

MINUTES OF THE PROCEEDINGS OF THE CITY COUNCIL

November 14, 2006

The minutes of the proceedings of a special meeting of the City Council of the City of Coos Bay, Coos County, Oregon, held at 7 p.m. in the Large Meeting Room at Coos Bay Public Library, 525 Anderson, Coos Bay, Oregon.

Those Attending

Those present were Mayor Joe Benetti and Councilors Jon Eck, Roger Gould, Jeff McKeown, and John Muenchrath. Councilors Kevin Stufflebean and Cindi Miller were absent. City staff present was Interim City Manager Joyce Jansen, Acting Deputy Recorder Jackie Mickelson, Public Works and Development Director Jim Hossley, Finance Director Janell Howard, Library Director Carol Ventgen, Assistant Library Director Ellen Thompson, and Police Captain Gary McCullough.

Flag Salute

Mayor Benetti opened the meeting and led the assembly in the salute to the flag.

Welcome By Mayor Benetti

Mayor Benetti welcomed everyone to the meeting and thanked them for attending.

Presentation by Jim Antonen – Bob Murray & Associates

Jim Antonen, President of Bob Murray & Associates explained his company was a small firm located in Roseville, California that specialized in local government recruiting. Mr. Antonen stated they were the lead recruiter firm for city managers in California; and it was rare to redo searches, but if needed they would. Mr. Antonen gave a brief description of the 11 step recruiter process. He explained the fee would be \$17,500 plus expected expenses of \$8,500 with any unused funds to be reimbursed. The proposal included a guarantee that if the selected candidate was terminated within the first year of employment, Murray and Associates would conduct another search at no cost except expenses.

Presentation by Tom Jacobson – McPherson & Jacobson, LLC

Dr. Tom Jacobson and Dr. Richard Eisenhower from McPherson & Jacobson, LLC explained the company had been doing executive searches since 1991 and have conducted numerous national searches. He explained the recruiting process was divided in five phases and the cost would be \$9,500 for phase one through phase four and if the City chose to do phase five it would be an additional \$1,500. Dr. Richard Eisenhower gave a brief summary of the different phases of recruitment and stated they offered a guarantee of satisfaction within the first year at no cost except expenses.

Presentation by Lara Cunningham – Waldron and Company

Lara Cunningham from Waldron and Company gave a brief review of the recruitment process via telephone conference. Mayor Benetti inquired if she had ever placed a city manager in

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Oregon. Ms. Cunningham explained she had been with the company for 11 years and most of her work had been in the Washington area; but she recently moved to Portland, Oregon.

Public Comment

No public comments were given.

Discussion and Selection of Recruiting Firm

It was the consensus by the Council not to consider Waldron and Company. The Council briefly discussed the strong and weak points of each firm and the needs of the city. Councilor Gould commented Murray was one of the leaders for the West Coast placing city managers. Councilor Eck commented he was leaning toward Bob Murray even though it was more money because they seem to be willing to help more with than McPherson & Jacobson. Councilor McKewon commented Jeff Bishop from the Port of Coos Bay had worked with Murray & Associates and had given a strong recommendation for them. Councilor McKeown commented he felt Bob Murray & Associates was the stronger company with more contacts and pool of applicants.

Councilor Muenchrath recommended McPherson & Jacobson because they had a very precise detailed presentation, they were prepared, they would tailor to the City's needs, and had a fair price. Councilor-elect Stephanie Kramer commented McPherson & Jacobson would be her choice because she liked their presentation better, would be more involved, mentioned the spouse, and the price was reasonable. Councilor-elect Mark Daily commented he liked McPherson & Jacobson because they operate in 20 states and felt they would have a large pool of applicants. Councilor Gould commented he liked both companies but his choice was Bob Murray & Associates because they were a leader in city manager placement on the West Coast. Mayor Benetti commented Bob Murray & Associates would be the best choice because of the experience Jim Antonen has had with city managers. It was the consensus of the Council to hire Bob Murray & Associates.

Adjourn

There being no further business to come before the Council, Mayor Benetti adjourned the meeting to November 21, 2006 in the Council Chambers at City Hall.

Joe Benetti, Mayor

Attest:

Jackie Mickelson, Acting Deputy Recorder