

	ELECTED	APPOINTED
Qualifications	<ul style="list-style-type: none"> • No minimum job-related qualifications by law • Any resident of the Town can run for election if they are at least 18 years old 	<ul style="list-style-type: none"> • Town sets minimum qualifications via a job description and civil service position duties statement • Residency requirements are set forth in local law (must be resident of Columbia County or adjoining County in NYS)
Accountability	<ul style="list-style-type: none"> • Elected officials cannot be disciplined, suspended, terminated, or supervised by the Town Board; a resident of the Town or the County District Attorney may commence a court proceeding to remove an individual for committing misconduct, maladministration, malfeasance or malversation in office. • Elected officials act independently of the Town Board • Must take an oath of office • No requirement to work on site 	<ul style="list-style-type: none"> • Disciplinary action is allowed per the Employee Manual if the employee is not performing their job duties; depending on Civil Service classification, the individual may be entitled to a hearing before being removed from office • Responsible to the Town Supervisor and Town Board; must report monthly concerning operation, financial condition, and needs of the department
Compensation	<ul style="list-style-type: none"> • Salaries for elected officials are set by the Town Board in the yearly town budget; salaries cannot be reduced or withheld during the year unless a referendum is held 	<ul style="list-style-type: none"> • Salaries are set by the Town Board based on qualifications and experience
Public Participation	<ul style="list-style-type: none"> • The public elects the official 	<ul style="list-style-type: none"> • The public elects four Town Board members and one Town Supervisor who select and oversee non-elected employees of the Town
Job Security	<ul style="list-style-type: none"> • Elected for a four-year term of office 	<ul style="list-style-type: none"> • Appointed to serve by the Town Board and upon the terms, conditions, benefits, and salary set by the Town Board; Civil Service law applies.
Time Off	<ul style="list-style-type: none"> • No restrictions on amount of time taken off for vacation, sick leave, or otherwise; sets own work schedule 	<ul style="list-style-type: none"> • Must adhere to Employee Manual for time off; Town Board sets work schedule