

**CITY OF TWO RIVERS  
JOINT MEETING OF THE CITY COUNCIL PERSONNEL AND FINANCE COMMITTEE  
& CITY MANAGER RECRUITMENT AND SELECTION COMMITTEE**

**Wednesday, November 6, 2024**

**6:00 PM**

**3<sup>rd</sup> Floor City Council Chamber – City Hall**

**NOTES—Not Minutes, as there was not a quorum of either committee present**

**Call to Order**

N/A

**Roll Call**

Personnel & Finance Committee members present: Mark Bittner. Absent and excused: Bonnie Shimulunas and Adam Wachowski.

City Manager Recruitment and Selection Committee members present: Mark Bittner and Scott Stechmesser. Absent and excused: Bonnie Shimulunas and Adam Wachowski.

It was noted that there was not a quorum of either committee present for this posted meeting. In the absence of a quorum, the members of the two committees proceeded with the activity listed as Agenda Item 3: Interviews with City Manager Selection Firms: MGT Consulting and Public Administration Associates. It was noted that committee members Shimulunas and Wachowski, in communicating their unavailability for this meeting, had expressed support for proceeding with the interviews.

Also present were: Council member Doug Brandt, residents Andre Robitaille and Curt Andrews.

**Interviews with City Manager Recruitment and Selection Firms**

Shortly after 6:00 PM, David DeAngelis, Senior Consultant with MGT, joined the meeting via video conferencing. He made a presentation regarding his firm's history and experience in public sector executive recruitment and addressed MGT's approach to such an assignment, as well as MGT's proposed fees. He addressed some of the questions that had been provided to MGT in advance of the meeting by City Manager Buckley (shared with the committee members). A question and answer period with the committee followed. The interview concluded around 6:55 PM.

Shortly after 7:00 PM, Kevin Brunner and Darrell Hofland of Public Administration Associates joined the meeting via video conferencing. Their presentation also addressed PAA's history and experience in public sector executive recruitment, addressing their approach and methodology and proposed fees. They also addressed the questions provided to each of the consulting firms in advance of the interview. A question and answer period followed. The interview concluded around 8:00 PM.

**Discussion and Recommendation**

The three City Council members present each wrote down their preferred firm for this assignment, based on the proposals and interviews. They were unanimous in expressing a preference for Public

Administration Associates, while acknowledging that either firm could serve the City well in this assignment.

Among the considerations cited for recommending Public Administration Associates were:

- The firm's extensive work experience across Wisconsin
- Quality and thoroughness of PAA's answers to the questions provided to each consultant in advance of the interviews
- Proposal includes development of a short video on the community and the position to aid in outreach
- PAA's experience in involving department heads and members of the community, both in developing a position profile and in providing the City Council with feedback on finalist candidates
- Availability of supplemental testing/assessments for finalist candidates
- Slightly lower cost than the competing firms

There was consensus to present a recommendation to the City Council to proceed to contact with PAA for the upcoming City Manager recruitment and selection process.

THERE WAS NO DISCUSSION OF THE OTHER ITEMS LISTED ON THE AGENDA THAT HAD BEEN POSTED FOR THIS MEETING.

The session concluded at approximately 8:30 PM.

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Greg Buckley

City Manager