

**GRAND JUNCTION CITY COUNCIL
MINUTES OF THE SPECIAL MEETING**

August 26, 2015

The City Council of the City of Grand Junction convened into Special Session on the 26th day of August, 2015 at 6:30 p.m. Those present were Councilmembers Bennett Boeschstein, Martin Chazen, Chris Kennedy, Duncan McArthur, Rick Taggart, and Council President Phyllis Norris. Councilmember Barbara Traylor Smith was absent. Also present were Interim City Manager Tim Moore, City Attorney John Shaver, and City Clerk Stephanie Tuin.

Council President Norris called the meeting to order. The audience stood for the Pledge of Allegiance led by Councilmember Kennedy.

The Council will Select and Award a Contract for the Search and Recruitment for the City Manager Position

Council President Norris explained on August 24th Council interviewed three executive recruitment companies: Waters and Company (Waters), The Mercer Group, Inc. (Mercer), and Slavin Management Consultants (Slavin). She asked each Councilmember to express their opinion of the recruitment companies and name who they would like to select.

Councilmember Boeschstein said all three companies were well qualified and interviewed well. He said Waters was good and had 25 years of experience and would conduct community and staff surveys. Mercer was a western slope company, had a background in planning, and the company representative was a previous City Manager in Aurora. They conduct Skype interviews to help keep costs down, are affiliated with the International City Managers Association, and the Colorado Municipal League. The Slavin representative was also a former City Manager and the company has conducted 900 searches; they are very experienced. The companies in the order of his preference are: Mercer, Waters, and Slavin.

Councilmember Chazen thanked Staff and said he was glad the City would be using a recruiter. He felt it would give the City a broader range of options and provide very good candidates. He preferred Waters and said Chuck Rohre, Senior Vice President and the interview representative, had an impeccable background, a long record of success. Mr. Rohre would be directly involved in the process, have a refined candidate selection process, and they had already provided a timeline. Councilmember Chazen was confident Waters would look far and wide; the other groups were good, but he preferred Waters.

Councilmember Kennedy thanked Staff and Claudia Hazelhurst, Human Resources Director, for recommending three very reputable firms. He said Waters was head and shoulders above the others and was the most transparent and inclusive. He was also impressed with Mr. Rohre's flexibility to tailor the recruitment process and felt Waters would give 110% to find the most qualified candidate; Council would be well served.

Councilmember McArthur said they were all good; any one of which could do the work. He liked Mercer's use of Skype to help keep costs down, Waters' use of video interviewing, and Slavin's suggestions regarding how best to structure contracts. It was a difficult decision, but he felt Waters had the experience, knowledge, and would be a good fit.

Councilmember Taggart said he judged the firms based on four criteria: their capabilities, points of differentiation to competitors, cultural fit, and cost. The cost difference between the three was infinitesimal so was not a factor. He chose Waters for the following reasons: the person responsible came to the interview and made a high quality presentation, candidates would be interviewed on video without prior knowledge of the questions, and they benchmark management styles and values. He believed the new City Manager should have public and private experience and felt Waters would be the best firm to find a candidate with that experience.

Council President Norris said after the interviews she read their presentations and chose Mercer based on their in house testing system that helped identify specific qualities of each candidate and they had a more in depth interview process that would include Staff, the community, and Council.

Councilmember McArthur moved to direct the Interim City Manager to negotiate and contract with Waters and Company and bring it back for Council approval. Councilmember Kennedy seconded. Motion carried by roll call vote.

Council President Norris inquired if the contract needed to be brought back to Council for approval. City Attorney Shaver said it did not as the contract amount was within the Interim City Manager's spending authority.

Councilmember McArthur amended his motion to authorize the Interim City Manager to negotiate and execute a contract with Waters and Company. Councilmember Kennedy seconded. Motion carried by roll call vote.

Adjournment

The meeting was adjourned at 6:53 p.m.

Stephanie Tuin, MMC
City Clerk