

City of Elko)
County of Elko)
State of Nevada)

SS September 16, 2013

The City Council of the City of Elko, State of Nevada met for a special meeting beginning at 1:00 p.m., Monday, September 16, 2013.

This meeting was called to order by Mayor Chris Johnson.

NOTE: The order of the Agenda has been changed to reflect the order business was conducted.

Mayor Present: Chris J. Johnson

Council Present: Councilman John Rice
Councilman Rich Perry
Councilwoman Mandy Simons
Councilman Robert Schmidlein

City Staff Present: Curtis Calder, City Manager
Delmo Andreozzi, Assistant City Manager
Tom Coyle, Assistant City Attorney
Doug Gailey, Human Resources Manager
Diann Byington, Recording Secretary

ROLL CALL

PLEDGE OF ALLEGIANCE

COMMENTS BY THE GENERAL PUBLIC

Pursuant to N.R.S. 241, this time is devoted to comments by the public, if any, and discussion of those comments. No action may be taken upon a matter raised under this item on the agenda until the matter itself has been specifically included on a successive agenda and identified as an item for possible action. **ACTION WILL NOT BE TAKEN**

There were no public comments.

I. PERSONNEL

- A. Interviews with Police Chief Candidates, discussion of interview results, and possible selection of top candidate, including possible authorization to City Manager to present a formal job offer, and matters related thereto. **FOR POSSIBLE ACTION**

Doug Gailey, Human Resources Manager, said he had questions in hand and a score sheet for each candidate. He instructed council to stick to the questions that they have. Take turns asking questions, take notes and score the answers. Please be consistent with each candidate.

William Spears was the first candidate to be interviewed.

Councilman Perry asked question number one. **Briefly describe your law enforcement background, training and education.**

Mr. Spears answered he has thirty-five plus years in law enforcement. He has done everything from writing a parking ticket to arresting someone for murder. He has an AA and an AS degree, BS in criminology and working on master's degree. He has also attended a number of technical schools.

Councilwoman Simons asked question number two. **Based on your perceived needs of the Elko Police Department, what qualities do you possess that would contribute to meeting those needs?**

Mr. Spears answered what he has learned about the City of Elko and the Police Department; the Elko Police Department is a fine organization and has been under fine leadership. The issue that matrix brought forth is that there is a need for unification of team effort so everyone is on the same page. The city and the citizenry and the department all need an understanding of where we are today and where we need to go tomorrow. We need to look at long range goals. He has done that while working for the City of Willows and the City of Santa Maria. We need to build together unity and goals and objectives and then communicate those goals. Make sure council and city administration is part of that process. We also have to look at the citizens and what do they expect.

Mayor Johnson asked question number three. **Elko has recently experienced a housing shortage. What preparations have you made to relocate to Elko and to secure housing? If offered the position, when would you be able to begin work?**

Mr. Spears answered he has looked around the internet. He would have to lend himself to the services to a professional that knows the area better than he to find a home. He would insist that they live within the city of Elko. It builds a commonality. Part of police work is quality of life. He would be able to begin work the moment he got a confirmed hire.

Councilman Schmidlein asked question number four. **Specifically describe your plan for implementing a community policing model in Elko.**

Mr. Spears answered there is no program called community policing (COPS). It's a philosophy. It's about how you go out and do what you do. There are tools to get to that. COPS is a philosophy. It starts with the Chief. It's an empowerment of the officers do their job. He would have to make sure the officers have an understanding to what their mission is. Then I would guide them, train them and lead them. Bottom line is that we have to instill it with some training time and there will be bumps in the road.

Councilman Rice asked question number five. **Law enforcement is known for being filled with “Type A” personalities. What is your plan for dealing with those personalities within the department to gain employee support so that you can accomplish department goals?**

Mr. Spears answered it has to do with understanding direction. A Type A personality, if unattended, will wander whichever direction it finds easiest. If you build the conduit to deal with direction, it is much easier to deal with a Type A personality within the confines of that and to direct it to a more successful type of results. You get there with training, experience and guidance.

Councilman Perry asked question number six. **How would you balance the needs of the community and the department with budgetary constraints?**

Mr. Spears answered he has worked with budgets over the last 20 years. There are many ways to get things accomplished without going back to the purse strings. He suggested looking at shift modifications. He talked about payback days that would allow the officers to get 8 hours training every two weeks at no additional cost. He also suggested a 10-33 program ran through the Department of Defense (military surplus equipment) to get support equipment. He also spoke of other programs he implemented to save previous employers money.

