

City of Scottsbluff, Nebraska

Tuesday, January 21, 2020

Regular Meeting

Item Consent2

Approve the minutes of the January 16, 2020 Special Meeting.

Staff Contact: City Council

Special Meeting
January 16, 2020

The Scottsbluff City Council met in a special meeting on January 16, 2020 at 7:30 a.m. in the Council Chambers of City Hall, 2525 Circle Drive, Scottsbluff. A notice of the meeting had been published on January 14, 2020 in the Star Herald, a newspaper published and of general circulation in the City. The notice stated the date, hour and place of the meeting, that the meeting would be open to the public, that anyone with a disability desiring reasonable accommodations to attend the Council meeting should contact the City Clerk's Office, and that an agenda of the meeting kept continuously current was available for public inspection at the office of the City Clerk in City Hall; provided, the City Council could modify the agenda at the meeting if it determined that an emergency so required. A similar notice, together with a copy of the agenda, also had been emailed to each council member, made available to radio stations KMOR, KOAQ, and television stations KSTF and NBC Nebraska. The notice was also available on the city's website January 13, 2020 and posted at City Hall, The Lied Scottsbluff Public Library and Public Safety Building. Notice of the meeting also appeared in a story on the front page of the Scottsbluff Star Herald for January 14, 2020. Mayor Gonzales presided and City Clerk Wright recorded the proceedings. The meeting was called to order and the Pledge of Allegiance was recited. Mayor Gonzales welcomed everyone and asked those wishing to speak to state their name and who they are representing for the record. He informed those in attendance that a copy of the Nebraska open meetings act is posted in the back of the room on the west wall for the public's review. The following Council Members were present: Raymond Gonzales, Jeanne McKerrigan, Nathan Green, Scott Shaver and Terry Schaub. Also present were City Manager Johnson and City Attorney Kent Hadenfeldt.

City Manager Johnson presented to Council a draft template of the Request for Proposal for the hiring of a professional search firm to assist City Council in the appointment of a new City Manager, stating this RFP has been used by many cities throughout the country and has been used as a template on various executive search firm websites. Mr. Johnson added he has plugged in the City's information and stressed the proposals need to be received back by 12 noon on Wednesday, January 29, 2020 via email; the intention is to have this on the agenda for the first meeting in February to discuss, hopefully expediting the process. Council Member Green asked if we need to add the City Manager position to the website or create the position at the same time. Mr. Johnson answered, stating, we do have a job description; this is to essentially go out for a recruiting firm. The recruiting firm will advertise the job description and market the community. Council Member McKerrigan made a motion, seconded by Council Member Schaub, to direct City Manager Johnson to finalize and move forward with the Request for Proposal for the hiring of a professional search firm to assist City Council in the appointment of a new City Manager. The draft will be on the consent calendar for the January 21st meeting for formal approval. "YEAS," McKerrigan, Shaver, Green, Schaub, and Gonzales. "NAYS," None. Absent: None.

Regarding appointing an interim City Manager while conducting a search for a new City Manager, Mayor Gonzales stated he asked Mr. Johnson, upon his letter of resignation, to reach out to former City Manager Rick Kuckkahn to consider being available to come in for a short time to help the City and staff until we get a new City Manager on board. Mr. Johnson stated he talked to Mr. Kuckkahn and he is receptive to the idea as long as Council can agree on terms; he is looking on a set contract of three months.

Council Member Shaver commented he thinks we need to go in a new direction and going backwards is not a good idea. He thinks any of the people in here who are on staff would be a much better choice since they know what is going on with the City; Rick does not have any idea what is currently going on with the City.

Council Member Green stated he understands the reason for an interim and wonders if three months would be long enough. He questions if we would be doing two or three contracts with an interim and would like to see what we hear back from a search committee. He sees this as an opportunity for the

entire City of Scottsbluff to take this on as a rebranding, stating this will be a good time for a new beginning. He does not know how it would look to rehash the old stuff over again.

Council Member Schaub commented by using existing staff right now, they are spread pretty thin to begin with. He looks at Mr. Kuckkahn who has background knowledge of City projects and does not feel we would be going backwards. He wants to make sure projects are getting done and staff has direction.

Council Member McKerrigan agreed with Council Member Schaub by stating the staff is familiar with Mr. Kuckkahn and with it being an uncertain time for them, they need someone familiar they can reach out to with questions and concerns.

Mr. Jim Trumbull, resident, asked Mr. Johnson if there are entities out there that could provide interim positions such as the League of Nebraska Municipalities. He stated we need to be honest; we are in a rural area with challenges and need to realize this will not be a fast process and Council should look at all interim possibilities, along with Mr. Kuckkahn. Mr. Johnson answered there are firms that specialize in executive searches for interim placements and typically those interims are retired or are on hiatus.

Mayor Gonzales reminded Council we are coming into some pretty critical issues as we will be taking on items such as the landfill, budget and economic development projects. He feels someone who is familiar with the processes will help keep things moving forward with continuity.

Mayor Gonzales moved, to reach out to Rick Kuckkahn to serve as interim City Manager and discuss terms of contract to bring back to Council on January 21, 2020, seconded by Council Member Schaub. "YEAS," Schaub, Gonzales, and McKerrigan. "NAYS," Green and Shaver. Absent: None.

Council Member Schaub made a motion, seconded by Mayor Gonzales to adjourn the meeting at 7:49 a.m., "YEAS," Shaver, Gonzales, Schaub, McKerrigan, and Green. "NAYS," None. Absent: None.

Mayor

Attest:

City Clerk "SEAL"