

December 16, 2020

Suggested interview questions from Michael Carlowicz, reference email of 12/16/2020.

1. How long have you been in your current position?
2. How does the charter and structure of town government affect the way you do your job? (or the way your department/committee/board works?)
 - 2a. Follow up -- Is your job/department/board/committee limited or impeded by the way the charter is currently written? Is this appropriate or necessary?
 - 2b. Follow up -- Are the responsibilities, duties, and requirements of your job/department/board/committee properly reflected in the charter? Does anything need to be updated?
3. Does the town charter properly address the needs of the town today? What works well?
 - 3a. Follow up: Would you propose/suggest any changes to the town charter? What needs improvement or revision? Why?
 - 3b. Follow up -- What are the benefits of this change? What are the costs/downsides/impacts?
4. How might town governance need to evolve over the next 5 to 10 years?
 - 4a. Related: Do you foresee any changes in your position/department/board/committee -- or in the economic and civic development of Bourne -- that the town government should prepare for?
5. Are there other positions/departments/boards/committees that should have more limits/guidance set upon them by the charter?
 - 5a. Related: Are there relationships and/or boundaries between positions/departments/boards/committees not specified in the charter that should be? Any relationships and/or boundaries that are overly specified?
6. Would you change anything about the charter and town governance in light of new communications tools and media (such as social media, online voting, mobile communications, etc.)?

I kept these last few (below) on the list because others suggested them, but I see them as secondary to the items above.

7. Is there anyone else we should talk to/interview about the charter?
8. What other towns have charters that we should review?
9. What is working well in your department/committee/domain?
10. Are you satisfied with the current form of government?
11. How often do employees/committees/boards review the Charter?