Councilwoman Simons asked question number seven. **Scenario: A citizen comes to a council meeting and complains about speeders in his neighborhood. This is the first time you have heard about this issue. You investigate and find out that he has had previous contact with your administration. How would you react?**

Mr. Spears answered he would react just like any other person contacting. One of the things he noticed about the Matrix Report there is no crime analysis unit within the Elko Police Department. They would track citation, warnings, complaints and those sorts of things for traffic matters. He would have something a little bit more concrete to put his hands on. If there is a radar trailer he would put that out there. He would also speak to that person privately and get more clarity. He would have someone contact that guy and follow up.

Mayor Johnson asked question number eight. **Scenario: You send an officer on a special assignment and a downtown business owner makes a complaint to you about that officer. The complaint against the officer is for doing what you specifically told that officer to do. How would you respond?**

Mr. Spears answered from that statement he is assuming that the officer is morally, ethically, lawfully and policy-wise correct. He would tell that owner that he told the officer to do that. He would stand behind that officer and try to find another alternative to handle the situation. Let him know up front that the officer is doing what he was asked to do.

Councilman Schmidlein asked question number nine. **After reviewing the Matrix study, it is clear that some changes need to be made in the Elko Police Department. How will you manage this change to ensure the changes are appropriate and successful?**

Mr. Spears answered would contact resources available in law enforcement and go to a Nevada post to see what they have out there. Some posts have teambuilding available. If not he would look at an outside source to do that. It would have to come back to council to get their approval. We need teamwork and set goals and objectives. Then you learn how to communicate and insist and force that communication if you have to at times. There is no reason to not communicate with our technology.

Councilman Rice asked question number ten. **It may be necessary for the Chief of Police to respond to a variety of emergency situations at any time of the day or night. Given that responsibility, what do you consider an acceptable response time to be for a police chief or his administrative staff?**

Mr. Spears answered enough time to get up, get dressed, kiss the wife goodbye and go out the door. It depends on where in the city and the time of day. If you are looking for minutes wise that would be a hard one to give. If someone is calling me, they have already called the Sergeant, Lieutenant and the Captain it is pretty serious.

Councilman Perry asked question number eleven. **You have had a chance to see the Elko community and meet some community members. What are your general impressions of the community and how close did your experience come to meeting your initial expectations?**

Mr. Spears answered at first glance, Elko throws you off. I came in at night and saw all the lights. It looked bigger than 18,000. Then he found out there is another community just outside the city limits. He drove around last night. He is looking for a small community. He wants a place where he can raise his son. Elko is thriving and growing and moving.

Mr. Gailey explained the last score to be given to the candidates is for council to rate they think each candidate fits within the Elko Police Department or within the City of Elko. That is not a question but their overall impression.

Mr. Spears said he is extremely proud and thankful for being there. This is a hard decision to make. You have to do what is right for the community.

Ben Reed is the next candidate.

Councilman Perry asked question number one. **Briefly describe your law enforcement background, training and education.**

Mr. Reed answered his education includes an Associate's and BS in criminal justice administration. He has thirty-one years in municipal law enforcement in California in two different cities. He retired from Redding, California as a Captain. His training is very lengthy and detailed. His resume explains further.

Councilwoman Simons asked question number two. **Based on your perceived needs of the Elko Police Department, what qualities do you possess that would contribute to meeting those needs?**

Mr. Reed answered starting with the matrix report he has read it many times. There is nothing in there that scares him. There may be many management issues that need to be addressed. He has experience in handling those issues. He was No. 2 in a very large police department. His division was about the size of the Elko Police Department. He was involved in the whole agency. He spent the last 2 years of his career in community oriented policing. He received the managers award in a community oriented policing. He has spent a lot of time as a local resident and researching the police department. He did ride-alongs and he has spoken to the current police chief. He has been to dispatch and the animal shelter. He has done a number of things to bring himself up to speed. He wanted to show council how dedicated he is to this. He is impressed with the staff he has dealt with. He is excited about the opportunity.

Mayor Johnson asked question number three. **Elko has recently experienced a housing shortage. What preparations have you made to relocate to Elko and to secure housing? If offered the position, when would you be able to begin work?**

Mr. Reed answered if offered the position he could start immediately. He chose to move here because he loves the area. He has family here. We live in Lamoille and are developing a hobby ranch. Don't let the retired word scare you. He considers himself more as refreshed and is young enough and full of energy if selected.

