

MEETING TRANSCRIPT- BAINBRIDGE ISLAND CITY COUNCIL- SPECIAL MEETING- 11/16/2020

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00:00:06.540 --> 00:00:08.519

Christine Brown: Okay, we, we started

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00:00:09.450 --> 00:00:17.550

Leslie Schneider: Great. Thank you so much. Alright, welcome, everyone. My name is Leslie Schneider mayor of Bainbridge Island, and I have with me. The

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00:00:18.119 --> 00:00:41.580

Leslie Schneider: A quorum of the City Council actually we have all the city council with us at this time. And I'll just quickly go through the list here. So, Deputy Mayor Joe deets council member Russia MSR and council member kissed him hi topless. Councilmember Christie car. Councilmember Michael Pollock.

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00:00:42.750 --> 00:00:46.110

Leslie Schneider: And there's six of us. So I think that's did I get everybody

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00:00:47.640 --> 00:00:48.870

Leslie Schneider: All right, thank you so much.

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00:00:49.920 --> 00:00:55.830

Leslie Schneider: We are going to be going into Executive Session. Now for two hours.

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00:00:57.240 --> 00:01:01.950

Leslie Schneider: And we will be well I guess it's more like an hour and a half. I'm

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00:01:04.050 --> 00:01:07.380

Leslie Schneider: Sorry, I thought we had two hours, but we don't. It's just for one hour.

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00:01:08.010 --> 00:01:10.860

Joe Levan: But keep in mind, the way the executive session provisions work that

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00:01:11.580 --> 00:01:19.590

Joe Levan: If you say two hours and you need less than that amount of time, then you have to stay for the time. So it's better to underestimate the time and we can always extend

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00:01:20.460 --> 00:01:26.970

Joe Levan: So that's, that's why it's. But if you think an hour is not is not realistic. It's more like an hour and a half, you could start with that.

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00:01:27.630 --> 00:01:33.780

Leslie Schneider: Okay, well, no, I think this is good will, will certainly be able to gauge our progress at that point and come back so

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00:01:34.350 --> 00:01:59.040

Leslie Schneider: Alright, so, pursuant to our CW 42.3 0.1101 G to evaluate the qualifications of an applicant for employment or to review the performance of a public employee. We will return in 60 minutes and there will be one other agenda item for 30 minutes. Once we have returned. So with that,

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00:02:00.450 --> 00:02:06.630

Leslie Schneider: City attorney, we should believe this meeting and you'll be sending us an invite for the Executive Session. Is that correct,

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00:02:06.780 --> 00:02:07.680

Joe Levan: Exactly, yes.

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00:02:07.710 --> 00:02:08.850

Leslie Schneider: Alright, see you all there.

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00:02:23.700 --> 00:02:24.330

Ellen Schroer: Christine

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00:02:29.310 --> 00:02:29.910

Christine Brown: Yes, Ellen.

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00:02:30.570 --> 00:02:35.250

Ellen Schroer: Thanks. We'll just leave this this will just run. And then at the end, when the

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00:46:05.610 --> 00:46:13.140

Christine Brown: Council has extended the executive session for an additional 30 minutes is now anticipated to end at 735. Thank you.

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01:13:35.940 --> 01:14:43.980

Christine Brown: Council has extended the executive session for an additional 30 minutes they will return at approximately 805

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01:46:21.870 --> 01:46:23.100

Joe Deets: Feels like Tuesday night.

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01:46:25.500 --> 01:46:26.700

Kirsten Hytopoulos: That'll be soon enough.

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01:48:06.150 --> 01:48:09.930

Joe Deets: Mayor. I'm actually not sure what we're is on our agenda now.

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01:48:10.830 --> 01:48:21.390

Leslie Schneider: This is the process part. This is what happens the planning process for you know the the panels and the way that we select the city manager.

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01:48:21.990 --> 01:48:22.980

Joe Deets: Okay, thanks.

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01:48:26.580 --> 01:48:26.940

Leslie Schneider: We're

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01:48:31.770 --> 01:48:33.870

Leslie Schneider: Missing COUNCILMEMBER Pollock.

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01:48:47.100 --> 01:48:53.550

Christy Carr: pelts member Pollock said that his Internet is acting up and that can't get through on zoom

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01:48:54.570 --> 01:48:56.340

Christy Carr: And to please proceed without him.

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01:48:56.760 --> 01:48:57.090

Oh,

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01:48:59.280 --> 01:48:59.760

Leslie Schneider: Alright.

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01:49:01.950 --> 01:49:03.960

Leslie Schneider: Council members are you actually there.

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01:49:11.250 --> 01:49:14.400

Leslie Schneider: All right, I am calling us back to

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01:49:14.460 --> 01:49:16.110

Leslie Schneider: Back from Executive Session.

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01:49:16.500 --> 01:49:30.960

Leslie Schneider: And we are in the special city council meeting MONDAY NOVEMBER 16 and we've just returned from Executive Session. We are now on item three, a in the city manager search process and

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01:49:35.310 --> 01:49:40.110

Leslie Schneider: Deputy city manager. Are you going to lead us on this one, or is it going to be run

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01:49:40.590 --> 01:49:50.850

Ellen Schroer: So I think it's a little bit of a dual effort. I am here to run slides and Ron is here to walk you through the next part of your, your conversation so

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01:49:52.410 --> 01:49:55.500

Ellen Schroer: We sent a really pretty long and detailed email.

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01:49:56.430 --> 01:50:08.040

Ellen Schroer: Earlier today, with some of the questions that you'll be answering with Ron's help and I have some slides just to help frame that conversation, but the information is all really what was in that email so

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01:50:08.700 --> 01:50:11.970

Ellen Schroer: Ron, just let me know when you'd like me to pull up those slides and

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01:50:12.450 --> 01:50:23.340

Ellen Schroer: I'll go ahead and do that. So I'll share my screen. And as we work through this. If it's not helpful. Just let me know and I'll pull the pull the PowerPoint down if it's easier for you all the talking. You're seeing each other. So I'll go ahead and do that now.

