

	Sole	Full Time Chairman	Manager	Administrator
Level of Management	Conditional; depends on who is elected	Conditional; depends on who is elected	Professional	Professional
Level of Authority	Exclusive; granted by electorate	High; granted electorate	High; from legislation or ordinance	Low to moderate; from ordinance or resolution
Perceived legitimacy	High; from electorate	High; from electorate	Moderate; from legislation or ordinance	Moderate, from legislation or ordinance
Leadership of Commission	Exclusive	Conditional, but assumed to be high	Dependent upon variable factors	Dependent upon variable factors
Longevity in office	Minimum 4 years	Minimum 4 years	Usually one-year contracts	Usually one-year contracts
Retention of institutional knowledge	Catastrophic loss possible	Catastrophic loss not likely w/ board	Catastrophic loss not likely w/ board	Catastrophic loss not likely w/ board
Responsiveness to public	Assumed to be high	Assumed to be high	Variable; reports to board	Variable; reports to board
Accountability to public	Assumed to be high	Assumed to be high	None	None
Legislative, Executive, Administrative roles	All	All	Legislative and administrative	Legislative and administrative
Functional Differences	Responsible for all facets of governance	Day to day mgmt; works closely with board	Day to day mgmt; carries out policies of board; hires and fires dept heads	Day to day admin; works at direction of board; board hires and fires dept heads
Decision-making	Exclusive responsibility	Limited authority set by board or legislation; consults w/board	Authority set by legislation or ordinance	Authority set by ordinance or resolution
Budget Process	Solely responsible	Prepares, submits to board	Prepares, submits to board	Prepares, submits to board
Level of Expenditures authorized	At Commissioners' discretion	Chair's authority set by law or policy	Set by law or policy	Set by law or policy

NOTES

Changes to the form of government will NOT directly affect the four constitutional officers; Sheriff, Tax Commissioner, Probate Judge or Clerk of Superior Court.

Risks of multi-member board; in some counties, commissioners try to assume powers they do not individually possess, complicating governance. Where managers are invested with power, individual commissioners still sometimes try to dictate to the managers

COSTS

The costs to have several commissioners, rather than one, will be higher. It may be possible to achieve lower overall costs through the collective decision-making process, but there is no reasonable way to predict this except, perhaps, by considering the experience of Lumpkin County, which made this type of transition.