Councilman Schmidlein asked question number four. **Specifically describe your plan for implementing a community policing model in Elko.**

Mr. Reed answered has had a lot of practice at it because that is what he knows. It starts with the chief and his transparency with the community. He would become very involved in speaking with service clubs and groups, from schools to organizations to hear what they have to say and what they think needs to be improved. The chief needs to be the best cheerleader for the department. COPS has to do largely with community involvement and connecting with the public.

Councilman Rice asked question number five. **Law enforcement is known for being filled with "Type A" personalities. What is your plan for dealing with those personalities within the department to gain employee support so that you can accomplish department goals?**

Mr. Reed answered communication, communication, communication. Right off the back there would be a meeting to make sure everyone gets the message. He would have regular meetings with staff and managers. The commanders would need to meet formally once a week or even daily for a few minutes. That way everyone is on the same page with the same message. They would need training and education. He has always felt that the way you do it in a nutshell, you hire good people, train them, equip them well, written performance expectations tied into evaluation systems, turn them loose and hold them accountable.

Councilman Perry asked question number six. **How would you balance the needs of the community and the department with budgetary constraints?**

Mr. Reed answered he has extensive experience with budget. He is fiscally conservative. Hopefully he would never walk in and say we need this and have no idea how to pay for it. He would try to come with a plan to get it. They need to figure out how to pay for it before coming to council. Any new chief will have to look at the command structure and move people around if needed to balance the budget.

Councilwoman Simons asked question number seven. **Scenario: A citizen comes to a council meeting and complains about speeders in his neighborhood. This is the first time you have heard about this issue. You investigate and find out that he has had previous contact with your administration. How would you react?**

Mr. Reed answered the immediate part at the council meeting he has been through that scenario many times. Usually the place to air out those types of gripes is not council meeting; it's usually a sidebar conversation right away. I would give him my card and offer to talk in further detail. He would investigate on his own as to who they spoke to and what was done. If no action or inappropriate action was taken then something needs to be done right away. This is taxpayer money and there needs to be accountability. It needs to be addressed.

Mayor Johnson asked question number eight. **Scenario: You send an officer on a special assignment and a downtown business owner makes a complaint to you about that officer. The complaint against the officer is for doing what you specifically told that officer to do. How would you respond?**

Mr. Reed answered that is usually an education/communication problem with that business owner. He would visit them as the chief and make sure he understood what the problem was and explain why the officer was directed to do what he was directed to do and make sure he did it correctly. That is typically a communication issue.

Councilman Schmidlein asked question number nine. **After reviewing the Matrix study, it is clear that some changes need to be made in the Elko Police Department. How will you manage this change to ensure the changes are appropriate and successful?**

Mr. Reed answered said he didn't see anything in there that was scary. He has read it many times. He has had discussions about that. The Police Department has already begun working on some of those items. He felt it critical to get feedback from the chief and keep up with the changes. He would ensure everyone what is going on and what the changes were. In any business, too much change too fast is not good. You need a balanced approach. That would be his approach. Most of that report was focused on management. The chief would need to approach those changes immediately at the top. The rest will flow and follow.

Councilman Rice asked question number ten. **It may be necessary for the Chief of Police to respond to a variety of emergency situations at any time of the day or night. Given that**

responsibility, what do you consider an acceptable response time to be for a police chief or his administrative staff?

Mr. Reed answered in the past in his old agency they had a rule that anyone in the agency would have to have a response time of an hour. For the chief his response time is not as critical because they are not a first responder.

Councilman Perry asked question number eleven. **You have had a chance to see the Elko community and meet some community members. What are your general impressions of the community and how close did your experience come to meeting your initial expectations?**

Mr. Reed answered his opinion has unfolded over the last seven or eight years that he was coming here to visit family. Bottom line he loves it here. He likes the style of life here. He isn't going anywhere either. He has family here. This is an outdoors kind of place. The mines drive a lot of the economy. He runs into a lot of people that are conservative. He has the same value as a citizen and also as a community member.

Councilman Perry asked if Mr. Reed had any further comments.

Mr. Reed said he wanted to point out that he is already here and is a member of the community. He feels this would be a good fit for him. He sees this as fun and rewarding to serve his community as a police chief. This is his chosen profession. He may be in that window of opportunity to give back to his career. He is ready to go and has a lot of energy. He has a balanced approach to things. He knows how to be firm and fair. This would be an exciting fun challenge.