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01:50:30.300 --> 01:50:46.950

Ellen Schroer: So this is the city manager search process and the topics tonight, like we just said were to confirm the next steps. Talk about timing and review the approach. So I'll go ahead and hand it over to Ron to walk you through all of that all of the next things

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01:50:47.220 --> 01:50:54.900

Ron Holifield: Awesome. Thanks, Ellen and Mayor and council for what it's worth, staff has been awesome.

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01:50:56.100 --> 01:51:01.050

Ron Holifield: Working with me through all of this and it's just they're such a pleasure to work with.

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01:51:02.220 --> 01:51:10.530

Ron Holifield: Next round, what will happen next Council will have one more meeting to narrow the field will try to

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01:51:11.940 --> 01:51:27.570

Ron Holifield: Do some interviews. Some visits and then try to narrow it to a more manageable size group. Once that happens, I'm recommending you utilize three different interview panels for a smaller group of interviewees

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01:51:27.900 --> 01:51:42.420

Ron Holifield: Panel, one would be the city leadership team panel two would be representatives from your community partners such as the school district fire parks helpline house senior center HR be etc.

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01:51:42.690 --> 01:52:01.380

Ron Holifield: And then, group three would be your council advisory groups and you see all of those listed there. Basically, my recommendation is that you consider having one rep from each of these various groups. In most cases, frequently doing it as the

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01:52:03.090 --> 01:52:08.160

Ron Holifield: Having the chair of the group is the easiest way smooth this way to do that.

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01:52:08.700 --> 01:52:17.430

Ron Holifield: The charge to these various groups will not be to rank candidates, but it will be to interview and to

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01:52:17.790 --> 01:52:35.520

Ron Holifield: Provide feedback on strengths, weaknesses issues and then questions that they feel like the Council needs to interview in a final interview process. So I'm recommending three panels and Ellen, if you want, go ahead and go to the next one. Yep.

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01:52:40.440 --> 01:52:59.490

Ron Holifield: This is your city staff leadership team that suggested you certainly can add or delete. If you feel so compelled, but we think this makes the most sense to have the, the organization city organization well represented. Okay, Ellen.

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01:53:00.600 --> 01:53:01.890

Ellen Schroer: Christine has a

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01:53:02.430 --> 01:53:03.540

Ellen Schroer: Car has a question.

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01:53:03.810 --> 01:53:04.260

Guys.

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01:53:05.370 --> 01:53:06.390

Ron Holifield: Okay, Christy

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01:53:11.220 --> 01:53:25.980

Christy Carr: Thanks. I'm so I heard you talk about what the outcome or the charge of each of these panels is and then with the each be given that same charge and any sort of metric or rubric for providing input to the Council.

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01:53:26.520 --> 01:53:43.800

Ron Holifield: My recommendation is that you not provide them any sort of metric. Because what begins to happen if you start doing metrics you end up with a ranking and you end up with a whole lot of

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01:53:44.280 --> 01:53:54.570

Ron Holifield: Dust and a lot. Not a lot of clarity. So instead what we want to focus them on. Let them interview wide open go anywhere they want to go legally

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01:53:54.960 --> 01:54:05.040

Ron Holifield: But then what they're tasked with is to specifically identify in the Chair and the Co chair would be the one sort of wrangling this strengths

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01:54:05.610 --> 01:54:13.650

Ron Holifield: Weaknesses issues and then questions they think the Council needs to go deeper on for each of the candidates.

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01:54:14.010 --> 01:54:28.440

Ron Holifield: Then what would happen is the committee at each of those panels after they enter interview they would take as a team and develop that what they were going to say to the Council what that report was

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01:54:28.860 --> 01:54:45.930

Ron Holifield: And then, and then that the chair and CO chair would meet with the Council to convey the message of each of those individual panels. So you would have three different meetings, as the Council or three different groups that would come into the Council so

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01:54:45.960 --> 01:55:02.430

Christy Carr: That's helpful. Thanks. If I could just follow up. So then that would be a rubric of sorts that each panel would be given to walk into these interviews with so they each have the same strengths, weaknesses, etc.

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01:55:02.790 --> 01:55:11.670

Christy Carr: Where they would be recording that they would then provide that feedback to counsel on so I'm just looking for consistency.

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01:55:12.000 --> 01:55:24.390

Ron Holifield: Yes. So, so there would not be a list of strength issues and we can develop that if you want us to we found getting that detailed doesn't work very well.

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01:55:25.290 --> 01:55:32.670

Ron Holifield: Because everybody ends up freelancing anyway so it would literally be as loose as

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01:55:33.120 --> 01:55:42.510

Ron Holifield: Interview anything you want to do, they'll get the same briefing books that Council will get so they'll have their resume their previous questionnaire.

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01:55:43.380 --> 01:55:53.040

Ron Holifield: You know, they'll, they'll have the comprehensive information to guide them we can help them to the extent they want that with some suggested questions.

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01:55:53.340 --> 01:56:09.630

Ron Holifield: But it's not a limiting or controlling factor. And then what we want them to do. It's not a set of evaluate these 12 strengths. It is a more free flowing. Tell us what you see the strengths of each of these candidates are

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01:56:10.980 --> 01:56:25.260

Christy Carr: Yeah. And I, and I agree with that. And I mean, I guess I'm just looking at, like, I have a teenager in school and he has to do rubrics and it's boxes right so you know it says strengths and then you write those down in the box. Like, what are the strengths so

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01:56:26.730 --> 01:56:41.520

Christy Carr: I just I just want some sort of systematic way to be able to know to get this information from these panels so that we don't have something all over the map. We have something systematic so that we can say

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01:56:43.200 --> 01:56:47.550

Christy Carr: This is the stuff that they evaluated in these boxes.

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01:56:48.570 --> 01:56:52.080

Ron Holifield: We can produce something with boxes to help them. Absolutely.

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01:56:54.000 --> 01:56:59.880

Ron Holifield: We can develop some forms that will help their flow. Absolutely. We can do that.

