

The Council of the City of Milford met in Special Session in Council Chambers at 745 Center Street at 7:00 p.m. on June 23, 2015. Mayor Howland called the meeting to order with the Pledge of Allegiance and a Moment of Silence. Mayor Howland read a statement from slain Cincinnati Police Officer Sonny Kim's son and suggested that those present consider this Officer and his family during the moment of silence.

Roll Call: Present: Mayor Howland, Vice Mayor Lykins, Mr. Brady, Ms. Brewer, Ms. Evans, Ms. Hinners, Mr. Pittman.

Council Discussion:

Ms. Howland opened the session by saying the resignation of City Manager, Jeff Wright caught Council by surprise and that he has been loved by this Council and this City. She said he will be greatly missed. She stated that the purpose of this Special Meeting is to discuss the best vehicle available to seek his replacement whether it is through a 'headhunter' or consultant or to handle the search in house. Ms. Howland went on to say that because the meeting came together and was scheduled very quickly Council has not yet had the time they need to study the current information gathered by Mr. Wright. Ms. Howland indicated that it would be prudent to check other consulting services as well as to contact neighboring municipalities to ascertain the route they took in replacing administrators. She suggested that this information be sent to Administrative Services for review and that they consider all information and Mr. Wright's suggestions before returning to Council on July 7th with a report. Ms. Howland stated that another option would be to convene another Special Council meeting should there not be enough time to gather and review strategic information before the July 7th meeting. She asked for thoughts from Council on postponing any decision until an Administrative Services meeting could be held to review the information.

Ms. Brewer agreed with Ms. Howland.

Mr. Pittman disagreed in that he would like to see all seven Council members participate in every step because acquiring a new City Manager will be the most important decision this Council will make. He stated that while he has nothing against sending this to Administrative Services, he believes that the best route would be for all seven members of Council to review the information and come to a conclusion together. Mr. Pittman stated that he would not want a comment or something that was said among the three members of the Administrative Services Committee that might be forgotten by them but that would pique someone else's curiosity get lost.

Ms. Hinners agreed that all members of Council should be involved and that they should meet together to review suggestions of the direction to be taken so that nothing can be misconstrued or left out.

Ms. Brewer asked if they were talking about the process of finding someone or of actually hiring someone.

Ms. Howland suggested that Administrative Services could explore all options and then report back to Council as a Council of the Whole to review.

Mr. Brady indicated that there would be a tremendous amount of 'legwork' necessary before coming to a consensus regarding the best direction to take in order to attain the best candidate. He stated that he thinks the Committee could be responsible for the reviewing of the process.

Ms. Howland agreed saying that Mr. Wright himself had had limited time to pull information together to present to Council tonight and that if he had more time, he would be able to gather more data. She stated that this is a big process; one that she doesn't want to rush into.

Mr. Pittman stated that he thinks the best option is still reviewing all information as a group.

Mr. Lykins stated that Mr. Wright is leaving on good terms with Council and that he has given Council more time before he leaves than most CEO's of corporations provide. He said Mr. Wright is a resource they should use. He indicated that he agrees with Mr. Pittman that this is a decision that he does not want to abdicate to anyone or any committee. Mr. Lykins said his thought regarding the expectation of the meeting this night was to decide only if Council wanted to use a consultant or pursue Mr. Wright's replacement in house and to discuss the pros and cons of both. Mr. Lykins suggested that Council direct the City Manager to provide several firms that provide this service and allow Council to speak to them as a group.

Ms. Howland said her only thought in allowing Administrative Service to review and organize the information is that it would streamline the process.

Mr. Minniear indicated that the replacement of a City Manager is a long process and that he didn't enter the meeting envisioning the setting of time tables. Mr. Minniear stated that the only decision he anticipated coming out of this meeting is whether they should turn to a consulting agency or handle this in house. He stated that it is important for Council to collect as much information as possible so that they could then set a timetable. He indicated that Mr. Wright asked if he thought Council would want him to be part of the process and his response was to suggest that he collect as much information as possible by Tuesday so Council could start digesting this and see what consultants would offer. Mr. Minniear stated that there are two possible directions Council could choose from the meeting: one would be to turn to a committee and the other is to ask Mr. Wright to continue to gather information to present to Council at a later date. He

stated that he assumed Council would hire a consultant for something this important but that it isn't his call to make.

Mr. Lykins stated that his opinion is that hiring a consultant would be the way to go.

Ms. Evans stated that a consultant would cost a lot of money.

Mr. Pittman responded that he felt a consultant would be worth the money spent because the decision is that important as it is a decision that will direct the economic path the City will take.

Ms. Evans asked if he thought they would get a better candidate with a consultant vs. an in house selection.

Mr. Lykins asked who would be performing the necessary BCI test and the vetting of the candidates. He asked who would conduct psychological profiles if that was the direction Council wanted to take. He stated that this is the most important decision this Council will make and to try to manage it without the guidance of an outside group and a very good asset on staff, is not a very wise decision. Mr. Lykins suggested that Council ask the City Manager to bring the four proposals with their references to be discussed in open session before a decision is made whether to go the route of a professional consultant or to work in house.

Ms. Evans said it would be very helpful if the information presented included a chart with costs as is necessary with other bids the City receives.

Ms. Howland suggested Miami Township might be a good source of information as they have recently gone through a similar process.

Mr. Minniear suggested that a motion be made to direct the City Manager to come up with more information regarding consulting firms.

There was discussion among Council members regarding vacation time and the soonest the information could be received and acted upon. Ms. Howland suggested they consider a July 28th Meeting of the Whole work session to receive and discuss information from the City Manager.

Ms. Howland suggested that an Administrative Service meeting could be scheduled for the third week in July when Council would normally have a meeting just to have a date. That would then allow Council to consider the options at the meeting in August (18th). She indicated that they could schedule a work session for earlier in the month.

Mr. Lykins suggested that Council make a motion to direct the City Manager to finalize the proposals of four consultants and present them and their references with a suggested timeline including proposed meeting dates because it is important to have the new City Manager in place before the 2016 Budget meetings.

Mr. Brady indicated that perhaps there could be a quick turnaround to obtain information and Mr. Wright could possibly have additional information by the July 7th meeting.

There was more discussion of vacations and when Council members will be available for meetings. The meeting on the 28th was verified.

Mr. Lykins made a motion to authorize Mr. Wright to gather four proposals and create a timeline and speak with Miami Township regarding their recent search by the 28th of July then present them to Council as a Committee of the Whole; seconded by Mr. Pittman. All voted yes.

Adjourn:

There being no further business to come before the City Council; the meeting was adjourned at 7:25 p.m. with a Motion from Mr. Brady; seconded by Mr. Pittman. All voted yes.

Sharon Waldmann, C.P.T.

Laurie Howland, Mayor