Mayor Johnson asked for a recess.

Michael Kuehn is the next candidate.

Councilman Perry asked question number one. **Briefly describe your law enforcement background, training and education.**

Mr. Kuehn answered he has had a lengthy career in law enforcement, 27 years total. He started out in corrections. He worked in the LAPD for almost 3 years as an officer. He ended up in Utah Highway Patrol. He was a trooper and a supervisor and many other positions in Utah Highway Patrol and Public Safety. He has a BS from BYU and a master's in public administration from BYU and graduated from FBI National Academy.

Councilwoman Simons asked question number two. **Based on your perceived needs of the Elko Police Department, what qualities do you possess that would contribute to meeting those needs?**

Mr. Kuehn answered personable if looking for personality. He has the ability to keep a finger on the pulse with what is going on. Communication is paramount within the department. He is

approachable. He believes in the chain of command. He actively pursues information in the department.

Mayor Johnson asked question number three. **Elko has recently experienced a housing shortage. What preparations have you made to relocate to Elko and to secure housing? If offered the position, when would you be able to begin work?**

Mr. Kuehn answered he has certainly scoured and found there is a shortage. He figured he would like to get started as soon as possible. He wants to get here and get started. He was talking about renting and then selling the house next spring. His son is in high school. He would settle here and the wife would go back and forth until their son has graduated.

Councilman Schmidlein asked question number four. **Specifically describe your plan for implementing a community policing model in Elko.**

Mr. Kuehn answered you can ask ten different people what COP is and get ten different answers. COP is connecting with the public in a positive way. He thinks police work is nearly always negative in nature. He would like to see this as a more positive approach. Foot beats are good. Maybe have a brownbag lunch with the community to get to know the people.

Councilman Rice asked question number five. **Law enforcement is known for being filled with “Type A” personalities. What is your plan for dealing with those personalities within the department to gain employee support so that you can accomplish department goals?**

Mr. Kuehn answered keep them busy with clear expectations. Type A want to know what their direction is. People want to know their parameters so they may go beyond those and do a good job. It's important as the chief to establish good communications. We have to solve problems together. Don't go off and try to solve things alone.

Councilman Perry asked question number six. **How would you balance the needs of the community and the department with budgetary constraints?**

Mr. Kuehn answered budget is always an issue. It doesn't matter where you go. We spend too much time looking at the bottle necks and trying to remove the bottle necks instead of looking for the efficiencies. He spoke of Goldratt's Theory of Constraints. Do you need more cars or do we need to use them more efficiently? It's a mindset.

Councilwoman Simons asked question number seven. **Scenario: A citizen comes to a council meeting and complains about speeders in his neighborhood. This is the first time you have heard about this issue. You investigate and find out that he has had previous contact with your administration. How would you react?**

Mr. Kuehn answered he would ask who they talked to so he may know where there is a gap in communication. That is a safety consideration with children involved. That can be a big deal.

Mayor Johnson asked question number eight. **Scenario: You send an officer on a special assignment and a downtown business owner makes a complaint to you about that officer. The complaint against the officer is for doing what you specifically told that officer to do. How would you respond?**

Mr. Kuehn answered it depends on what he did. He may have to go to the business owner and find out why this isn't working for him. He would have to work that out with the individual. He may have to change his point of view and apologize to that officer.

Councilman Schmidlein asked question number nine. **After reviewing the Matrix study, it is clear that some changes need to be made in the Elko Police Department. How will you manage this change to ensure the changes are appropriate and successful?**

Mr. Kuehn answered there were a lot of things out lined in there. He would have to sit down with his support staff and match them up with the study. He would also meet with each of the councilmembers. A lot of the things in the study had to do with communication and chain of command. Every police department suffers from that. These housekeeping items, if left undone it will fester.

Councilman Rice asked question number ten. **It may be necessary for the Chief of Police to respond to a variety of emergency situations at any time of the day or night. Given that responsibility, what do you consider an acceptable response time to be for a police chief or his administrative staff?**

Mr. Kuehn answered maybe five minutes. He is oncall 24/7 right now. He would expect to have that suit hanging in the corner and ready to go.