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01:57:00.930 --> 01:57:06.300

Christy Carr: Okay. And because i want i guess i i'm sorry to hammer on this, but

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01:57:06.990 --> 01:57:21.510

Christy Carr: I feel like these panels will want something they want some sort of framework will want some bookings. But they'll but I don't want to box them in, necessarily, but I think that we need to be able to give them enough

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01:57:22.050 --> 01:57:27.960

Christy Carr: Direction so that they're giving us the input that is helpful to our search

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01:57:29.040 --> 01:57:44.640

Ron Holifield: What what we have found historically is a more free ranging approach is what they actually respond. The best to and that if we give them too much structure they ignore it and do what they want to do anyway.

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01:57:44.850 --> 01:57:45.180

Okay.

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01:57:46.710 --> 01:58:00.420

Ron Holifield: So we we over time we started out in the beginning. Everything was very, very structured years ago and we just kept moving more and more in this direction, because it's what panels, actually.

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01:58:01.740 --> 01:58:02.550

Ron Holifield: Thrive we

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01:58:05.790 --> 01:58:23.490

Christy Carr: Yeah, I mean I clearly have no experience in this so I will defer to you. I have some experience in working with community groups. So just in terms of my experience. I think that they like to know what they're trying to respond to and

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01:58:23.730 --> 01:58:26.070

Ron Holifield: We'll work on something and send it to the

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01:58:26.070 --> 01:58:35.010

Ron Holifield: Council in advance and let y'all critique it and go, yeah, this makes sense or hey, we need to tweak this here, we can do that very easily.

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01:58:35.280 --> 01:58:38.640

Christy Carr: Yeah, thank you, Ron. Absolutely.

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01:58:39.870 --> 01:58:43.080

Ron Holifield: Any other question on the city staff panel.

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01:58:44.250 --> 01:58:45.150

Ron Holifield: All right, Ellen.

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01:58:45.750 --> 01:58:57.480

Ellen Schroer: Okay, so I'm going to take that as this is the members of the panel for the for the city staff leadership team panel and this one's probably the easy one. So thanks for that. And then we'll go to the next couple

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01:58:59.700 --> 01:59:08.100

Ron Holifield: All right. Everybody good with the community partners. Are there other groups that we think we need to have

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01:59:11.280 --> 01:59:12.840

Ron Holifield: The need to be represented

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01:59:14.550 --> 01:59:14.760

Ron Holifield: My

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01:59:15.630 --> 01:59:22.140

Leslie Schneider: Colleagues, would it would it make sense to get like that the parks foundation included in this

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01:59:23.760 --> 01:59:29.820

Leslie Schneider: Because they've they've been working with us a lot on sort of infrastructure and so forth, but it's just a thought.

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01:59:31.440 --> 01:59:32.520

Leslie Schneider: Council member into, sir.

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01:59:38.340 --> 01:59:40.410

Rasham Nassar: Yeah, I was along those lines.

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01:59:45.270 --> 01:59:53.040

Rasham Nassar: Sorry about that. Along those lines, I was thinking about the Bainbridge land trust or

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01:59:54.480 --> 02:00:03.150

Rasham Nassar: Parks foundation might kind of bridge the gap. I'm seeing here. I'm thinking that someone that deals directly with our conservation and

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02:00:05.340 --> 02:00:09.780

Rasham Nassar: Kind of preservation aspects of our that are so you know highly valued in our community.

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02:00:11.820 --> 02:00:17.490

Rasham Nassar: Has anyone given thought to the representative from land trust or parks foundation or I can't think.

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02:00:18.900 --> 02:00:19.770

Leslie Schneider: COUNCILMEMBER car.

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02:00:20.940 --> 02:00:25.950

Christy Carr: Oh yeah, I would just suggest either or. I mean, we're both. Yeah.

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02:00:28.440 --> 02:00:33.630

Christy Carr: The Land Trust. Absolutely. And the parks foundation

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02:00:35.190 --> 02:00:36.840

Christy Carr: As a, let's consider

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02:00:40.080 --> 02:00:43.650

Michael Pollock: I support that. Well, both of them.

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02:00:45.630 --> 02:00:55.380

Michael Pollock: I think for all of these, it would be good to get people that are going to be working with the city manager in particular, not just anybody from this

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02:00:59.040 --> 02:00:59.700

Leslie Schneider: Deck here.

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02:01:00.330 --> 02:01:01.020

Joe Deets: Yeah, thank you.

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02:01:02.070 --> 02:01:09.060

Joe Deets: couple suggestions one. I don't see anyone from the business community, perhaps someone from the Chamber, just saying.

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02:01:09.930 --> 02:01:24.390

Joe Deets: And also, I know we can turn to our citizen advisory committees and we'll get the climate CCA see committee, but how about another from community partners, maybe, I don't know, sustainable Bainbridge, for example.

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02:01:25.680 --> 02:01:30.000

Joe Deets: So an environmental group sustainable Bainbridge, and a boot business community group.

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02:01:34.710 --> 02:01:35.580

Leslie Schneider: Ellen does that

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02:01:36.930 --> 02:01:38.670

Joe Deets: Give you a second to relax.

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02:01:39.060 --> 02:01:48.060

Ellen Schroer: Um, well, I am happy to reach out to anyone that the Council prefers but I will really strongly appreciate it if you give me specific names so

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02:01:48.330 --> 02:01:59.100

Ellen Schroer: I'm going to continue to leave this slide up on the screen until you tell me which ones. So I've written down so far parts of foundation Land Trust chamber of commerce and sustainable Bainbridge

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02:01:59.400 --> 02:02:05.790

Ellen Schroer: I can add all four of those to the list or I can add any number of them, but I really appreciate your feedback on which ones you want

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02:02:09.540 --> 02:02:12.180

Michael Pollock: Keep it simple. Well, for on

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02:02:15.480 --> 02:02:16.320

Christy Carr: All of those

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02:02:19.530 --> 02:02:26.670

Leslie Schneider: And that's all right to have. Do we have a theoretical maximum run what gets unwieldy here.

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02:02:28.410 --> 02:02:55.710

Ron Holifield: About 10 or 12 is really on the outer limits, more than that. And it really kind of becomes hard to function, we could create a week break it into two panels. If you get beyond, I would say beyond 10 it starts getting hard to just, just the conversation flow.

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02:02:57.390 --> 02:03:01.740

Leslie Schneider: Okay, so it sounds like we're at 10 now with the four that we've added

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02:03:03.090 --> 02:03:04.110

Joe Deets: Could I just were

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02:03:05.490 --> 02:03:11.790

Christy Carr: Yet to to follow on to COUNCILMEMBER Dixon's comment about the business community.

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02:03:13.290 --> 02:03:17.610

Christy Carr: I don't disagree with that. I agree with that input.

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02:03:19.980 --> 02:03:21.780

Christy Carr: Who that would be I think we should

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02:03:24.750 --> 02:03:32.370

Christy Carr: Buy PR deputy city manager shores request, make sure we write that down.

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02:03:33.180 --> 02:03:36.240

Ellen Schroer: That will be very helpful because then I'll, I'll reach out to the right group.

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02:03:36.780 --> 02:03:37.350

Christy Carr: Mm hmm.

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02:03:37.980 --> 02:03:40.680

Joe Deets: Looking for a group, not necessarily a person right

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02:03:41.640 --> 02:03:47.010

Ellen Schroer: Well, I mean, these panels are are set up to provide advice to you, so I'm

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02:03:48.330 --> 02:04:01.800

Ellen Schroer: Good way that we we provided these examples, based on the conversation that or the examples that Ron hollifield gave us from Sgr and these are folks that that do partner with the city to provide service to the community.

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02:04:03.030 --> 02:04:16.170

Ellen Schroer: The other organizations that you've mentioned also would have some intersection with the city manager, the Chamber of Commerce and is certainly a long standing organization downtown and

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02:04:17.460 --> 02:04:23.280

Ellen Schroer: If there are additional if there's additional input, you'd like, then this is a great time to let us know what it is.

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02:04:23.580 --> 02:04:25.980

Leslie Schneider: I think the board chairs would be good for

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02:04:27.120 --> 02:04:30.600

Leslie Schneider: Chamber of Commerce and sustainable Bainbridge

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02:04:31.980 --> 02:04:32.340

Ellen Schroer: Okay.

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02:04:33.270 --> 02:04:36.270

Leslie Schneider: COUNCILMEMBER hi topless. Did you want to chime in on this topic.

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02:04:36.930 --> 02:04:42.690

Kirsten Hytopoulos: Um, yeah, I was just wondering if association of Bainbridge communities is still active ABC.

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02:04:43.080 --> 02:04:44.730

Christy Carr: Huh. Yes, yes.

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02:04:44.940 --> 02:04:46.230

Kirsten Hytopoulos: Because I'd really like to see them.

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02:04:49.140 --> 02:04:52.230

Kirsten Hytopoulos: They've been historically involved in these sorts of things from the beginning.

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02:04:59.760 --> 02:05:00.180

Ellen Schroer: Okay.

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02:05:01.740 --> 02:05:07.080

Ellen Schroer: And we can come back to this. If you're sort of mulling as we as we go forward, but

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02:05:08.490 --> 02:05:11.790

Ellen Schroer: Right now I have five additional ones, which would bring you to 11

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02:05:12.810 --> 02:05:23.940

Ellen Schroer: People, assuming that everyone is available to participate and staff will reach out to the organizations with an invitation for one individual from each organization to participate.

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02:05:26.640 --> 02:05:28.950

Ron Holifield: Alright super-duper Ellen, you're good.

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02:05:29.760 --> 02:05:30.210

You bet.

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02:05:34.110 --> 02:05:39.630

Ron Holifield: These are your different advisory groups are there additional ones of those

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02:05:41.430 --> 02:05:50.940

Ellen Schroer: And just to let you know, these are the advisory groups with sort of a multi year tenure. There are some other task forces that aren't listed on this.

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02:05:52.080 --> 02:05:53.220

Ellen Schroer: On this list right now.

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02:05:54.630 --> 02:05:57.780

Ellen Schroer: Because they're usually shorter term and not all of them are constituted right now.

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02:05:59.280 --> 02:06:04.920

Leslie Schneider: So the public art committee is not represented here, and I know that it's like a different flavor.

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02:06:05.940 --> 02:06:09.750

Leslie Schneider: But I think it'd be. It could be good to include them.

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02:06:14.400 --> 02:06:17.790

Leslie Schneider: COUNCILMEMBER car. Are you did you have your hand up for

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02:06:18.060 --> 02:06:23.190

Christy Carr: Well, I was actually just curious because I didn't know that the

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02:06:24.420 --> 02:06:28.920

Christy Carr: Panels that were suggested were the long term ones and

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02:06:29.940 --> 02:06:32.220

Christy Carr: Are there a short term ones that

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02:06:34.350 --> 02:06:36.240

Christy Carr: You might want to consider.

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02:06:40.140 --> 02:06:54.960

Christy Carr: I don't know. I'm just I'll defer to the deputy city manager. And I'm not trying to broaden this at all. I'm just trying to do due diligence because frankly I'm not familiar with.

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02:06:56.520 --> 02:07:14.310

Christy Carr: All of our advisory groups and I wouldn't disagree with this presentation of of emphasizing the longer term ones or the standing ones, but is there is there a group that maybe we would, you know, it says other question mark. So that's my question.

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02:07:15.000 --> 02:07:22.800

Ellen Schroer: Well, I can tell you some of the examples of advisory groups that aren't on there are things like the tech committee.

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02:07:23.580 --> 02:07:32.460

Ellen Schroer: The salary Commission, which are groups that are constituted for a short period of time, every year. And then you have some current task forces which are

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02:07:33.240 --> 02:07:51.180

Ellen Schroer: On going but not currently multi years. So that would be an example would be the green building task force or the sustainable transportation Task Force and and then there's some other ones which are legal legally required like the left one disability board. Um, so

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02:07:52.530 --> 02:07:54.210

Ellen Schroer: There are a wide variety

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02:07:55.170 --> 02:07:57.540

Christy Carr: Thank you. I appreciate that.

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02:07:58.620 --> 02:08:02.370

Christy Carr: And I'm happy with this list that you've provided

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02:08:04.170 --> 02:08:05.880

Leslie Schneider: So ever high topless you you

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02:08:06.120 --> 02:08:07.440

Christy Carr: took your hand down. Okay.

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02:08:11.460 --> 02:08:12.960

Ellen Schroer: That's our Deputy Mayor de

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02:08:13.620 --> 02:08:21.570

Joe Deets: Yeah, I'm happy with this list with the add the mayor Snyder's suggestion of the art public art committee was that it

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02:08:23.280 --> 02:08:23.730

Leslie Schneider: Yes.

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02:08:24.090 --> 02:08:26.190

Ellen Schroer: Okay, and then is it also

174

02:08:27.360 --> 02:08:32.910

Ellen Schroer: Okay, or a workable solution to just ask that either the chair of the CO chair will represent the group.

175

02:08:34.530 --> 02:08:36.480

Ellen Schroer: Okay, so we'll reach out to those people

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02:08:39.150 --> 02:08:39.630

Ellen Schroer: Okay.

177

02:08:40.800 --> 02:08:42.090

Ellen Schroer: Right. Thanks so much.

178

02:08:43.410 --> 02:08:47.100

Ellen Schroer: And then once the panel. In addition to the panels.

179

02:08:49.800 --> 02:09:08.010

Ron Holifield: Yeah. What, what this will be following the panels separately would be a community open house online, we would do it on the zoom platform, we would have a pre established set of questions. Each candidate would respond to

180

02:09:08.730 --> 02:09:15.330

Ron Holifield: It would not be in person real time or interactive other. I mean, it'd be one way

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02:09:15.690 --> 02:09:26.310

Ron Holifield: Presentation from the candidates so that people could see, etc. And then the community could provide feedback back to the Council, similar to what we did on the profile.

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02:09:27.030 --> 02:09:34.800

Ron Holifield: So that there's a mechanism setup that everybody who watches has a organized way to provide their input back to the Council.

183

02:09:36.840 --> 02:09:38.370

Ron Holifield: Everybody good with that.

184

02:09:40.710 --> 02:09:43.620

Christy Carr: Yeah, sorry. Just to take us back one step.

185

02:09:45.480 --> 02:09:51.720

Christy Carr: Those panel discussions are they open to the public, and if so, how

186

02:09:53.730 --> 02:10:00.000

Ron Holifield: Typically all interviews would be in an Executive Session, even with panel discussions.

187

02:10:00.390 --> 02:10:03.390

Christy Carr: Okay, so what we just discussed is not

188

02:10:04.740 --> 02:10:05.970

Christy Carr: for public consumption.

189

02:10:08.190 --> 02:10:10.740

Christy Carr: I mean this panel stuff.

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02:10:10.980 --> 02:10:23.610

Ron Holifield: Yeah for public participation. Correct. And that, that's the reason we've been added that later community online open house so that there is a full public component

191

02:10:23.820 --> 02:10:24.960

Christy Carr: Yes, thank you.

192

02:10:28.020 --> 02:10:36.150

Ron Holifield: Okay. And then these are the questions and I know I've gotten a little bit of feedback of tweaking that first one a little bit

193

02:10:37.200 --> 02:10:48.090

Ron Holifield: That but but here's the recommended questions right now, please share a quick overview of your background, why you think it's prepared you to help lead Bainbridge Island into the future.

194

02:10:48.360 --> 02:10:54.210

Ron Holifield: Please share with us the core values that would guide how you lead. If you were selected to serve as city manager.

195

02:10:54.450 --> 02:10:58.200

Ron Holifield: What homework. Have you done on Bainbridge Island. And what do you know about us.

196

02:10:58.410 --> 02:11:08.820

Ron Holifield: Based on that homework. What makes you the most excited about the prospect of coming here as city manager. What are your biggest question marks that remain about coming here as city manager.

197

02:11:09.180 --> 02:11:19.620

Ron Holifield: So these would be the questions that would be asked in the public forum. These are just some initial recommended questions would love for Council. We've got time.

198

02:11:20.070 --> 02:11:35.040

Ron Holifield: To give me any feedback on how you'd like to tweak any of these. We really want to keep it to about five questions because depending on how many candidates are still standing. It can get pretty long of the evening.

199

02:11:36.150 --> 02:11:39.030

Leslie Schneider: I have one but COUNCILMEMBER car. Your hand is up.

200

02:11:40.200 --> 02:11:44.070

Leslie Schneider: Deputy Mayor where I'm, I'm looking at the hands and the participants list.

201

02:11:44.340 --> 02:11:45.720

Joe Deets: I guess I should do that. Sorry.

202

02:11:46.380 --> 02:11:46.890

Leslie Schneider: Thank you.

203

02:11:48.690 --> 02:11:50.910

Leslie Schneider: COUNCILMEMBER car you're on mute.

204

02:11:54.420 --> 02:11:57.900

Christy Carr: Thanks. No, I was actually just hoping to hear my colleagues.

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02:11:58.980 --> 02:12:03.180

Christy Carr: Input on these questions. So please, Deputy Mayor deeds.

206

02:12:05.340 --> 02:12:16.410

Joe Deets: Thank you very quickly, Ron, are these seem pretty generic. Will the candidates know of the questions they're going to be asked beforehand or are not

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02:12:18.000 --> 02:12:29.310

Ron Holifield: Typically on these questions we do which is unlock but the interview panel questions that they've done so typically they do know in a public setting.

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02:12:30.330 --> 02:12:32.250

Ron Holifield: What we're going to ask in advance.

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02:12:33.870 --> 02:12:35.370

Leslie Schneider: Okay, thank you. Remember Pollock.

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02:12:37.980 --> 02:12:37.980

Michael Pollock: Thanks.

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02:12:38.310 --> 02:12:41.790

Michael Pollock: Yeah, I would ask questions a little more direct such as

212

02:12:44.910 --> 02:12:56.700

Michael Pollock: What are you going to do about climate change. What are your views on climate change something along those lines. Um, how would you tackle issues of racial equity me another one. So I, I guess I kind of

213

02:12:58.080 --> 02:13:06.390

Michael Pollock: Asked less open ended questions and focus on a couple of these like that and maybe a question about sustainability.

