

		<u>Elected</u>	<u>Appointed</u>	
Pro	<ul style="list-style-type: none"> • Accountable directly to voters • A resident of the community, therefore likely has a sense and feel for the town and an existing local resource network • Running for election demonstrates a level of commitment to the position and to the town • Buffered from the influence of the Select Board or personal frictions 	<ul style="list-style-type: none"> • Applicants from a larger pool can be vetted for experience and technical qualifications • Ability to include specific job requirements and responsibilities in a job description • Experienced clerks or assistant clerks understand the fundamentals and complexities of the job, reducing the learning curve • Better opportunity for evaluation, accountability, and continued development • Better opportunity for succession and emergency planning • Appointing authority would have the ability to remove for lack of performance • Could bring in a new, outside perspective 		
				
Con	<ul style="list-style-type: none"> • The only requirement is to be a registered resident; qualified candidates outside Burlington not eligible • There are no requirements regarding hours worked or collaborating with department heads • Could lack qualifications and knowledge of fundamentals and complexities of the job • Potential for increased risks to the town (legal & financial) during learning period due to errors • Voters are not in a position to supervise or effectively evaluate job performance • No way to forcibly remove for non-performance prior to term expiration (up to 5 years) • Cost and logistics of seeking election could deter potential viable candidates • Risk that no candidate would run, leaving the position vacant 	<ul style="list-style-type: none"> • If appointed by Town Administration/Select Board, there is the potential for a lack of impartiality or independence • If not from Burlington, may need to learn history and culture of town, develop a local resource network, and an understanding of Burlington-specific systems (<i>Amy to share her thoughts</i>) • Electorate could feel less connected to the process when not voting for the candidate • Changes in composition or direction of the Select Board may challenge Clerk's ability to stand strong if told to perform unprincipled activities 		