Councilman Perry asked question number eleven. **You have had a chance to see the Elko community and meet some community members. What are your general impressions of the community and how close did your experience come to meeting your initial expectations?**

Mr. Kuehn answered it has exceeded his and his wife's expectations. The city has been so gracious. We are all really nice, down to earth people.

Councilman Perry asked if Mr. Kuehn had any other comments.

Mr. Kuehn said he is happy where he is employed. He sees these opportunities and thinks maybe he would like to move on and let someone else move up. The city's mission statement caught his eye. He has many of the same morals. He likes the environment here. He appreciates the hospitality.

John Powell is the next candidate.

Councilman Perry asked question number one. **Briefly describe your law enforcement background, training and education.**

Mr. Powell answered he has been a sworn law enforcement officer since 1983. He was originally certified in the state of Florida. He still carries that certification today. He is also certified in the states of South Carolina, North Carolina, Alabama and federal law enforcement investigator. He has a four year degree in criminal justice, a master's in public administration and a graduate of several administrative schools such as the FBI Leads Program.

Councilwoman Simons asked question number two. **Based on your perceived needs of the Elko Police Department, what qualities do you possess that would contribute to meeting those needs?**

Mr. Powell answered every law enforcement agency has issues they have to deal with. He has read the Matrix Study. Elko is not unique. Having worked in several locations he can tell the problems with the agency can be fixed. The patrol rotation needs to be worked on. Specific duties need to be addressed. It isn't any one person at fault, it happens in time. Many agencies have policies that are out of date. His exposure in working with many agencies, he has the skills to work with the men and women of the police department. It isn't any one person at fault when an agency has issues. Sometimes it takes someone coming in to bump the agency and get them back on track.

Mayor Johnson asked question number three. **Elko has recently experienced a housing shortage. What preparations have you made to relocate to Elko and to secure housing? If offered the position, when would you be able to begin work?**

Mr. Powell answered he is wise enough to know he won't think about buying or building a house until his wife is with him. Relocating is not an issue. His wife would not be able to join him until after school ends next year. His wife is former law enforcement. He drove around when he came into the community. There are opportunities to secure a rental home until his family can join him.

Councilman Schmidlein asked question number four. **Specifically describe your plan for implementing a community policing model in Elko.**

Mr. Powell answered he thinks the policing model that is most efficient is one that merges community policing, problem oriented policing and intelligence based policing. The community needs to be involved in writing the policies for the Police Department. What are the priorities for the community? As administrators we try to make our best guess without asking the community. He has been in the business a long time but not as long as his father. According to his father, the worst invention ever was the mobile radio in the patrol car. When we stopped having the foot beat we lost connection with the community. We need to be good old fashioned law enforcement agency.

Councilman Rice asked question number five. **Law enforcement is known for being filled with "Type A" personalities. What is your plan for dealing with those personalities within the department to gain employee support so that you can accomplish department goals?**

Mr. Powell answered communication is the biggest component. Information needs to flow. Sometimes the information is in front of us but we ask the wrong questions. Based on experience, coming from the outside is difficult. Anyone that takes on the responsibility to run the police department will be looked at with some question. The individual chosen to be the police chief will have to prove themselves. That individual will have to build that relationship. He will have to listen and understand that change will not happen overnight. Will it be a perfect transition? No. You are going to have complaints. That is human nature. Once the decision is made and a course is set you work towards achieving those goals. Sometimes the goals will have to be modified. People will come around and at the end of the day you will be able to accomplish the goals.

Councilman Perry asked question number six. **How would you balance the needs of the community and the department with budgetary constraints?**

Mr. Powell answered he has been in the business since 1983. He has never had a mayor or city manager come in and say, "You have plenty of money, just do whatever you got to do." We are always limited on funding. What are the priorities of the community? The city manager has to make those decisions. The public is very supportive when it comes to life safety issues. When it becomes a luxury item the community will put the foot down. Other departments need to be funded. The police department is not all by itself. If the requests are based on sound needs of the agency and all the justification is in place, the citizens will support it.

Councilwoman Simons asked question number seven. **Scenario: A citizen comes to a council meeting and complains about speeders in his neighborhood. This is the first time you have heard about this issue. You investigate and find out that he has had previous contact with your administration. How would you react?**

Mr. Powell answered when you say previous contact he would have to see what kind of contact was actually made. If he called the police department or came to the police department and filed a formal complaint it would be his responsibility to find out why no action has been taken and where the ball was dropped. If we made a mistake then we correct the mistake. When a complaint comes through sometimes it wasn't actually founded because the citizen may have thought he was making a complaint when in fact he was only making a passing statement. Officers may take it as a conversation that took place. You don't criticize the citizen for making the complaint.

