



City of Grand Island

Tuesday, December 07, 2010

Council Session

Item I6

**#2010-354 - Approving Appointment of Interim City
Administrator Mary Lou Brown**

Staff Contact: Mayor Vavricek

Council Agenda Memo

From: Mayor Jay Vavricek

Meeting: December 7, 2010

Subject: Appointment of Interim City Administrator

Item #: I-6

Presenter: Mayor Jay Vavricek

Background

The City Administrator position has recently become vacant due to the resignation of former City Administrator Jeff Pederson. As I, Jay Vavricek, commence mayoral service, a recommendation to the City Council is in order to fulfill the duties and responsibilities of this position during the interim period while the recruitment process takes place.

After careful consideration and evaluation, my recommendation of the person who best exemplifies the ability to excel in this position in concert with my goals in public service is Mary Lou Brown. Mary Lou possesses many skills and abilities which I believe are necessary to be successful in this capacity.

The merits of effective and efficient government and open policy making decisions for the best long term interests of the people of Grand Island will be well served with her service as Interim City Administrator.

Discussion

Mary Lou was appointed by Mayor Hornady as City Treasurer/Finance Director effective July 27, 2009. During her tenure she's shown leadership, significant knowledge, command of her department, and the ability to interact successfully with taxpayers, elected leaders and City department directors. She understands the elements that are needed to be effective as a leader, and the challenges to its successful performance.

There are many reasons for this positive recommendation. Ultimately, as Mayor, it comes down to my trust and confidence in her to be effective and successful while using her many skills and abilities. Her experience in being able to think, act and communicate strategically in the private business sector has been significant and will be a foundation

that will prove beneficial when exploring new ideas and recommendations for the City of Grand Island.

She has also been involved in city government long enough to be aware of its inter-workings, but not so long as to become resistant to challenging ideas that may better maximize taxpayer resources and meet future service expectations of the City of Grand Island.

I believe she is a good communicator, is strong enough to withstand the pressures that can affect the performance of the job, is intelligent, and has the personal integrity that's essential to lead this organization.

In light of her new responsibilities as Interim City Administrator, under current City Personnel Rules, her compensation during the time of her interim employment would be step number one... the lowest salary step in the City Administrator pay scale. I believe this compensation is fair to reward her for being open to working in this leadership position, create an incentive for successful performance and embrace new responsibilities while maintaining the leadership of the Finance Department and ultimately be fair to the people of Grand Island in what they expect in the successful performance of a City Administrator.

Step number one of the City Administrator salary is \$112,072 .This would represent a salary increase from her current Finance Director compensation of \$90,247 and does not negatively impact the city's fiscal budget performance. As the City will pay her only one salary to oversee both the Finance and Administration offices it will save more than \$9,000 per month while the recruitment efforts are underway.

As Interim City Administrator, she will be accessible to tax payer and Council concerns, work well internally with department directors and I believe be compatible with my goals in elected public service. I recommend the Council's approval for her service in the foreseeable future as Interim City Administrator.

Alternatives

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

Recommendation

As Mayor, I recommend that the Council approve Mary Lou Brown as Interim City Administrator.

Sample Motion

Move to approve Mary Lou Brown as Interim City Administrator.

RESOLUTION 2010-354

WHEREAS, under Neb. Rev. Stat., §16-308, the office of City Administrator for the City of Grand Island, Nebraska, is an appointed position; and

WHEREAS, the Mayor, with the approval of the City Council, may appoint the position of City Administrator; and

WHEREAS, the position is currently vacant and an interim appointment may be made; and

WHEREAS, the Mayor has recommended the appointment of Mary Lou Brown as the Interim City Administrator.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that Mary Lou Brown is hereby duly appointed the Interim City Administrator for the City of Grand Island, Nebraska.

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Adopted by the City Council of the City of Grand Island, Nebraska, December 7, 2010.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk