

Pro

Elected

- 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

Con

- 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

Appointed

- 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

- 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 (*Amy to share her thoughts*)
- 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