Mayor Johnson asked question number eight. **Scenario: You send an officer on a special assignment and a downtown business owner makes a complaint to you about that officer. The complaint against the officer is for doing what you specifically told that officer to do. How would you respond?**

Mr. Powell answered if the officer was following instructions given, he would advise the business owner that the officer was following his orders. If there is information he wasn't aware of he would adjust the instructions given to the officer. He would have to deal with the business owner about answering the complaint.

Councilman Schmidlein asked question number nine. **After reviewing the Matrix study, it is clear that some changes need to be made in the Elko Police Department. How will you manage this change to ensure the changes are appropriate and successful?**

Mr. Powell answered any change made at the department needs to be based on factual information. They also need to make sure that changes haven't already been made. The shift schedule; the report went into a lengthy discussion about the shift rotation. Change is something that people don't like to see happen, but if you can justify it then people would be willing. It would be methodological. We would start with a good informational session with the officers. They would work with the City Manager's office to make sure the changes are still needed as far as what was identified when the study was done. Keep in mind the study is current but it is also dated.

Councilman Rice asked question number ten. **It may be necessary for the Chief of Police to respond to a variety of emergency situations at any time of the day or night. Given that responsibility, what do you consider an acceptable response time to be for a police chief or his administrative staff?**

Mr. Powell answered driving around last night he noticed the traffic isn't real dense. Today going from meeting to meeting it wasn't difficult. As far as responding from home he can't answer that because he doesn't know where his home will end up being. Response time needs to be as quick as possible. Communication is also critical en-route and upon arrival. You can make decisions and give instruction as you are en-route.

Councilman Perry asked question number eleven. **You have had a chance to see the Elko community and meet some community members. What are your general impressions of the community and how close did your experience come to meeting your initial expectations?**

Mr. Powell answered Elko is a dynamic community. He was surprised to see the amount of construction around town. Everyone has been extremely polite. He complimented the city mayor and manager and councilmembers. It is a community that is growing and the demands of that growth is being approached head on. Elko is probably a unique community in the fact that it is here and a good distance away from a metropolitan area and it's thriving. He spent all day just driving around and even went to Wal-Mart. He is pleased with the reception he has received.

Councilman Perry asked Mr. Powell if he wanted to make a final statement.

Mr. Powell thanked everyone again for allowing him to participate in the process. He was pleased that the local law enforcement officers were brought in for the interview process. Many times there is a negative relationship with the Sheriff Office and the City Police Department. He is honored to be involved in this process with the talent that has been brought in. There is a wealth of knowledge. You have a tough decision to make. Thank you for letting him be here.

Mr. Gailey asked council to tally up their scores. The law enforcement peer review (Undersheriff Clair Morris, Tribal Chief of Police Larry Robb, Captain Merchel from NDOT and

Carlin Chief of Police Bill Bauer); each candidate was in front of other law enforcement officers and they were asked their opinion. They all agreed that all candidates were great and highly talented. It came down to Mr. Spears may not be a good fit. Mr. Kuehn and Mr. Powell were tied for second place. Mr. Reed may be the best fit because he had done his homework and the community was already his home. They felt that any of the three could be viable candidates. Base your decision on what you think and not based on the peer review. Put down your scores and pass your score sheet and he will tally it up.

There was a short break.

Mr. Gailey came back with the totals.

Councilman Perry asked is this what we did when we chose the Fire Chief.

Curtis Calder, City Manager, answered we added up the points and we also looked at the overall rankings based on the points.

There was discussion about ranking the candidates.

Councilwoman Simons said using the points Mr. Reed would be number 1 but by using the ranking points there is a tie between Reed and Powell.

Mayor Johnson likes the Lamoille candidate.

Councilwoman Simons didn't agree and asked if anyone had a problem with him living in Lamoille.

Councilman Rice said that when Mr. Powell made his response to question No. 10 and he said he wasn't sure if that was what we were looking for, that was exactly what he was looking for. Response is not necessarily being on scene but being able to communicate. Mr. Reed mentioned a 60 minute response time. All said if there is an emergency then the response would be ASAP. By the time the chief is called there is a problem and it needs to be ASAP.

Councilwoman Simons thought Powell was good. He has acclimated himself to a variety of situations.

