

MINUTES
CITY OF FARMINGTON HILLS
CITY COUNCIL SPECIAL MEETING
CITY HALL – COUNCIL CHAMBER
OCTOBER 17, 2015 – 8:30AM

The special meeting of the Farmington Hills City Council was called to order by Mayor Brickner at 8:40am.

Council Members Present: Brickner, Bridges, Bruce, Knol, Lerner and Massey

Council Members Absent: Steckloff

Others Present: City Clerk Smith, Director Randle and City Attorney Joppich

INTERVIEWS WITH EXTERNAL CITY MANAGER CANDIDATES:

Mayor Brickner outlined the process to be followed for interviewing the external candidates for the City Manager position and stated that they would be conducted as follows:

James Jackson	8:30am to 10:30am
James (JJ) Murphy	11:00am to 1:00pm

INTERVIEW FOR JAMES JACKSON:

The Mayor welcomed Mr. Jackson. He explained that Councilmember Steckloff was absent due to health reasons but was watching the interviews on cable.

Mayor and City Council interviewed Mr. Jackson using a standard set of questions for the interview process. Following the list of questions, Mr. Jackson was asked if he had any questions of Council.

Mr. Jackson inquired about the City's current evaluation process for the City Manager.

Mayor Brickner explained that the City Manager is evaluated annually by City Council through a verbal meeting and there is no written evaluation form, which Councilmember Bridges would prefer. He stated that the Council evaluates the City Manager, City Clerk and City Attorney per the City Charter.

Mr. Jackson inquired the factors involved for evaluating the City Manager to determine whether that person is doing a good job, a great job or whether Council would be looking for a replacement.

Mayor Brickner stated that he feels Council is looking for someone with staying power and longevity. He noted that the City Manager runs the day-to-day operations of the City so they are looking for a great leader and someone who can integrate well into the community. He commented that the citizen survey conducted shows that residents are very satisfied with current city services and they want to make sure that is maintained.

Mayor Pro-Tem Massey added that the goals and direction of the city are discussed with the City Manager at these evaluations; it is just a verbal process and not a written evaluation. He added that while an evaluation is conducted annually, they look for transparency and communication throughout the year from the City Manager.

Councilmember Bridges stated that Farmington Hills is a strong City and Council wants that to continue.

Mr. Jackson commented that he would appreciate feedback on his candidacy following the process regardless if he is appointed to the position or not. He thanked the Mayor and Council for the opportunity.

Mayor and Council thanked Mr. Jackson for his time.

A short recess was taken between interviews. Mayor Brickner reconvened the meeting at 11:00pm for the next interview.

INTERVIEW FOR JAMES (JJ) MURPHY:

Mayor Brickner welcomed James (JJ) Murphy and outlined the process to be used for the interview. He noted that Councilmember Steckoff was absent due to health reasons but was watching the interviews on cable.

Mayor and City Council interviewed Mr. Murphy based on a standard set of questions. During the interview, Mr. Murphy provided a presentation outlining his 90-Day Transition Plan if selected as City Manager. Following the list of questions, Mr. Murphy was asked if he had any questions of Council.

Mr. Murphy inquired what actions former City Manager Brock took that made him so successful.

Councilmember Bridges stated that he was a hands-on manager who had intimate knowledge of the operations of the City and its needs and he had a knack for prioritizing those needs. He added that the Mayor and Council want to ensure a seamless transition.

Councilmember Knol added that Mr. Brock was involved in the community and its events and was not just managing from his office. He built relationships with residents.

Councilmembers Bruce, Lerner and Mayor Pro-Tem Massey added that he was honest, forthright with his comments and surrounded himself with good Directors and staff.

Mr. Murphy inquired what the top priorities would be if he is selected as City Manager.

Mayor and Councilmembers noted the following priorities:

- Infrastructure (road funding, sewers, storm drains)
- People (hiring the right team to replace those the City is losing to retirement and the loss of institutional knowledge)
- Managing the current fiscal reality
- Cooperation with the schools and the school board
- Maintaining current service levels

Mr. Murphy inquired if the Council supports employee development opportunities. Mayor Brickner responded that the Council does support such opportunities.

Mr. Murphy asked if Council had any hesitations about his qualifications that he could address at this time. Council had no questions.

Mr. Murphy had distributed a packet of information to the Mayor and Council and he briefly went through the materials.

Mayor Pro-Tem Massey inquired why Mr. Murphy was choosing to leave his current position in Hobbs, New Mexico.

Mr. Murphy responded that he loves his job, but he is also looking for long-term stability for his family and is willing to put that into contract terms if required. He stated that his staff does not want him to leave, but if it is determined that he is the right fit for Farmington Hills he would be honored to be the City Manager.

Mayor and Council thanked Mr. Murphy for his time. Mr. Murphy thanked Mayor and Council for the opportunity.

ADJOURNMENT:

There being no further discussion, the special meeting adjourned at 12:45pm.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'P. Smith', written over a horizontal line.

Pamela B. Smith, City Clerk