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02:13:08.160 --> 02:13:19.740

Michael Pollock: How would you implement our sustainable transportation phone. How would you find funding for. So I don't know, some more specific questions that really get to how they're going to

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02:13:21.690 --> 02:13:33.690

Michael Pollock: tackle the problems that are facing our community. And if nothing else, if you wanted to ask a broad based on maybe something like, well, what do you think are the biggest challenges the three biggest challenges facing our community.

216

02:13:34.920 --> 02:13:39.870

Michael Pollock: So that I think that would get us more than then these questions.

217

02:13:43.260 --> 02:14:02.160

Christy Carr: YES, THANK YOU MAYOR. I would agree with COUNCILMEMBER politics input as well as customer Deputy Mayor deets his comments about being more specific to our jurisdiction, I think is really important. The questions here seem really generic

218

02:14:04.530 --> 02:14:15.060

Christy Carr: So I would try to relate these questions to the questions that we had in the questions that we had people answer.

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02:14:16.170 --> 02:14:19.800

Christy Carr: And then just as a really quick example. The first question.

220

02:14:21.660 --> 02:14:31.290

Christy Carr: I would revise to say how is your past experience similar or different than your understanding of the city manager Bainbridge Island.

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02:14:31.740 --> 02:14:43.110

Christy Carr: And how or why is that important to the future of the city of a merge Island. So I guess I would just like these to be really much more specific to Bainbridge Island.

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02:14:45.090 --> 02:14:46.080

Christy Carr: So that, that's

223

02:14:47.250 --> 02:14:48.990

Christy Carr: My comment on these questions.

224

02:14:49.920 --> 02:14:55.410

Leslie Schneider: So if I could jump in. I have a specific question that I'd like to propose. What about

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02:14:57.660 --> 02:15:06.270

Leslie Schneider: Asking a question about such as well. What have you done in one of your prayer position, some innovative solution to a problem.

226

02:15:07.290 --> 02:15:10.140

Leslie Schneider: That you would enjoy sharing with us.

227

02:15:12.450 --> 02:15:23.760

Leslie Schneider: You know that might indicate. I mean, I just, we could just ended it that you know just what are some fun things that you get to tell us that we can we can say, oh wow about

228

02:15:24.780 --> 02:15:30.600

Leslie Schneider: About their past instead of just all sort of Bainbridge focused. I don't know what

229

02:15:33.150 --> 02:15:37.890

Leslie Schneider: Let's see, I guess. Councilmember car. I think you need to take your hand down. Is that right,

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02:15:38.880 --> 02:15:39.840

Leslie Schneider: Well, I'm

231

02:15:39.990 --> 02:15:41.130

Christy Carr: Still up. Yeah.

232

02:15:42.540 --> 02:15:45.120

Leslie Schneider: All right, I'm going to move on to council member nisar

233

02:15:45.540 --> 02:15:54.000

Rasham Nassar: You haven't spoken on it yet. I like where this is going. I'm really happy that we're brainstorming on more targeted questions that are being brewed specific

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02:15:54.510 --> 02:16:03.450

Rasham Nassar: I'm, I'm just thinking about time and I mean we could sit here and talk about questions until 10 o'clock, and I think we would if it were up to us.

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02:16:04.530 --> 02:16:11.370

Rasham Nassar: But what I would like to do is move us along, and get us going in a forward moving direction, I would be very happy to

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02:16:12.300 --> 02:16:19.320

Rasham Nassar: Assign two council members to take the discussion of questions offline and then provide those to Ron

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02:16:20.280 --> 02:16:35.670

Rasham Nassar: I'm happy to, to, to put my my trust and faith in two or three council members to just do that offline come up with a separate List of ones that 123456 questions on behalf of the Council and provide that to Mr Holyfield

238

02:16:36.780 --> 02:16:37.530

Rasham Nassar: And then we can

239

02:16:38.310 --> 02:16:39.480

Leslie Schneider: COUNCILMEMBER high topless.

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02:16:41.190 --> 02:16:43.650

Kirsten Hytopoulos: Only if those come back to the full council for approval.

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02:16:48.900 --> 02:16:49.860

Leslie Schneider: Deputy Mayor deets.

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02:16:50.190 --> 02:17:00.930

Joe Deets: Yeah, thank you. Well, I'll take a I'm not like really strong on this, but I wouldn't mind taking a contrary approach and leaving them open. Now why is that

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02:17:01.620 --> 02:17:11.730

Joe Deets: Why is that so that allows these are all just say highly intelligent ambitious professionals every single one of them that are going to be coming here, right.

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02:17:12.450 --> 02:17:21.210

Joe Deets: If it's sort of begs the question, now if they're going to listen to this tape. This is a giveaway. But if they don't start bringing up the stuff that's important to us.

245

02:17:21.870 --> 02:17:29.910

Joe Deets: Do we have to ask them, are is climate change. Important to you. I mean seriously, folks, if they don't bring it up. That's a flag right

246

02:17:30.510 --> 02:17:45.210

Joe Deets: So why do we need to say it. And by the way, how about racial equity, you know, they if they if they do their homework, they know that's important to us. And if they're silent on that. That's a big plaque. So I'm all for keeping it open and not straining ourselves too much.

247

02:17:47.430 --> 02:17:48.030

Leslie Schneider: Thank you.

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02:17:49.350 --> 02:17:51.210

Leslie Schneider: COUNCILMEMBER nisar your hand is still up

249

02:17:51.810 --> 02:17:53.730

Rasham Nassar: Yeah, I'm just gonna, I'm just

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02:17:55.380 --> 02:18:02.280

Rasham Nassar: Going to reiterate my proposal to the Council, I think we could blend some open ended questions with some targeted questions.

251

02:18:02.760 --> 02:18:14.940

Rasham Nassar: And I would be very happy to make a motion to form a subcommittee of three council members to do that to come back with a city council with a list of six proposed questions that we can approve.

252

02:18:16.080 --> 02:18:21.000

Rasham Nassar: Perhaps we can walk it on the agenda tomorrow night if time is of the essence, or the following week

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02:18:23.010 --> 02:18:29.190

Leslie Schneider: Alright, so there's a suggestion on the floor right now emotion. Do we have a second for that.