Councilman Schmidlein said between Reed, Kuehn and Powell; Kuehn and Powell both have seniors in high school and spouses will not be relocated until next summer. You kind of get on a back slope there because are they going to commit 100% to the citizens? The ultimate fit may be the individual that lives in Lamoille. He thinks he will be the best fit because he is in the general area. He is here to stay. He is used to the climate. He questioned Powell coming to Elko from a southern standpoint. All in all, the best fit he feels would be Mr. Reed.

Councilman Rice said you guys did an outstanding job and brought forth four outstanding candidates. Mr. Reed stood out for him and it comes down to fit. His score was higher than the others because of his background and skill.

Mr. Calder asked did Mr. Reed ever get you an answer about his POST certification and the ability to get it transferred.

Mr. Gailey answered he did. It can be transferred.

Mr. Calder said the question was about California being 3 years or 5 years. The answer was 5 years.

Councilman Perry said he had Mr. Powell, Kuehn and Reed very close together. They all had good answers. He thought Mr. Powell had more experience. He doesn't think we could go wrong with any of those three.

Mr. Gailey said when we make the decision, we need to decide who would be No. 2, etc. if someone turns down the offer or doesn't pass the background.

Councilman Rice asked can we have a single recommendation but keep the position open until filled so that the other candidates could still be active in the event our recommendation declined. That way we can re-interview the other two as opposed to just ranking them. If we have a 1, 2 or 3 would they wait to hear from number 1?

Mr. Gailey said if we don't choose a number 2 person the background package is quite extensive and it could take a person at least a week to fill it out. If we give it to the number 1 person and they fail the background in the end we are that much further behind by the time we contact the next person.

Councilman Perry said let's take the top two and give them both the background check.

Councilman Schmidlein said in reference to Mr. Powell, he is getting paid quite a bit more money than what we are offering. Is he really going to commit if we bring him in for \$110,000? If we go with Mr. Powell there is a possibility he may be spinning wheels.

Mr. Gailey said that is possible but they have to make that decision.

Councilman Perry noted we did publish the pay range.

Councilwoman Simons said because of all the variables it may be wise to give the packet to the top three.

**** A motion was made by Councilman Perry, seconded by Councilman Rice, to make an offer to Mr. Reed as the top candidate.**

The motion passed unanimously. (5-0)

**** A motion was made by Councilman Perry, seconded by Councilwoman Simons, to have our second candidate in the event that our first candidate doesn't pass the background or doesn't choose to accept the position to be Mr. Powell.**

The motion was withdrawn.

After the motion and before the withdrawal, Councilman Rice said he cannot support the motion. He is committed to a candidate and cannot support the motion.

Mayor Johnson said he had an experience when the city made an offer to the City Manager that the top candidate asked for more than what the city was willing to offer. What happened in that instance is that all candidates went away and then the job was offered to Curtis Calder.

Councilman Perry asked Councilman Rice if his concern here was that this is being made automatic if the first one doesn't accept and then we go to the second one. He withdrew his motion. If the first one doesn't do it we go back and re-look at this.

Councilman Rice said leave the position open until filled. The applicants remain active. If declined then the search is open.

The candidates were brought back into chambers to hear the results.

Mayor Johnson explained City Council has made a decision. We wish all a special thanks for participating. Putting your name out there and taking the chance to be part of Elko shows a tremendous amount of confidence. It is awesome that anyone wanted to take the chance. The selection was close. Everyone brings a quality to the position. If you have any questions after the fact, don't hesitate to ask. Use this as an experience that you can take with you. Thank you for your participation. Good luck in the future. The City Council will be making an offer to Mr. Reed. Congratulations. Council did discuss whether or not to rank a second candidate. At this time Council decided not to rank a second candidate but in the event of Council would like to have the option to start that process again so to speak. Not to say we would begin from the beginning but the position would remain open in the event Mr. Reed and the City of Elko couldn't come to terms for whatever reason.

COMMENTS BY THE GENERAL PUBLIC

Pursuant to N.R.S. 241, this time is devoted to comments by the public, if any, and discussion of those comments. No action may be taken upon a matter raised under this item on the agenda until the matter itself has been specifically included on a successive agenda and identified as an item for possible action. **ACTION WILL NOT BE TAKEN**

There were no public comments.

There being no further business, Mayor Chris Johnson adjourned the meeting.

Mayor Chris Johnson

Shanell Owen, City Clerk