

Leadership Roles
&
Working With Professional
Staff

SUPPORTER & LEADER

- You are a Leader of the community.
- You are in public view (in-person or online).

Perception = Trust

When asked “What factors influence citizen trust?,” an overwhelming 88.14 % responded the perceptions of elected officials, while nearly 80 percent also said the perceptions of public employees and the quality of services were major factors. [Rutgers CGS](#)



SETTING GOALS:

Reacting & acting

□ **React**

- ✓ Staff initiatives
- ✓ Applications, etc
- ✓ Public & official inquiries

□ **Act**

- ✓ Set goals & objectives
- ✓ Review policies & procedures
- ✓ Review performance

ROLES OF BOARDS

- **Policy & management**
 - ✓ Education, health, library, housing
- **Quasi-judicial**
 - ✓ Planning & zoning
- **Operating policy**
 - ✓ Recreation, youth services
- **Advisory**
 - ✓ Most others (Council cte, Redev Advisory)
- **Specialized, ad hoc**

ADMINISTRATION = TEAM



- Limit multiple leaders driving policy
- Professional Staff is there long-term. Rely on historical knowledge & their dedication to job, municipality.
- Recognize partnership with staff, distinctive roles

Let staff do it!

- | | |
|---------------------------------|------------------------------------|
| <input type="checkbox"/> EEOC | <input type="checkbox"/> Title 40 |
| <input type="checkbox"/> NJ LAD | <input type="checkbox"/> Title 40A |
| <input type="checkbox"/> FMLA | <input type="checkbox"/> ERISA |
| <input type="checkbox"/> OSHA | <input type="checkbox"/> PERS |
| <input type="checkbox"/> PEOSHA | <input type="checkbox"/> PERC |
| <input type="checkbox"/> FLSA | <input type="checkbox"/> Local 866 |
| <input type="checkbox"/> ADA | <input type="checkbox"/> CDL |
| <input type="checkbox"/> OAA | <input type="checkbox"/> WCL |
| <input type="checkbox"/> "1983" | <input type="checkbox"/> WCRTK |

KNOW YOUR RESOURCES

- Professional Staff is there long-term. Rely on historical knowledge & their dedication to job, municipality.
- Recognize partnership with staff, distinctive roles
 - Respective Contact
 - Department
 - Local
 - County
 - State
 - Federal

Professional Organizations:

- Mayor's Assoc
- NJLOM.ORG
- The State - DCA library



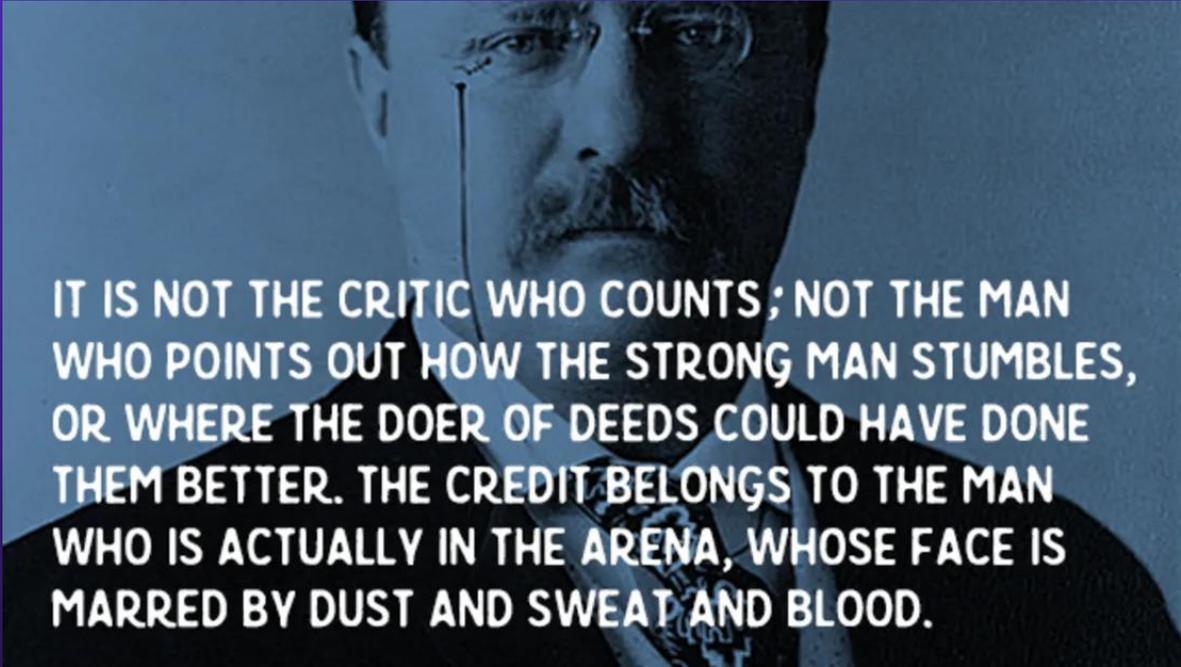
PLANNING IS POLICY

Long-term outlooks

- Continuity CAN be key, but a required change may need planning in addition to quick action
- Work with Finance Cte & professional staff for long-term goals (ex: dedicated funds for roofing repairs, salt reserve, Covid expenses)
- Grants & Projects can take longer than your Term



- Know your Form of Gov't & Path
- Tunnel Vision
- Man in the Arena



IT IS NOT THE CRITIC WHO COUNTS ; NOT THE MAN WHO POINTS OUT HOW THE STRONG MAN STUMBLES, OR WHERE THE DOER OF DEEDS COULD HAVE DONE THEM BETTER. THE CREDIT BELONGS TO THE MAN WHO IS ACTUALLY IN THE ARENA, WHOSE FACE IS MARRED BY DUST AND SWEAT AND BLOOD.

THEODORE ROOSEVELT