

Town of Fremont- Elected Highway Superintendant

1. All cities and villages in New York State appoint their Highway Superintendents along with many towns (see listing below).
2. The Fremont Town Board believes the duties of the Highway Superintendent are fundamentally apolitical. All residents need and deserve safe roads and bridges, efficient snow removal.
3. The elected Town Board believes the professional qualifications and accountability associated with appointed positions can ensure quality of public service for all residents and assure that its team of professionals can work together to achieve goals set by those elected to represent the people of the Town.
4. To change these positions from elected to appointed, the Town Board must hold a public hearing, pass a local law, and organize a referendum for voters to decide if the law should go into effect.
5. The Town Board is continuing to review the pros and cons of appointment options and will clarify its preferred type of appointment prior to the referendum.
6. A chart outlining some of the differences between elected and appointed positions appears below.

Elected or Appointed Officials - Summary

	Elected	Appointed
Qualifications	<ul style="list-style-type: none"> No minimum job-related qualifications. Any resident of the town can run if they are 18 years or older. Qualifications are provided in campaign material. 	<ul style="list-style-type: none"> Town sets minimum qualifications via a job description, interviews, does background checks. The Town Board sets work week and has job description to follow.
Accountability	<ul style="list-style-type: none"> An elected official cannot be removed from office. Elected officials cannot be disciplined, suspended, terminated or supervised by the Town Board or Town Supervisor. Elected officials act independent of the Town Board are not restricted or regulated in the time devoted to official duties. Must take oath to fulfill duties outlined in state law. 	<ul style="list-style-type: none"> Performance reviews are done. If necessary, disciplinary action is allowed if employee is not performing his/her duties. Hours are determined by the Town Board
Compensation	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Salaries are set by the Town Board based on qualification and experience.
Public Participation	<ul style="list-style-type: none"> The public chooses the official. 	<ul style="list-style-type: none"> The public elects the Town Board and Town Supervisor who select and oversee non-elected employees of the town.
Job Security	<ul style="list-style-type: none"> Elected for 2-year term. 	<ul style="list-style-type: none"> The appointed positions can be either renewable term appointments or Civil Service. Civil Service offers strong job protections.
Time off	<ul style="list-style-type: none"> No restrictions on amount of time taken off for Vacation or sick leave. 	<ul style="list-style-type: none"> Employee must adhere to the Personnel Policy for time off.
Financial	<ul style="list-style-type: none"> The Highway Superintendent has wide latitude on spending for equipment, paving and road maintenance Within limits set by Town Board. 	<ul style="list-style-type: none"> The Town Board works with the Highway Superintendent on capital plans and spending.

Data provided by Association of New York State Towns

As of 2008 ~10% of ~900 towns

Appointed Town Clerks	Appointed Superintendents of Highways
1. Town of Alfred 2. Town of Angelica 3. Town of Birdsall 4. Town of Bolivar 5. Town of Brutus 6. Town of Carrollton 7. Town of Castile 8. Town of East Rochester 9. Town of Elmira 10. Town of Gates 11. Town of Geneseo 12. Town of Greece 13. Town of Henrietta 14. Town of Homer 15. Town of Horseheads 16. Town of Hunter 17. Town of Irondequoit 18. Town of Ithaca 19. Town of Lake George 20. Town of Leicester 21. Town of Lima 22. Town of Lowville 23. Town of Malone 24. Town of Montour 25. Town of Mount Kisco 26. Town of New Castle 27. Town of Perry 28. Town of Pittsford 29. Town of Pleasant Valley 30. Town of Porter 31. Town of Portville 32. Town of Ramapo 33. Town of Rhinebeck 34. Town of Salina 35. Town of Savannah 36. Town of Scarsdale 37. Town of Webster	1. Town of Alabama 2. Town of Almond 3. Town of Angelica 4. Town of Ashland (Chemung) 5. Town of Avoca 6. Town of Babylon 7. Town of Baldwin 8. Town of Bedford 9. Town of Beekman 10. Town of Bennington 11. Town of Big Flats 12. Town of Blecker 13. Town of Blenheim 14. Town of Bolivar 15. Town of Boston 16. Town of Brighton (Monroe) 17. Town of Brunswick 18. Town of Byron 19. Town of Caledonia 20. Town of Cambria 21. Town of Camillus 22. Town of Caneadea 23. Town of Castile 24. Town of Catharine 25. Town of Cazenovia 26. Town of Chili 27. Town of Clay 28. Town of Clayton 29. Town of Cobleskill 30. Town of Colonie 31. Town of Cornwall 32. Town of Cortlandt 33. Town of Deposit 34. Town of East Greenbush 35. Town of East Rochester 36. Town of Eastchester 37. Town of Edmeston 38. Town of Elma 39. Town of Erin 40. Town of Erwin 41. Town of Fallsburg 42. Town of Forestburgh 43. Town of Franklinville 44. Town of Gates 45. Town of Geneseo

	<ol style="list-style-type: none">46. Town of Genoa47. Town of Gouverneur48. Town of Greece49. Town of Greenburgh50. Town of Greene51. Town of Guilford52. Town of Harrison53. Town of Hector54. Town of Henrietta55. Town of Highlands56. Town of Horseheads57. Town of Howard58. Town of Irondequoit59. Town of Islip60. Town of Ithaca61. Town of Lake George62. Town of Lowville63. Town of Massena64. Town of Milo65. Town of New Berlin66. Town of New Castle67. Town of Newburgh68. Town of Niskayuna69. Town of North Castle70. Town of North Dansville71. Town of North East72. Town of North Hempstead73. Town of Oxford74. Town of Oyster Bay75. Town of Penfield76. Town of Perinton77. Town of Perry78. Town of Pike79. Town of Pittsford80. Town of Porter81. Town of Pound Ridge82. Town of Salina83. Town of Sand Lake84. Town of Scarsdale85. Town of Schodack86. Town of Union87. Town of Wallkill88. Town of Warwick89. Town of Waterford90. Town of Webster91. Town of Westport
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