

CITY COUNCIL
 Antone Anvil
 Dario Notti
 Mike O'Brien
 Agnes Phillips, Mayor
 Stanley Rodgers
 Karol Sanchez-Pobrislo
 Thor Williams

CITY MANAGER
 Ken Weaver

CITY CLERK
 L.J. Warren

MINUTES
City of Bethel, Special Council Meeting
 February 25, 1998

I. CALL TO ORDER

Mayor Phillips called the meeting to order at 6:30 p.m. at the City Offices conference room.

II. ROLL CALL

Present: Anvil, Notti, O'Brien, Phillips, Rodgers, Sanchez-Pobrislo, Williams
 Absent: none
 Also Present: City Manager Weaver, City Clerk L.J. Warren.

III. PEOPLE TO BE HEARD

No one had signed up to speak to the Council.

IV. WORK SESSION: CITY MANAGER RECRUITMENT

After a brief discussion, Mayor Phillips asked each Council member to select three candidates for a shortlist. The Council's selections were as follows:

Anvil	Foster	Reich	Filip
Notti	Hohman	Herron	Reich
O'Brien	Filip	Jensen	Johnson
Phillips	Hohman	Herron	Reich
Rodgers	Hohman	Herron	Reich
Sanchez-Pobrislo	Filip	Foster	Reich
Williams	Filip	Jensen	Johnson

Final tallies for the seven candidates named were:

Filip	4	Jensen	2
Foster	2	Johnson	2
Herron	3	Reich	5
Hohman	3		

It was agreed that because Mr. Foster had not returned his candidate essay questions, he would be removed from the interview list, reducing the list to six candidates.

Mayor Phillips suggested that since Jensen and Johnson each received just two votes, perhaps the Council could eliminate them as candidates now, and reduce the interview list to four candidates, not six, as previously agreed to by the Council. Council member O'Brien disagreed, saying that reducing the interview list to three was not in the Council's best interests. Mr. O'Brien reminded Council of the Police

Chief recruitment process, when candidates began dropping off the list as they found other jobs, reducing the pool of qualified applicants.

motion M/M by Rodgers, 2nd by Notti, to reduce the interview list to four candidates.

Council member O'Brien noted that the Council had agreed, as a group, to interview six candidates. Council member Williams agreed with Mr. O'Brien's earlier remarks about keeping the interview list long enough, so that if some candidates accepted other jobs, the Council would still have a viable list of remaining candidates. The Clerk stated that, after being informed by the Mayor that the Council had agreed to interview six candidates, she had provided that information to the candidates and media.

withdrawn M/M withdrawn by Rodgers, 2nd withdrawn by Notti.

Discussion followed on the interview process. Council agreed to use the video interviewing services of CQM, Inc., for the out-of-town candidates (Filip, Jensen, Johnson, and Reich), and to personally interview the local candidates (Herron, Hohman.) City Manager Weaver urged the Council to consider having Herron and Hohman's interviews videotaped, to level the playing field. Council disagreed in the interests of saving money, but decided that Herron and Hohman would only be asked the same questions as those posed in the video interviews. Council scheduled a special meeting for March 12, 1998, at 6:30 p.m., to interview Mr. Herron and Mr. Hohman, and review the four videotapes. The Clerk noted that the meeting would need to be held at the City Offices, to use the TV and VCR equipment.

Council discussed the questions to be used in the interviews. A sample list provided by CQM was reviewed, with changes and additions made by the Council. A five-minute break was called, and the Clerk typed up the final list of questions, which was approved by the Council after the break. It was agreed that the questions, attached as an addendum to these minutes, would not be provided to any candidates before the interviews.

motion M/M by Williams, 2nd by O'Brien, to approve the list of 11 interview questions.

vote Voice vote, motion carried unanimously.

motion M/M by Williams, 2nd by O'Brien, to delay notification of the five candidates who did not make the interview list until after the initial interviews. If any of the five contacted the Clerk, they should be informed and asked if they would like to remain on the list in the event the Council decides to interview them.

vote Voice vote, motion carried unanimously.

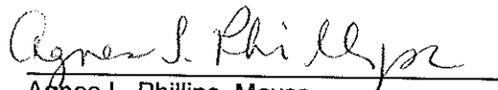
The Mayor reviewed the upcoming schedule of meetings. Council agreed to review final City Clerk applications in a special meeting on March 4, 6:30 p.m. at the Log Cabin, and to interview selected City Clerk candidates in Executive Session at the March 10 regular meeting.

V. ADJOURNMENT

motion M/M by Notti, 2nd by Anvil, to adjourn the meeting at 8:45 p.m.

vote Voice vote, motion carried unanimously.

PASSED AND APPROVED THIS 10TH DAY OF MARCH, 1998


Agnes L. Phillips, Mayor

ATTEST:


Laurie J. Walters, Acting City Clerk