

**VERNON CITY COMMISSION
SPECIAL MEETING
OCTOBER 18, 2016**

Mayor Joe Rogers called the Special Meeting of the Vernon City Commission to order at 12:00 p.m. in City Hall, and a quorum was declared present.

Present: Mayor Joe Rogers

Commissioners: Ruben Hinojosa and Travis Taylor

Staff Present: Interim City Manager Joe Pence, Municipal Prosecutor Jonathan Whitsitt, Police Chief Tom Wilson, Fire Chief J.J. Oznick, Finance Director Anne Garmon, Community Development Director Monica Wilkinson, Public Works Director Darell Kennon, and City Secretary Linda Byers.

Commissioner Hinojosa led the group in the Invocation and the Pledge of Allegiance to the U.S. and Texas flags.

**EXECUTIVE SESSION
DELIBERATION CONCERNING PERSONNEL - CITY MANAGER**

Prosecutor Whitsitt informed the Commission they could not enter into executive session since this discussion does not fall under Government Code 551.074.

ACTION FOLLOWING EXECUTIVE SESSION

Mayor Rogers explained that a Request for Proposal was sent out for executive search firms to find a new city manager and two proposals were received:

- Chris Hartung Consultings proposal would develop a profile and advertising strategy, recruit outstanding candidates and screen the applicants and check references before proposing applicants for interview by the City Commission. He guaranteed that we would find a suitable candidate, and if they resigned within two years he would do an additional search for a new candidate. The cost of his proposal is \$15,000 plus out-of-pocket expenses and includes six visits to Vernon during the search process.
- Waters & Company offers essentially the same proposal and guarantees. His proposed cost is \$24,500 which includes ou-of-pocket expenses and includes three visits to Vernon.

Interim City Manager Pence outlined the credentials and recommended the proposal from Chris Hartung Consulting. The Commission made a call to Chris Hartung Consulting, placing the call on speaker so that all commission members present could participate in the call.

Digital Recording on File

During the call, Mr. Hartung explained that he has been in business since August, 2008, but had been doing executive searches for over thirty years. He guaranteed to find a finalist for the city manager position, and outlined the guarantee in his proposal.

Commissioner Taylor asked if he would inform the finalists of the situation in Vernon. Mr. Hartung noted that part of the process would be for the city to assure the applicant as to where the city wants to go in the next two-five years.

Mr. Hartung was also asked if the candidates would be from Texas or other states. He responded that he would let the Commission see all of the applicants and they will choose the best applicant. Video interviews will be set up with the best applicants through a company in Waco and a link will be sent to the commission so that each member can see the interviews.

Mr. Hartung explained that he will be handling the contract himself as well as all reference calls. A book will be provided including all applications, interviews and questions. He requires ten references from peers, bosses and subordinates to get a 360 degree view of the candidates.

Mr. Hartung noted that other expenses would include advertising, travel mileage and hotel if necessary, printing as well as travel expenses for the candidates when interviewed. Time frame would be 75-90 days until the city might interview candidates. The upcoming holidays might change that timeline. If the successful candidate has to give notice to their current employer, it might be five or six months before a new city manager actually begins work.

Following the conference call with Mr. Hartung, Prosecutor Whitsitt noted that he had not objections to the proposed contract from a legal standpoint.

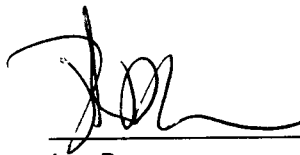
Commissioner Hinojosa made the motion to enter into a consulting agreement with Chris Hartung Consulting, LLC.

Commissioner Taylor seconded the motion. During discussion Commissioner Taylor asked if this cost was in the budget and the response was that the budget would have to be amended.

The motion failed with a vote of two for the proposal and one against, with Commissioner Taylor voting against – noting that this proposal needs to be considered before the entire Commission with all members present.

ADJOURN

Commissioner Taylor made the motion to adjourn the meeting at 12:32 p.m.



Joe Rogers
Mayor

ATTEST:



Linda Byers
City Secretary