

CITY OF POLSON COMMISSION

SPECIAL MEETING AGENDA

Polson School District Administration Building June 19, 2020 9:30 A.M. – 1:00 P.M.

ATTENDANCE: Mayor Briney, Commissioners, Howlett, Isbell, Marchello, Martin, Moll, Pardini, and City Clerk Cora Pritt

CALL TO ORDER: (00:05) Mayor Briney called the meeting to order. The Pledge of Allegiance was recited. Roll call was taken.

APPROVAL OF PROPOSED AGENDA (00:35) –Commissioner Martin motion to approve the proposed agenda. Commissioner Howlett second. Commission discussion: none **VOTE: Unanimous Motion carried**

BREIFING WITH THE MERCER GROUP, INC. (00:21) - Karolyn Mercer, The Mercer Group, Inc. gave an outline for the process. Today's candidates will be Troy Smith and Darcy Long. Karolyn Mercer reminded the Commission of the next steps. The public will have until June 24th to submit any written comments. Then the Commission will decide if there are any candidates they want to invite to Polson for another interview. There may be a Meet and Greet for the community to meet the candidates. The Commission could also decide to start over from the beginning. Commissioner Isbell asked what background checks had been completed on all the candidates. Karolyn explained that Jim had spoken with each candidate. There were a series of questions sent to each candidate. Commissioner Isbell asked if this were a good representation to only have a telephone interview. Karolyn explained that is how they normally conduct this process. There are also a staff of professionals that do research on the candidates as well. References are checked. Commissioner Isbell asked if any of the City Department Heads had been asked about the candidates. Karolyn answered that Jim would have to speak to that she couldn't answer that questions. Commissioner Isbell commented that he would like a deeper background check conducted. Karolyn answered that an in-depth background check would require authorization from the candidates. She gave an example of one of the candidates that asked that a credit check not be conducted. He had just had a credit background check done on June 3rd. Too many credit checks can affect the credit score. He had an excellent credit score. Commissioner Pardini asked if it would be appropriate to contact persons that had worked with the candidates. Karolyn answered that that practice is not encouraged. Information may not be shared to all the Commission or the information may not be accurate. The Mercer Group could do more background checks if the Commission wishes them to.

CITY MANAGER CANDIDATE PRELIMINARY INTERVIEWS: (30:33)

TROY SMITH 10 AM - 11:15 AM (30:40-061920 Part 1 audio)

DARCY LONG 11:30 AM – 12:45 PM (00:03-061920 Part 2 audio)

The following is a list of the questions that each candidate was asked. For a full review of their answers please refer to the audio file listed on the City of Polson website.

What trends are emerging in American society that promise to significantly influence local government organizations in the coming decade? As City Manager of Polson, how would you prepare or change the organization to cope with these trends?*

City Managers are constantly confronted with conflicting demands from different segments of the membership they serve. What structural, organizational or operational actions would you take to minimize or balance these conflicting demands?*

Describe actions you have initiated and taken that were unpopular with segments of the community. What did you do to gain an understanding with members regarding these actions?*

What do you consider to be your major accomplishments in your current and previous positions as they relate to this position?*

What do you feel has been your greatest frustration or disappointment in your present or previous positions, and why do you feel this way?*

What three words would others use to describe you and how would they differ from your self-assessment?

Why do you want this job?*

What makes you uniquely qualified to be the City Manager of Polson?*

What was the most difficult decision you had to make in your career and what did you learn from it?*

The Commission is severely split on most every issue and the situation is worsening. You can't get anything accomplished because of walking the tightrope between factions. How would you handle the situation? Why?*

If your current supervisor(s) were here right now, what would they say about you?*

What is your style of management? How do you manage your staff?*

What is your style of management? How do you manage your staff?*

What has been your direct experience working with furthering the development of a City Government and what tools do you utilize to find the optimum development pattern?*

What experience have you had in dealing with staff development and what is the most important tool to utilize for staff development?*

What are two traits that you think are essential to being an effective leader?*

You often have to make recommendations to the Commission on issues that have strong political implications. Give us an example of one such recommendation, and tell us how you handled it.*

From time to time, actions occur which damage the public's confidence in City government. Give us an example of how this has happened and tell us how you have handled it.*

During your professional career, you undoubtedly have had work-related situations evolve which have been significant problems for you to deal with. Sometimes the more you get into such a problem, the worse it gets. Give us an example of such a problem, and tell us how you have dealt with it.*

Do you have any experience working with Tribal government? If so, could you expand on it? If not, what approach would you use?

DISCUSS NEXT STEPS (52:50) – Karolyn Mercer reminded the Commission to wait until after June 24th to review the public comments. Get together with the comments and discuss whether to invite anyone to come for the next interview. Mercer Group will contact the candidates and let them know when you will be getting back with them. City Planner Roberts suggested July 7th. Commissioner Pardini asked for a work session before then. Mayor Briney commented that it couldn't be a formal decision made at a work session. Commissioner Pardini suggested a Special Meeting on June 29th. Commissioner Howlett suggested to begin the process on the 29th and make a decision during the July 6th Commission meeting. There was a consensus agreement to meet on June 29th at 6:30 p.m. to review Public Comment and to discuss the candidates. Karolyn Mercer commented she will contact the candidates and let them know that the City of Polson would get back with them on June 30th. Mayor Briney commented that this would be okay as long as Interim City Manager Nash is in agreement.

Prior to adjourning Mayor Briney asked the Commission if Action Minutes are agreeable. The Commission stated yes Action Minutes are agreeable

Commissioner Howlett motion to adjourn Commissioner Moll second. VOTE: Unanimous Motion carried

ADJOURNMENT 12:57 p.m.

Mayor Paul Birney

City Clerk Cora E. Pritt