties?
- What powers would we want to transfer to a Chief Appointed Officer, if we decide to create such a position?
 - What changes would that require in our Charter and Code?
- Who would hire and fire the Chief Appointed Officer?
- Who would have the power to hire and fire other staff? (currently "Mayor and Council")

DISCUSSION

- Council member views
- Additional Council questions and further discussion
- Summary of Council responses on the questions and discussion points