

CITY OF POLSON COMMISSION SPECIAL MEETING AGENDA

Commission Chambers

June 29, 2020

6:30 p.m..

1. CALL TO ORDER

Mayor Briney

2. PLEDGE OF ALLEGIANCE

Mayor Briney

3. APPROVAL OF PROPOSED AGENDA

Mayor Briney

4. PUBLIC COMMENT ON SIGNIFICANT MATTERS TO THE PUBLIC **NOT ON THE AGENDA (address items to the Chair. Commission takes no action on items discussed)**

NEW BUSINESS

5. EVALUATE THE CITY MANAGER FINALIST CANDIDATES AND SELECT CANDIDATE(S) TO INVITE FOR FINAL ROUND OF INTERVIEW(S)

Mayor Paul Briney

vote required

6. ADJOURNMENT

The City of Polson encourages public participation in its public meetings and hearings. In doing so the City holds its meetings in handicapped accessible facilities. Any persons desiring accommodations for a handicapping condition should call the City Clerk at 883-8203 for more information.

Polson City Manager Finalist Candidates

Brian Bender is from Deer Lodge, Montana. He is the current Chief Administrative Officer for the City of Deer Lodge, and has held the position since 2016. Prior to that he was the Planning Director for Powell County, Montana for five years. In total, Mr. Bender possesses 20 years' experience in local government, the majority of which has been in planning. Other communities he's worked for are Winona County, Minnesota, Bensenville, Illinois, Frankfort, Indiana, and Avon, Connecticut. Mr. Bender has a Masters degree in Regional Planning from the University of Albany, a Masters degree in Geography from Western Washington University, and a Bachelors degree in Geography from Plattsburgh State University.

Darcy Long is from Gladstone, Michigan. He has 18 years' experience working in local government. He was most recently the City Manager for the City of Gladstone, Michigan from 2017 to 2019. Prior to that he served as the City Administrator/Zoning Administrator for the City of Amery, Wisconsin for nine years. He also served as Town Manager for Markle, Indiana, and City Manager for Brown City, Michigan. Mr. Long has an MPA from Northern Michigan University and a Bachelors degree in Political Science from Lake Superior State University.

Ed Meece is from Livingston, Montana. He is the current Parking Program Manager for the City of Bozeman, Montana, and has held the position since 2017. Prior to that he served as the City Manager for the City of Livingston for nine years. Mr. Meece has also served as an Assistant Director-Public Works/GSA for Louisville, Kentucky and a City Administrator for Bardstown, Kentucky and Taylor Mill, Kentucky. Mr. Meece has an MPA from Northern Kentucky University and a Bachelors degree in Political Science from Eastern Kentucky University.

Troy Smith is from Parker, Colorado. He is the current Deputy City Manager for the City of Commerce City, Colorado, and has held the position since 2016. Prior to that he was the City's Police Chief for three years. Mr. Smith also served as Deputy Chief of Police for Grand Junction, Colorado Police Department for nine years. In total, Mr. Smith served a 27-year career in law enforcement in Colorado. Mr. Smith has a Master of Science in Management from Regis University and a Bachelors degree in Business Administration from the University of Northern Colorado.

**Written
Public
Comment
Received**

(in alphabetical order)

June 23, 2020

City of Polson Commissioners:

I would like to personally thank you for your service to our community and for your time and efforts in making Polson an even better place to live.

Having met weekly upon our appointment to the search committee, we feel we narrowed the field down to four very qualified candidates of which, in my opinion, three would do well for Polson. That being said, I await the one-on-one interaction portion of the interview process.

For the new members to the Commission, the search committee recommended a complete policy be drafted describing what the Commission wanted and expected of their City Manager (i.e., a job description) and also a document on evaluating the City Manager. To my knowledge this has not been done and here we are about to invite candidates who are unsure of what is expected of them. In one interview a candidate even asked about this. It is very clear to me that, in the future, we will be going down this road again if we don't get the "horse in front of the cart". In the past we have had Commissioners with agendas and, therefore, entering a "no win" situation for a City Manager. Let's clean things up.

