

**BIG LAKE CITY COUNCIL
SPECIAL MEETING MINUTES**

JUNE 15, 2022

1. CALL TO ORDER

Mayor Knier called the meeting to order at 4:30 p.m.

2. ROLL CALL

Council Members present: Ken Halverson, Sam Hanson, Paul Knier, Kim Noding, and Paul Seefeld. Also present: Interim City Administrator Hanna Klimmek, Finance Director Deb Wegeleben, City Clerk Gina Wolbeck, and Consultant Sharon Klumpp from Baker Tilly.

3. PROPOSED AGENDA

Council Member Noding motioned to adopt the proposed Agenda as presented. Seconded by Council Member Hanson, unanimous ayes, Agenda adopted.

Mayor Knier provided an invocation.

4. BUSINESS

4A. Police Chief Candidate Finalist Selection

Hanna Klimmek provided an update on the Police Chief Executive Search and introduced City Consultant Sharon Klumpp from Baker Tilly.

Sharon Klumpp reviewed the data practice law, noting that the semi-finalist list is considered private data and explained that her office will provide the City with finalist names who have accepted an interview, at which time the list becomes public information.

Klumpp presented nine semi-finalist candidates that remain in the running for filling the Police Chief position. Klumpp asked Council to consider which candidates they would like to offer interviews to on July 11 and 12. Candidates 1 and 4 received votes from all five Council Members, candidates 2 and 3 received votes from three of the five Council Members, candidate 6 received votes from 2 of the 5 Council Members, and candidates 5 and 8 received no votes from Council Members.

Mayor Knier stated that he feels comfortable with the list of nine semi-finalists and is comfortable with offering interviews to the top four candidates.

Council Member Halverson stated that he thinks the top six candidates should be interviewed, noting that he feels it would be a bad decision to only interview four candidates.

Council Member Noding stated that she agrees with Halverson, and noted that she didn't include candidate 3 into consideration over a few of the others because she felt there was less experience.

Council Member Hanson stated that he feels we should interview the top four candidates. Halverson stressed that candidate 2 makes him nervous because of the close proximity of his current employment to Big Lake, noting that he feels that previous knowledge of the Department will be a big issue. Halverson stated that he feels it would be a drastic move in the wrong direction if we want to have a new start. Halverson again stated that he would prefer to interview six candidates. Council Member Hanson stated that with information we have received, candidate 6 wouldn't be a viable candidate. Halverson responded that none of the applicants are squeaky clean, noting that one of them was in an issue with their community when they were Chief. Sharon Klumpp discussed that people have issues in their life, and issues can be part of the conversations.

Council Member Halverson discussed that he would support offering interviews with the top four candidates as well as candidate 6. Council Member Seefeld discussed that Halverson's statement makes it sound like he would only support candidate 6. Klumpp noted that the Council can interview as many candidates as the full Council directs to interview. Mayor Knier confirmed that he is very comfortable with offering interviews to the top four candidates. Council Member Noding stated that she would appreciate Council considering offering interviews to the top four candidates as well as candidate 6. Council Member Hanson stressed that candidate 6 didn't meet the education requirements. Halverson noted that candidate 2 didn't either and he is in the top four. Hanson clarified that he didn't vote for candidate 2. Council Member Noding expressed that not everyone is going to have a top shelf education. Klumpp reviewed education requirements for the position and noted that the best thing to do is to find people who are accustomed to working in a community. Halverson expressed that if candidate 6 isn't going to be considered as a viable candidate by three of the five members of the City Council, then it isn't sensible to put the candidate through the interview process.

Council Member Seefeld discussed that the finalists are going to get an extra background check which will cost the City approximately \$2,000 per candidate. Halverson noted that the majority rules. Knier asked if there is any value to have six candidates interviewed vs. four candidates. Noding responded that she feels there is value in giving each of them a shot, noting that everyone will have a voice and an opportunity to get a closer look. Noding also expressed that it was a very hard decision on how to vote on the survey, noting how good the qualifications of the candidates were. Knier discussed that if this person isn't at the top of the list, we should not include no. 6 just to include no. 6 as we are talking about taxpayer dollars here, noting that he is comfortable with doing four interviews. Seefeld stated that he could go to two candidates, but feels it would be better to interview four candidates. Noding added that candidate no. 6 is a viable candidate and that is why she is advocating for interviewing five candidates. She feels that he would have a chance to sway hearts and minds.

Council Member Halverson motioned to advance the top five candidates for interviews for the Police Chief position. Seconded by Council Member Noding. Mayor Knier asked if there was any further discussion. Knier commented that he feels we would be wasting \$2,000. Council Member Noding respectfully disagreed noting that she doesn't feel it would be a waste. Knier acknowledged that waste is too strong of a word. Mayor Knier asked for a vote on the motion on the table. Motion failed with a vote of 2:3 with Council Members Halverson and Noding voting aye, and Mayor Knier and Council Members Hanson and Seefeld voting nay. Motion failed.

Council Member Seefeld motioned to advance the top four candidates for interviews for the Police Chief position. Seconded by Council Member Hanson. Motion passed with a vote of 3:2 with Mayor Knier and Council Members Hanson and Seefeld voting aye, and Council Members Halverson and Noding voting nay. Motion carried.

Klumpp recapped what the process will be, noting that candidates will be contacted and updated on what their status is. Klumpp also reviewed the additional extensive backgrounding that will be done on the candidates to be interviewed as well as reference checks and leadership assessments. Klumpp reviewed the proposed interview schedule and suggested Council interviews start at 1:00 p.m. Council Members further discussed the start time for the Council Member panel interviews and the general consensus was to start the interviews beginning at 2:00 p.m. on July 12, 2022.

Council Member Halverson suggested that the community interview panel needs to be made up of actual community members, and should be made up of city taxpayers. Mayor Knier noted that agreed with Halverson and recognizes that residents are considered a stakeholder. Halverson asked if we can open up the panel opportunity and then draw names. Council Member Seefeld asked how we would solicit community members for the panel. Hanna Klimmek reviewed that there would be a justifiable reason to appoint a person to the community panel. Someone who would be considered to be a stakeholder/leader in the community. Klumpp reviewed that the purpose of the community panel is to help candidates learn about Big Lake, and we are also finding people whose input we are going to find beneficial when we make the final decision. Klumpp noted that we want to choose people that are involved in the community and will provide different perspectives, explaining that we should be very intentional about who we select. Halverson disagreed with Klumpp in that he feels we should advertise the criteria required to be on the panel and then draw names. Council Member Noding discussed that there is a way to be more intentional about who we choose to be on the panel without picking the same people that seem to get picked every time, and suggested that we could solicit one volunteer from various community groups. That way more people will have more opportunity to be stakeholders in this. Council Member Seefeld asked how many members of the community we want on the panel. Klumpp suggested that six people on the community panel would make sense, noting the need to have a comfortable number on the panel to be able to have a conversation. Klumpp also discussed that some communities do a meet and greet, but she is not a fan of that, noting that she feels that would be better to do after we choose a candidate. Seefeld suggested we use three citizens at lot, and three who represent various local organizations. Noding stressed the need to have people on the panel who will

give these candidates something to think about. Noding also asked if Council Members will be able to ask questions during the interview. Klumpp suggested officials send potential questions to her.

5. ADJOURN

Council Member Noding motioned to adjourn at 5:19 p.m. Seconded by Council Member Halverson. Council Member Hanson thanked the 21 applicants, noting how hard it was to take all emotion out of his decision. Unanimous ayes, motion carried.

Gina Wolbeck

City Clerk

June 21, 2022

Date Approved By Council