

January 23, 2006

**Evanston City Council
Closed Session Minutes
Aldermanic Library
Monday, January 23, 2006**

PRESENT: Aldermen Jean-Baptiste, Wynne, Bernstein, Holmes, Tisdahl, Moran, Rainey, Hansen, and Wollin

ABSENT: None

STAFF: Julia Carroll

PRESIDING: Mayor Lorraine H. Morton

START: 9:02 p.m.

Alderman Wynne moved that Council convene into Closed Session for the purpose of discussing matters related to personnel and minutes pursuant to 5ILCS Section 120/2 (c) (1) and (21) Seconded by Bernstein

Roll call. Voting aye – Jean-Baptiste, Bernstein, Holmes, Moran, Tisdahl, Rainey , Moran and Hansen. Voting nay – none. Motion carried (9-0)

MINUTES:

Closed Session minutes of January 9, 2006 were accepted without change.

PERSONNEL:

City Manager Carroll announced that Finance Director Bill Stafford was hired away by District 202; tried to get him to stay but noted he was offered in excess of \$150,000 annually and seven weeks vacation. It is a great opportunity for him and she looked forward to working more closely with the district. Alderman Rainey asked what the process is for replacing Mr. Stafford who will leave at the end of February. Ms. Carroll was working on several things.

City Manager Carroll passed out a report on her first year as City Manager. She had set goals for herself and summarized what she had accomplished with the Council, staff and community and areas she wants to focus on in the future. She asked that they read her memo and ask questions. She wanted to talk with the Rules Committee about the city manager evaluation and to work on what is important to Council She would work hard to make it happen but needed consensus on what is important.

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Ms. Carroll will speak to several people about getting an interim appointment for the finance director position because they cannot hire somebody by March 1. She thought that Bill Stafford is outstanding with his GFOA experience and people with that experience are hard to find. She will start on the recruitment process. Evanston is a great place and many people would be interested in coming here. Alderman Moran noted that Bill Stafford had many relationships within government finance. Mayor Morton thought it might take longer to find a finance director; noted the CEDA board has had difficulty finding a financial officer. She felt they were lucky to have Ms. Carroll with her financial expertise. Alderman Bernstein asked if the City tried to match what Mr. Stafford was offered by District 202. Ms. Carroll had approached him and he said it wasn't really the money but an opportunity for him. Alderman Wollin noted that all trusted and relied on him. Ms. Carroll said that his leaving is a loss. He was one of the reasons she wanted to come here. Bill Stafford told her he is just a phone call away.

Ms. Carroll noted that Chief Kaminski was also approached by ETHS and has applied for other jobs. He is in a position to collect a pension and get a second job.

Alderman Holmes asked if there would be a possibility of some reorganization with management, budget and finance. Ms. Carroll was thinking about it.

Alderman Jean-Baptiste asked if the City is looking internally to fill the Superintendent of Sanitation position. Ms. Carroll said they are doing a national search for the Superintendents of Water/Sewer and Streets & Sanitation but always look internally at candidates. If somebody is qualified they can apply. Ms. Carroll said they try to be fair and go through a public process. The City tries to find the best candidates out there.

Alderman Wynne asked for an update on the Zoning Administrator position. Ms. Carroll said that three people were interviewed. She will discuss what to do next with Jim Wolinski who was not happy with them and keep Council updated. Salary levels at school districts versus municipalities were discussed.

Mayor Morton noted that they approved hiring a consultant to help set up goals for the city manager evaluation and will it happen soon? Alderman Moran commented that Council has been deficient in this area and never devised a protocol that was satisfactory, so the city manager evaluations were like a rudderless ship. What they tried to do was not successful. Ms. Carroll has two proposals and was trying for a third to hire somebody. They would review proposals, hire, develop a process then have the evaluation. Alderman Holmes did not support hiring a consultant; said they need to have a dialogue, set goals and base the evaluation on reaching those goals. She thought Council had some ideas when Ms. Carroll was hired. Alderman Moran remarked that in the past they would go from the city manager evaluation process to what they wanted to see happen in the city and make a wish list to evaluate the city manager. The wish list was the paradigm for the manager evaluation and some things may not be under the city manager's control. Alderman Tisdahl thought they did not do it due to late meetings. Alderman Wynne said that evaluations were done on Saturday mornings. They need to evaluate what is within the realm of the city manager's duties. Alderman Rainey pointed out they have had

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model evaluation forms from ICMA and NLC which were rejected and people refused to fill them out. She thought that people have to buy in or it will fail. She asked when they had a discussion on the consultant. Ms. Carroll said it was important to have objective criteria and to agree as to what those will be. One consultant proposal is from Slavin Associates who is willing to come in for the cost of the flight. This was part of the fee for the city manager search. She suggested they need to think about a long term process. The other person is from Northern Illinois University. It is Council's choice. Ms. Carroll hoped this would be on the February 6th Rules Committee agenda.

Alderman Jean-Baptiste asked what a consultant would do. Ms. Carroll said proposals would be shared with Council. Alderman Rainey stated this was not closed session material and the city manager should not control the process.

There being no further business to come before the Council, Mayor Morton asked for a motion to adjourn and the Council so moved at 9:34 p.m.

Mary P. Morris,
City Clerk