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02:18:30.360 --> 02:18:32.010

Leslie Schneider: COUNCILMEMBER Pollock seconds.

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02:18:33.870 --> 02:18:37.350

Leslie Schneider: I'll just look for some other discussion here quickly. Councilmember car.

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02:18:42.300 --> 02:18:47.460

Christy Carr: Yeah, it sounds like we need some conversation around this.

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02:18:48.510 --> 02:18:49.350

Christy Carr: I think that

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02:18:51.810 --> 02:18:55.050

Christy Carr: It warrants a full Council discussion.

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02:18:57.690 --> 02:19:03.690

Christy Carr: I kind of waffle between leaving it open to COUNCILMEMBER ditizes

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02:19:06.060 --> 02:19:10.650

Christy Carr: Suggestion and that if you can't figure it out between the lines.

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02:19:13.200 --> 02:19:17.370

Christy Carr: Versus very specific that are targeted questions so

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02:19:19.110 --> 02:19:30.090

Christy Carr: Given that we have a council meeting tomorrow night. And we could potentially walk it on i'm i'm in favor of having a full Council discussion about it.

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02:19:32.100 --> 02:19:50.670

Leslie Schneider: Alright, I don't see a their hands up. I'm going to say that I'm not in favor of having it be added to the Council agenda. I'm sort of good with. However, it ends up as long as Ron is good with them. But let's just go ahead and take a vote on it. So I'm going to

264

02:19:51.870 --> 02:19:55.980

Leslie Schneider: Kill some memory nisar I'm going to just say that your suggestion is to

265

02:19:57.480 --> 02:20:02.550

Leslie Schneider: Let me just put it back to you. Do you want to suggest that we take this up at tomorrow night's meeting.

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02:20:03.060 --> 02:20:09.420

Rasham Nassar: Well, can we hear from Ron about timing when were you looking to have these questions, confirm. Can you tell us about that a little bit around

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02:20:10.560 --> 02:20:17.940

Ron Holifield: I feel like we've got a little bit of time with this because we're going to have a follow up schedule that there's several things that will happen in between.

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02:20:18.570 --> 02:20:31.800

Rasham Nassar: Okay, so it wouldn't be too burdensome or slow the process down and say we formed a subcommittee to do some work in this next week and then come back to the Council with a with a with a proposal to take an affirmative or a vote on the questions at next week's Council meeting.

269

02:20:32.130 --> 02:20:35.400

Ron Holifield: Absolutely would not slow the process down at all.

270

02:20:35.520 --> 02:20:39.900

Rasham Nassar: Okay, I moved to form a subcommittee comprised of three council members to

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02:20:41.430 --> 02:20:56.100

Rasham Nassar: Work on developing a set of six six questions to provide to the candidates for the open house portion of the city managers search selection process and to provide those recommended questions to the city council at

272

02:20:58.200 --> 02:20:59.910

Rasham Nassar: November, hold on.

273

02:21:03.420 --> 02:21:05.520

Leslie Schneider: November 24 me

274

02:21:09.540 --> 02:21:11.970

Leslie Schneider: Okay. Um, is there a second

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02:21:14.040 --> 02:21:15.420

Leslie Schneider: COUNCILMEMBER car seconds.

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02:21:17.880 --> 02:21:19.650

Leslie Schneider: COUNCILMEMBER car, did you want to speak to that.

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02:21:23.460 --> 02:21:26.190

Christy Carr: I think I already did. I just think that

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02:21:27.300 --> 02:21:30.810

Christy Carr: Um, I don't think these questions are the questions we want to ask

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02:21:31.290 --> 02:21:33.150

Christy Carr: Okay, frankly, and

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02:21:34.170 --> 02:21:37.950

Christy Carr: However, we can massage them, I think.

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02:21:39.000 --> 02:21:42.120

Christy Carr: Council member in the stars approach seems

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02:21:43.290 --> 02:21:46.530

Christy Carr: Like the a way to do that.

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02:21:48.090 --> 02:21:57.540

Leslie Schneider: So we'll vote up or down on this motion, and then we'll decide who those people are if the motion passes set. Great. Okay. All right. All those in favor please say I

284

02:21:59.460 --> 02:22:01.860

Leslie Schneider: Want and all opposed.

285

02:22:04.140 --> 02:22:07.470

Leslie Schneider: Ah, no. Well, I guess it fails.

286

02:22:09.270 --> 02:22:10.170

Leslie Schneider: Oh, man.

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02:22:12.030 --> 02:22:12.690

Leslie Schneider: Let's see.

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02:22:13.800 --> 02:22:14.460

Leslie Schneider: Um,

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02:22:16.320 --> 02:22:18.810

Leslie Schneider: Alright, it failed. We have to honor that process.

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02:22:19.830 --> 02:22:28.260

Leslie Schneider: Um, I think, Rhonda, that the end result here is that we're not happy with the questions. So I'm going to make another

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02:22:28.860 --> 02:22:40.770

Leslie Schneider: Proposal that I don't think have to be emotion. It's just individual council members can send their alternative questions to Ron and he can propose something back to us and we can

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02:22:42.540 --> 02:22:48.090

Leslie Schneider: We'll have this conversation at of when he brings them back to us is that

293

02:22:49.710 --> 02:22:50.550

Leslie Schneider: Possible COUNCILMEMBER car.

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02:22:51.030 --> 02:23:02.010

Christy Carr: Yeah, I could I just get some clarification about that because seems like at least three of us weren't happy. I guess with these questions so

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02:23:05.730 --> 02:23:16.260

Christy Carr: Are these the questions, or are we going to somehow revise these questions just could, could some someone please explain how we're moving forward.

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02:23:16.290 --> 02:23:29.280

Leslie Schneider: With these questions. Well, well, my suggestion was for all of us individually to send our suggested questions to Ron and let him massage them and come back to us with a proposal that was my suggestion. Councilmember hi topless.

297

02:23:29.670 --> 02:23:39.870

Kirsten Hytopoulos: Yeah, so, and I also we're kind of stuck right because I don't agree that we should have a subcommittee. And I think Christy, you were kind of stuck as well. And if you thought that was the solution.

