

RIDGWAY TOWN COUNCIL
MINUTES OF WORKSHOP MEETING
AUGUST 28, 2019

The Town Council convened for a workshop meeting at 6:00 p.m. in the Ridgway Community Center at 201 N. Railroad Street, Ridgway, Colorado. The Council was present in its entirety with Councilors Austin, Cheek, Hunter, Lakin, Meyer, Mayor Pro Tem Johnson and Mayor Clark in attendance.

Town Clerk's Notice of Workshop dated August 26, 2019.

The Council met with Department of Local Affairs (DOLA) regional representative Patrick Rondinelli to discuss establishing a plan for recruitment of a new Town Manager. He noted based on the time frame of Town Manager Coates resignation, the Council may need to develop a "very aggressive schedule".

Mr. Rondinelli explained some communities hire firms to recruit for this type of professional position, the cost averaging \$25,000 to \$30,000. He noted there many "good communities looking for managers" and stressed the importance of "selling your community when you advertise". He recommended the Council discuss and come to a consensus on "how you advertise yourselves" and "market the community". Also determine "what you are looking for in a candidate", "identify characteristics", "attributes and traits" that will "fit your community". He suggested the possibility of hiring a consultant to "facilitate and lead" the formal recruitment process, oversee the hiring process and perform background checks, noting a number of retired municipal managers from the region have assisted other communities. He suggested the use of panels to review finalists and holding a "community meet and greet".

Mr. Rondinelli answered question from the Council. He stated it is important that the current Manager is "separate from the process". There was discussion by the Council pertaining to keeping the community informed of the process, and professional organizations which can publish advertising.

The meeting adjourned at 6:50 p.m.

Respectfully Submitted,

Pam Kraft, MMC
Town Clerk