

### Elected or Appointed Officials - Summarized

	ELECTED	APPOINTED
Qualifications	<ul style="list-style-type: none"> <li>No minimum job-related qualifications by law.</li> <li>Any <b>resident</b> of the town can run if they are 18 years or older.</li> <li>Qualifications are provided in campaign material.</li> </ul>	<ul style="list-style-type: none"> <li>Town sets minimum qualifications via a job description</li> <li>Appointment will be a town <b>resident</b> recommended by the Committee to consist of: 1 Town Board Member, 2 Town residents, 1 Rec Director and the Town Engineer.</li> </ul>
Accountability	<ul style="list-style-type: none"> <li>An elected official cannot be removed from office unless they break the law in the course of their duties.</li> <li>Elected officials cannot be disciplined, suspended, terminated or supervised by the Town Board, with the exception of fiscal oversight.</li> <li>Elected officials act independent of the Town Board are not restricted or regulated in the time devoted to official duties.</li> <li>Must take oath of office</li> <li>No requirement to work on site at the Highway Department.</li> </ul>	<ul style="list-style-type: none"> <li>Performance reviews are done by Committee.</li> <li>If necessary, disciplinary action is allowed if employee is not performing his/her duties in accordance with the Town of Beekman Personnel Policy.</li> <li>A requirement to be on site while performing the duties of Highway Superintendent.</li> </ul>
Compensation	<ul style="list-style-type: none"> <li>Salaries for elected officials are set by the Town Board and cannot be reduced or withheld during the term of office unless a referendum is held.</li> </ul>	<ul style="list-style-type: none"> <li>Salaries are set by the Town Board based on qualifications and experience.</li> </ul>
Public Participation	<ul style="list-style-type: none"> <li>Voters choose the official.</li> </ul>	<ul style="list-style-type: none"> <li>The Public elects four Town Councilpersons and a Town Supervisor who select and oversee non-elected employees of the town based on performance and Committee input.</li> </ul>
Job Security	<ul style="list-style-type: none"> <li>Elected for a specific term.</li> </ul>	<ul style="list-style-type: none"> <li>The appointed positions will be renewable term appointments.</li> </ul>
Time Off	<ul style="list-style-type: none"> <li>No restrictions on amount of time taken off for vacation, sick leave or other full time employment.</li> </ul>	<ul style="list-style-type: none"> <li>Employee will reference the town Personnel Policy for benefit time.</li> </ul>
Financial	<ul style="list-style-type: none"> <li>The Highway Superintendent has wide latitude on spending for equipment, paving and road maintenance within limits set by the Town Budget and 284 Agreement.</li> </ul>	<ul style="list-style-type: none"> <li>the Highway Superintendent works with the Town Board on capital plans and spending based on legal requirements and budgetary needs.</li> </ul>

\*\* PUBLIC REFERENDUM gives the decision making process to the approximately 9,000 registered voters in the Town of Beekman \*\*