

**POLSON CITY COUNCIL SPECIAL SESSION
KWATAQNUK KOOSTAHTAH ROOM
WEDNESDAY, MAY 30, 2:00 P.M.**

ATTENDANCE: City Council: Bruce Agrella, Mark MacDonald, Tom Jones, Mike Lies, Tom Corse, Fred Funke. Mayor Clavadetscher presiding. City Attorney James Raymond absent. Others Present: Karen Sargeant, Ed Hamm, Lee Manicke, Greg Hertz, Irene Marchello.

LEWIS GRIFFIN INTERVIEW: Mayor Clavadetscher briefly reviewed the process and procedure by which the Council had reached their three final candidates and asked Lewis Griffin if he had any questions in regards to the process. Lewis Griffin replied no, and expressed his appreciation for being a final candidate.

Mayor Clavadetscher asked Lewis Griffin to give an example of where he brought different people together to achieve an objective and reach consensus. Lewis Griffin recalled a soccer complex that he began working on after it had already passed through the planning stage but had reached a dead end. He explained that he had worked with a private contractor and many volunteers for several years. **Mayor Clavadetscher asked how Lewis Griffin got the people involved. Lewis Griffin** replied that there was a great deal of public interest in the area.

Mayor Clavadetscher asked Lewis Griffin to briefly describe his managerial style. Lewis Griffin answered he was a participatory manager, stating he felt you should give people the tools to do their job and then let them go. He stated he knew enough to manage the departments, and felt that he was firm but fair.

Mayor Clavadetscher asked how Lewis Griffin would go about forming a relationship with the senior staff. Lewis Griffin replied that he would like to get together with all the department heads and establish their goals.

Tom Corse mentioned that the City deals with the County, State, and the Tribes and asked what similar bodies Lewis Griffin has worked with, what they were dealing with, and how it turned out . Lewis Griffin replied that he'd had a good relationship with County Commissioners and Port Districts in other cities. He'd had experience with interlocal court services. He explained that much success had been met due to his good listening; to get to the bottom of an issue. He noted that Polson's had a valuable wealth of experience.

Mayor Clavadetscher asked Lewis Griffin how he saw himself reaching mutual objectives with Tribes in Polson. Lewis Griffin mentioned that he had never worked directly with the Tribe but informed the council he was familiar with the culture and felt he would do well in forming a good relationship with the Tribes.

Tom Jones pointed out that Lewis Griffin had number of high cost projects listed on his resume and asked if he'd experienced any overrun with the cost of any of the projects. Lewis Griffin replied that he'd been lucky and only experienced being over budget with a bridge that was already over budget when he took over the project. **Tom Jones asked Lewis Griffin's what his secret to staying in budget was. Lewis Griffin** replied that timing is everything, being aware that prices can so much as double quickly. **Mayor Clavadetscher commended Lewis Griffin's projects and asked him to**

describe any experience with grants he may have had. Lewis Griffin replied that many of the projects were done with grant money, and he worked with the city engineer to crunch numbers and make sure they stay in budget.

Mayor Clavadetscher asked Lewis Griffin to describe what he would tell the department heads that he brings to the job. Lewis Griffin replied he hoped to be the buffer between Council and Department Heads; he expressed he wished to protect them and felt it was the City Manager's job to take the heat.

Mayor Clavadetscher asked Lewis Griffin what his plan was to educate the Council on the administration. Lewis Griffin answered that he would be humble and look to the Council for their experience.

Tom Jones asked Lewis Griffin after his short time in Polson what he saw as Polson's biggest problem. Lewis Griffin replied that rapid growth with no plans in place, along with the water situation.

Mayor Clavadetscher asked if Lewis Griffin had any experience with supervising a golf course, or supervising the supervisor of a golf course. Lewis Griffin replied that he had worked with a city-owned golf course that was not contracted out, but employed entirely by city workers. **Mayor Clavadetscher asked if the enterprise fund for the golf course met the expenses.** Lewis Griffin replied the course met its debt and most of its expenses, and they rented out the restaurant.

Tom Jones asked Lewis Griffin what strength as administrator he would bring to Polson. Lewis Griffin replied dealing with people was his biggest strength and said he would bring maturity with 12 years military experience.

Mark MacDonald asked Lewis Griffin what his biggest weakness was. Lewis Griffin replied that he occasionally has a temper.

Tom Corse asked how Lewis Griffin would advise a department head in a situation where an employee just doesn't get it, they're not a team player, and they cause friction among the other employees which causes moral to drop. Lewis Griffin replied that he would sit down the department head and make a plan, approach the employee with goals and explain if they don't meet them they could be terminated. He commented that terminating employees was the hardest part of the job, but after giving them a chance, he was capable of enforcing it.

Mayor Clavadetscher asked Lewis Griffin to describe his computer skills. Lewis Griffin replied that he was limited with computers and explained that he can use spreadsheets and email, but not much beyond that.

Mike Lies asked Lewis Griffin if he was familiar with working with a budget. Lewis Griffin replied that he had worked with the budget, but with his staff's help.

Tom Corse asked if Lewis Griffin had any experience with increasing water supply or expanding sewer systems. Lewis Griffin replied that he had not worked with expanding those systems, but that he had worked on remodeling and upgrading current systems.

Tom Jones inquired as to Lewis Griffin's work experience since 2005. Lewis Griffin replied he had been looking for the right work.

Tom Jones asked how long Polson could expect Lewis Griffin to stay in Polson if he were hired for the position. Lewis Griffin replied that he would plan on a long time, explaining that he was not looking for a stepping stone, he was looking for a landing pad.

Bruce Agrella asked Lewis Griffin's what was his expertise in the military. Lewis

Griffin replied that he worked in the Presidential wing and worked with personnel on special assignments and aircraft management.

Tom Corse asked how many planes were in the President's fleet. Lewis Griffin listed a number of impressive models.

Lewis Griffin asked the Council if there were any plans in place for a full time fire department after Polson reaches a certain population. **Mayor Clavadetscher replied that it was being planned for but only 2 full time fire employees would be required when Polson reaches a population of 7,500. Lewis Griffin** wondered what plans for funding the cost of the fire department were in place. **Mayor Clavadetscher replied that Polson's impact fees include the fire department. Tom Corse added that the City can pass a fire levy.**

Lewis Griffin thanked the Council for the opportunity and commented on how much he liked the Polson area. **The Council thanked Lewis Griffin for applying.**

Meeting adjourned at 2:38

Jules Clavadetscher, Mayor

ATTEST: _____
Kala Parker, Assistant City Clerk