

**POLSON CITY COMMISSION MEETING  
CITY HALL COMMISSION CHAMBERS  
WEDNESDAY, OCTOBER 1, 2008, 7:00 P.M.**

**Mayor Marchello called the meeting to order and the pledge of allegiance was recited.**

**APPROVAL OF PROPOSED AGENDA:** Mayor Marchello requested to amend agenda item five to replace the City Manager with the Mayor to negotiate the City Manager Contract. **Motion made by Commissioner Clavadetscher, seconded by Commissioner Agrella, to approve the agenda as proposed with the revision to agenda item five to authorize the Mayor and City Attorney to negotiate the city manager contract.** Commissioner Duford asked why the change is needed. Mayor Marchello replied that the Mayor negotiated the previous city manager contract according to the charter. **Motion carried unanimously.**

**PUBLIC COMMENTS ON CITY MANAGER APPLICANTS:** Commissioner Sohm felt that the seven member search committee did an excellent job and went through an extensive process. They starting with 27 candidates and reduced the number to 7, then phone references were conducted. They tabulated points and ended up with 4 finalists. The elimination process was done step by step. The candidates were from all over the country and only two from Montana. He believes we have two good candidates with experience. He believes the process is a good one and should be followed in the future. The interview questions were compiled from different sources which provided wider participation in the selection process. He thanked Liz Marchi who organized the open house, which was a good opportunity for the public and staff to meet the candidates. He thanked Lois Hart who welcomed the candidates, provided a tour of the City and introduced the candidates to the city staff, community leaders and business owners. Commissioner Clavadetscher said, having gone through the city manager selection process last year, he realizes it is an extensive process and congratulated the search committee for their time and effort that they put into the process and a job well done. He felt Lois Hart did an excellent job in setting up the tour of the City and the open house was a great service to the community. Rory Horning questioned what is left to negotiate when the candidates should have known in advance if any relocation compensation would be paid and what salary they could expect.

**CHOOSE SUCCESSFUL APPLICANT FOR CITY MANAGER:** **Motion made by Commissioner Agrella, seconded by Commissioner Funke, to approve Paul Poczobut as the successful primary candidate for the city manager position.** Commissioner Clavadetscher stated that both are excellent candidates and he wants to pick the candidate who will stay for an extended period of time there is no way to guarantee that. He prefers Larry Stoever because of his experience and professionalism. Commissioner Sohm said he had the advantage to follow the two candidates through the levels of elimination and Larry Stoever came through the strongest in the process and supports him for the successful applicant. Paul Poczobut's contract was not renewed in Oregon and we don't know why. He is not a city manager in his current position but an assistant town manager. He believes that Larry Stoever is more professional and has experienced more situations in his career. Both applicants seem to want the job but he gives the edge to Larry Stoever, considering what he learned about the candidates throughout the whole process. Elsa Duford said she prefers Paul Poczobut because he showed that he was involved with the public, listened to people, got grants, had technical skills, provided public information and was a penny pincher with public funds. He was warm and personable, a friendly person and a veteran. Commissioner Clavadetscher noted that Larry Stoever was also a veteran and served four years in the Air Force. Mayor Marchello said he felt Larry Stoever was more knowledgeable and has the expertise for the job. He turned down other jobs with higher pay because he's looking for a community like Polson

to live in and retire at. His resume shows that he got a number of grants and with his experience he could create lots of avenues working to bring the community together and would go out and talk to the community once a month to find out how things are going. Lois Hart shared her perspective, having been with the candidates 80% of the time, she observed how they interacted with people. Paul did not ask people questions but talked about himself and didn't hear from individuals he met. Larry was quieter but listened and involved people in conversation about the city's needs. He has 35 years of experience, has earned a lot of money for the cities he worked in and stayed for a long time at each job. Paul moved around for personal reasons. The City is better off with more experience and someone who will listen and keep our needs in mind. Mayor Marchello noted that Paul had no questions of the Council when asked at the end of his interview. Larry asked questions and listened to their comments. Commissioner Sohm asked City Clerk Aggi Loeser which candidate the City staff would like. Aggi Loeser replied that we are fortunate to have two qualified candidates to choose from. The majority of the staff preferred Larry Stoever and she would personally prefer his personality to work with. She feels that it is more important for the commission to vote for whomever they feel they can work with, and have confidence in that person to do the job of city manager, so that this new form of government can function effectively and that will be a benefit to the staff. Mayor Marchello stated that he is comfortable with both of the candidates but prefers Larry Stoever because he has more experience and prior accomplishments. Commissioner Duford referred to the phone reference notes provided by the Search Committee for Larry and noted that the comments were not all positive. She felt both candidates had a number of years experience. Paul's stated that he worked one on one with the commission and had weekly work sessions and published a monthly newsletter which created involvement in the community and expressed an interest in helping to make the City work together. **Commissioner Duford, Funke and Agrella voted in favor of the motion to select Paul Poczobut as the primary candidate for city manager position. Mayor Marchello, Commissioner Clavadetscher and Sohm voted against, resulting in a tie vote.** Mayor Marchello asked City Attorney James Raymond if Interim City Manager Mike Lies could vote to break the tie. The City Attorney requested a recess of the meeting to research the question. Mayor Marchello called for a recess. The meeting resumed and City Attorney James Raymond re-stated the question asked of him before the recess, and gave his opinion that Mike Lies could cast a vote because it was not a separation of powers issue in this particular situation and although he temporarily stepped down from his commissioner role in order to serve in an executive capacity his constituents are entitled to be heard in this matter. **Commissioner Lies voted in favor of Paul Poczobut. Motion carried.** Commissioner Clavadetscher clarified that Larry Stoever would be the secondary candidate if negotiations failed with Paul Poczobut.

**AUTHORIZE MAYOR MARCHELLO AND CITY ATTORNEY TO NEGOTIATE A CITY MANAGER CONTRACT NOT TO EXCEED THE BUDGETED AMOUNT:** Mayor Marchello explained that these negotiations are typically conducted by the highest elected official. **Motion made by Commissioner Clavadetscher, seconded by Commissioner Sohm to authorize the Mayor and City Attorney to negotiate a contract not to exceed the budgeted amount for the city manager position.** Commissioner Agrella asked that the final contract be presented to Commission for review and approval. Mayor Marchello agreed. Rory Horning asked what the budget amount is. City Clerk Aggi Loeser replied that the advertised salary was \$65,000 to \$85,000. **Motion carried unanimously.**

Meeting adjourned at 7:35 p.m.

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Lou Marchello, Mayor

ATTEST: \_\_\_\_\_  
Aggi G. Loeser, City Clerk