298

02:23:40.230 --> 02:23:48.210

Kirsten Hytopoulos: We can send sample questions. We can also just send just generally what we're not happy with, and Ron can take all of the above, and kind of come back with with some

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02:23:48.600 --> 02:23:57.330

Kirsten Hytopoulos: With some tweaks, not even just taking our questions. So it sounds like maybe all of us would like that there'd be some more Bainbridge specificity here.

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02:23:57.630 --> 02:24:06.360

Kirsten Hytopoulos: So that may be a mix so open and Bainbridge, maybe we'll have some proposed specific specific questions and maybe she hear from one if that will be helpful.

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02:24:07.170 --> 02:24:15.540

Kirsten Hytopoulos: But I guess my I'm kind of caught in between, not wanting us to wind up with council members drafting questions that we have to argue over

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02:24:16.110 --> 02:24:21.360

Kirsten Hytopoulos: Also wanting to follow Ron's expertise but also not being happy with these

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02:24:21.690 --> 02:24:30.360

Kirsten Hytopoulos: All of these particular questions. So I'm hoping that if we provide some feedback plus what he wants for tonight. He may be able to just kind of tweak these questions and come up with something we're happier with

304

02:24:31.650 --> 02:24:36.750

Christy Carr: Just to interject. Thank you, Kirsten, that's my thinking.

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02:24:38.880 --> 02:24:45.750

Leslie Schneider: Okay, so I think that we can move on. We Ron, do you have any questions for us, are you

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02:24:45.780 --> 02:24:49.020

Ron Holifield: Comfortable. I was gonna say, I think, if you'll give me your input.

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02:24:49.020 --> 02:25:05.520

Ron Holifield: Promptly I can come up with. I think I hear you. It's just a matter of coming up with specific word smithing but I think I know where you're headed what your concerns are. And I think if you'll give me, you know, specific suggestions feedback thoughts, etc.

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02:25:06.210 --> 02:25:13.860

Ron Holifield: Just as fast as possible. We can have it on the agenda for next week for you to all look at it and go, yeah, we're good.

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02:25:16.170 --> 02:25:21.210

Leslie Schneider: Great, thank you very much. So I think Ron and Ellen. It's back to you to

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02:25:21.870 --> 02:25:33.480

Ellen Schroer: Get this time I'm just hearing that you're going to send the suggestions to run by this Friday, which is the 20th and we'll add an agenda item for the 24th for a discussion of the question.

311

02:25:36.300 --> 02:25:51.810

Ellen Schroer: Actually, now that I'm saying that out loud that timing is too tight because we'll need to have the questions to Ron probably on Wednesday, so that he can give them to me on Thursday to put in the packet for Friday. So if that is too tight. Then we'll need to move it out a week.

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02:25:54.090 --> 02:25:56.220

Leslie Schneider: I'm COUNCILMEMBER car.

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02:25:57.180 --> 02:26:00.720

Christy Carr: Oh, sorry. My hands probably slept, but I Wednesday means tomorrow. Right.

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02:26:01.380 --> 02:26:06.450

Ellen Schroer: Today's Monday. So, tomorrow is Tuesday, where we have another meeting and then wednesday so yeah

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02:26:07.230 --> 02:26:10.740

Christy Carr: OK. So, again, an extra day and then wednesday seems fun

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02:26:12.120 --> 02:26:17.160

Christy Carr: I'm happy to provide input on these open house questions by Wednesday.

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02:26:18.720 --> 02:26:19.200

Leslie Schneider: Ron

318

02:26:19.890 --> 02:26:36.600

Ron Holifield: If I could also suggest it will help it go faster. Don't worry about agonizing over getting the wording precisely right just shoot me an email and go, gee, we need one on this or whatever. And then I'll spend the time word smithing I think I can get to where you want to get to

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02:26:38.280 --> 02:26:39.090

Leslie Schneider: Great, thank you.

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02:26:40.020 --> 02:26:41.280

Leslie Schneider: All right, all right.

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02:26:41.490 --> 02:26:50.520

Ellen Schroer: We're getting close. We're getting close. Oh, that was actually the fat is actually the end that we're just going to talk through the summary and let you know what's coming next.

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02:26:54.270 --> 02:26:55.560

Ron Holifield: Okay, so

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02:26:57.270 --> 02:27:04.620

Ron Holifield: This is basically what we've just walked through you kind of know what's happening, what's coming up, what will happen eventually.

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02:27:05.610 --> 02:27:22.590

Ron Holifield: And I think we were Ellen targeting first week of January. At this point for those final Council interviews. That's what we're shooting for obviously cove ID and a quarantine travel rules etc can affect that.

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02:27:23.820 --> 02:27:30.180

Ron Holifield: One of the things that will happen is it will ask the candidates to develop a first year game plan.

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02:27:30.510 --> 02:27:39.120

Ron Holifield: We will give them contact information for the executive team and all of the Council to be able to engage in one on one conversations

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02:27:39.360 --> 02:27:47.970

Ron Holifield: Their, their assignment will be to develop a maximum five page first year game plan they will visit Bainbridge Island.

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02:27:48.420 --> 02:28:12.330

Ron Holifield: Will rank staff tours of the island key 50 city facilities, etc. And then we'll also do some coaching of the tour guides and they'll provide feedback back to the Council for your final deliberations, so be glad to answer any questions. But that kind of covers the waterfront.

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02:28:14.190 --> 02:28:19.860

Leslie Schneider: All right, thank you so much. Run. This is just, it's been an exciting evening.

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02:28:23.130 --> 02:28:33.450

Leslie Schneider: All right, well, I don't see any hands up. So I think that we are talked out and then I appreciate your staying up late for us run

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02:28:33.480 --> 02:28:34.170

Really, really.

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02:28:36.210 --> 02:28:46.530

Leslie Schneider: Um, let's see. We if there's no other discussion. Hearing none. We are adjourned.

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02:28:47.130 --> 02:28:47.550

Ellen Schroer: Thank you.

334

02:28:47.580 --> 02:28:49.320

Ron Holifield: Have a great evening. Bye bye.