

Pursuant to due call and notice thereof, a Special Meeting of the North Mankato City Council was held in the Council Chambers of the Municipal Building on December 20, 2012. Mayor Dehen called the meeting to order at 7:00 p.m. The following were present for the meeting: Mayor Dehen and Council Members Schindle, Freyberg, Steiner and Norland, Interim Administrator Fischer and Deputy City Clerk Peterson.

Selection of City Administrator

The purpose of the Special meeting was to select a City Administrator from the two finalists interviewed by the Council on December 19, 2012. Mayor Dehen thanked Bonnie Bennett, Turning Point Management, Inc., and Council Member Freyberg for all their work in the interview process and in selecting the finalists. The Mayor opened discussion regarding each City Administrator finalist.

Council Member Norland stated she liked both candidates. Elke Doom has collaborative experience and John Harrenstein has financial management and analysis skills. Council Member Norland stated she was torn between the two finalists.

Council Member Steiner agreed with Council Member Norland and stated the City could not go wrong with either of the finalists. He was very impressed with the qualifications of both finalists. Council Member Steiner stated they were both outstanding candidates and it will be a tough decision.

Council Member Schindle stated he liked Elke's sense of humor. He stated John had more of a connection to the Midwest values being originally from Iowa. Council Member Schindle stated John had better reasons for wanting to move to North Mankato than Elke. He mentioned John also is financially stronger than Elke.

Council Member Freyberg stated he and Bonnie Bennett obviously liked both of the candidates and whatever the Council decides he will be fine with. He stated Elke is not lacking in financial skills and that Elke is more of a whole package. Council Member Freyberg stated John offers better delegation skills and is a facilitator. He is building his career and will work hard and give 100 percent. He is not an accountant but understands the financial aspects of the City.

Mayor Dehen stated both finalists are quality candidates. Elke is not as strong on the strategic planning aspect. John has experience in strategic planning and comprehensive land use. Mayor Dehen stated in talking with community leaders, they favored John.

Council Member Norland stated both finalists have had to "walk through fire" in their previous positions. John has had issues with staffing and Elke has had to deal with financial problems.

Council Member Freyberg asked Bonnie Bennett from Turning Point Management for her input. Bonnie stated the Council needs to look at the greatest needs of North Mankato. Elke brings collaborative skills, has persuasion and influencing skills and is a great communicator. She will be very good at building relationships. John is stronger at strategic planning, would be

able to build a plan for North Mankato and have the staff execute it. As far as experience levels, Elke comes with 20 plus years of experience and John has about three years of experience in City management.

Council Member Freyberg asked Interim Administrator Fischer if he had a preference. Interim Administrator Fischer stated he was involved in the expanded personnel committee interviews, the interview with the Department Heads and took each candidate on a tour where they had one-on-one time to talk. He stated staff could work equally with each of them but he favored John.

Schindle stated he had concerns about Elke's resume only going back to 2004. Bonnie Bennett explained Elke's previous experience to the Council.

Council Member Steiner stated that John's lack of experience is not a big deal because he doesn't have to tell City staff what to do. City staff is very good at what they do. He can grow with the North Mankato staff.

Council Member Schindle stated he was not happy with the resumes at the beginning of the day of both of the finalists and was told to keep an open mind. He also stated Elke tended to use "I" in the interview and John used "we". Council Member Schindle stated the surveys from the Department Heads and the community leader receptions favor John. He stated Bonnie and Council Member Freyberg did a really good job picking the two finalists.

Council Member Freyberg asked Council Member-Elect Spears who he liked. Council Member-Elect Spears stated he preferred John.

The Mayor thanked the expanded personnel committee which included Kyle Meyers, Trudie Gustafson, Michael Fischer, Bonnie Bennett, Council Member Freyberg and Mayor Dehen. He thanked the MSU staff in the video conferencing area. South Central College had also offered their video conferencing area, however, they were not available for one of the two dates.

The Mayor asked the Council to use the paper ballots handed out prior to the meeting and vote for the finalist they would like to be North Mankato's City Administrator. Mayor Dehen collected the ballots and announced the vote was unanimous for John Harrenstein.

The Council wished everyone a Merry Christmas.

There being no further business, the meeting was adjourned at 7:28 p.m.

Mayor

Deputy City Clerk