I look forward to observing this on-going process as we hopefully bring in a great new City Manager.

Sincerely,

Larry Ashcraft

6/24/2020

Offering comment regarding interviews of 6/18/20 and 6/19/20:

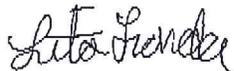
Please avoid improper questions, and perhaps rephrase them if one inadvertently occurs.

I encourage you to speak further to the 1st, 3rd and 2nd candidates interviewed.

For out-of-state candidates that you might choose to interview, it might be useful to find out if the candidate is aware that Montana salaries are much less (sometimes half) of those found elsewhere.

If the Mercer information doesn't cover it, perhaps ask the 3rd candidate that was interviewed about the vote of no confidence that people have mentioned.

Thank you for reading this comment and good luck.



Lita Fonda
606 2nd St W
Polson, MT 59860

Dear Mayor and members of the Commission:

June 22, 2020

My name is Dave Rittenhouse and I reside in Ward 2. I have been tracking the City Manager search process and listened to the four City Manager candidate Interviews with the Commission and would like to offer the following comments.

1. I would like to acknowledge the outstanding efforts of the local Search Committee, the Mercer Group, and Kyle Roberts for guiding this effort on behalf of the City Commission. This is a critical position and reaching the time sensitive point of needing to be filled. I believe folks listed above have provided the Commission with four very viable candidates for the job of Polson City Manager.
2. Listening to some of the exchanges between the Commission and the City Manager candidates it appears there is still some confusion over a shared Commission expectation for this position in terms of identifying priorities; establishing evaluation criteria and shared expectations; and establishing a clear and consistent process for evaluation. I strongly urge the Commission to make this their priority to fully discuss and clearly identify these factors as they make their final selection.
3. I thought the suggestion I heard from one of the candidates in response to a question along the lines of "How would you establish a strong and effective working relationship with City government" regarding holding a specific training session for new elected/selected Commissioners was excellent. I have observed in many cases that Commissioners either are not aware of or taken the time to fully review the Agenda package material provided by staff prior to Commission meetings. This is a critical role and obligation for each Commissioner to make these meetings and decisions more efficient and effective. I also strongly supported the concept of "managing by walking around" suggested by some of the candidates in

terms of building a strong and effective relationship with the various departments and employees.

4. I was also impressed by the responses from most of the candidates regarding working through issues with individual Commissioners and reinforcing the importance of the Commissioners working as a team for the betterment of the whole community of Polson vs. acting as an individual advocate for a specific special interest, project, or organization.

I have no recommendation for a specific candidate as I think it up to you to select the individual that you think will not only address your specific needs as a Commissioner but also keep the overall interest and future of the City of Polson as their main priority.

Thank you!

Dave Rittenhouse

216 Pheasant Ridge Drive

Polson, Mt. 59860

June 22, 2020

Letter to City of Polson Commission

First and foremost I express my thanks and gratitude for your public service to our community. In this culture and period of time it is evident that citizens have high expectations of entitlements but don't realize the need for understanding, respect and community participation to accomplish the greater need of our communities. It is evident when so few people attend, participate, research or comment on an event such as selecting a city manager.

It was stated somewhere in the selection process that probably **the** most important decision this commission will make is the selection of the new city manager. I am totally convinced that the city manager/commission form of government is the best for Polson. There seems to be a lack of interested citizens to participate in city government, let alone run a 17-18 million dollar budget with 40+ employees within our local population. It also is evident that our budget doesn't allow us to attract and reward a lot of professionals with experience and qualified education in public administration. However, our community is very unique and can attract people with the desire to live a unique lifestyle.

I am very comfortable in three of the four candidates that have been recommended by the selection committee, and listening to the virtual interviews. I see different styles and gifts from each of those three. I'm hoping that the difficult process the commission is working through will be the beginning of formulating a climate of teamwork that the new city manager along with the commission will undertake.

I'm looking forward with excitement to continue to listen and observe the process that Mercer has laid out for our community, and I hope that all of the commission is in complete agreement of this process.

Sincerely,
Dr Gayle Siemers
(search committee member)