

future, and we talked about it on the plan, is the idea of connected vehicles, automated vehicles, intelligent vehicles that will communicate with signals and with other vehicles. The architecture is almost caught up at that point, but doesn't yet. We couldn't incorporate yet, but in a couple of years it's going to become a reality.

Jessica Mortinger:  
Transportation Planner

This architecture provides a national standard for a lot of this technology and it also is something that's federally required that the Metropolitan Planning Organization have to be eligible for funding and projects that include ITS. When Chuck wants to go apply for money for construction and wants to add technology to it, KDOT is going to ask is it consistent with the plan before they will allocate more resources to it.

Vice Mayor Soden:

If we were to adopt this plan, is there a financial commitment we're committing to? What are we committing to?

Matt Weatherford:  
Iteris Inc

No. What we put in this plan is your wish list. There's no financial commitment to any of the projects in it. We want to make sure that what you want to do is in the plans, so when you do want the money, you go and ask for it. They say, is it in your plan. You can say yes, right there. None of the projects, the 18 projects have funding earmarked for them, except for the already ongoing expansion of the fiber optics and the addition of some new controllers and cameras as part of that.

Jessica Mortinger:  
Transportation Planner

The plan also does a really good job of providing a framework to amend the plan. There's a process that the MPO would pursue with the management team, which is our presentation from all of the stakeholder organizations that would allow everyone to have the opportunity to apply to amend something in the plan. Then there's a process that it goes through to be able to amend the architecture of the plan, whether that be with some in-house capability later to do that or future consulting services to manage the technical architecture.

Commissioner Boley:

Thank you.

**Moved by Vice Mayor Soden, seconded by Commissioner Herbert, to adopt Resolution No. 7120, adopting the coordinated 2015 Intelligent Transportation Systems Architecture Plan. Motion carried unanimously.**

**5. DEFERRED - Received presentation from staff on the Comprehensive Annual Financial Report.**

**6. City Manager recruitment discussion.**

Mayor Farmer:

Last item on the agenda is city manager recruitment discussion. I guess with Dave's departure imminent now within the coming days, I thought it would be good for us to have a

public conversation about what we wanted this to look like and for us to direct staff to begin to get moving on the recruitment of a new city manager. We've had time to think about this and have conversations about it. I just want to open up the floor for some discussion and we go from there.

Commissioner Boley: What about public comment?

Mayor Farmer: You want to do it now?

Commissioner Boley: I don't know.

Mayor Farmer: Are you here for the city manager recruitment discussion?

Joe Harkin: Yeah.

Mayor Farmer: Mr. Harkin, the floor is all yours.

Joe Harkin: I did not come with the intention of speaking, assuming that there would be a roomful of people interested in this subject, but we want the opportunity to present to you tonight. I think they didn't get the memo, because I'm shocked that I'm here alone. I certainly wouldn't want you to make an assumption that because the room is empty that there isn't an extraordinary level of interest in this subject in this community. You cannot go any place and have a conversation about the city today without the subject coming up about who is going to be the next city manager. I would encourage you to make this a high priority. I would only suggest, and that's my only suggestion tonight, that you go home and read the newspaper article that quote David extensively today, I think, and look for clues from your departing city manager as to how this job might be modified so that the person in that position can be made more effective. There are two points in that article that deserve special attention. One was the comments regarding how one, in the city manager's position, confronts potential decisions by the commission that he finds unacceptable. There were only vague comments, it was an illusion too, but not any direct comment about the most recent fiasco that we all know that I have some interest in. The city manager of this city has to have the courage and has to have a track record of having demonstrated courage in previous positions that take a position with compassion and argue against things that you might want to do in the future. You have to create a culture, in my opinion, that encourages him or her to do just that. Otherwise, there is going to constantly be the potential of getting ourselves back into a situation where the public's trust is damaged again or completely lost. I would encourage you to make that a high priority in your selection process. Again, I could only say, demonstrated past behaviors that can convince you that that person has that ability, that courage to confront you if they feel

is necessary. The second thing was in an article which I think is extraordinarily important, because we see examples of it continuously here, is that the city's planning process is about land use. It's not about strategic planning. You don't have a strategic plan. You have a process to react to other people's plans for the future of the city and then you argue them out of context with each other. That's not a good way to run a business, and no well-run business operates that way. I would encourage you to look for someone who has experience in developing strategic plans that give policy guidance to you in the future and not keep you in a position of continually reacting to things that come off somebody else's agenda, out of context and out of order with their true public priorities. I think you have a chance. As you know, I did not prepare remarks. I'm listening to myself. This is not a backhanded criticism of the previous city manager or the current city manager. That's not the point. These are points that he's brought up that I am encouraging you to listen carefully to as a form of advice going forward. Thank you.

Mayor Farmer:

Mr. Harkin, thank you as always for your great comments. I just want to throw out some things that I've already said. That is, I think directing staff to have some national search that we would engage a consultant with. They bring back some recommendations. I've spoken with several of you as to how I think we need to have a committee of people that includes a wide array of folks from the community, from KU, the school district, the county, from Haskell, but mostly for city staff because they're the folks that has to work with this person ever day. Not just city staff from the fourth floor, but city staff that picks up trash and repairs water line, so not just department heads. Having two commissioners serve on it, my recommendation, we can just toss it out for discussion, but would be to have Commissioner Amyx lead the city commissioners, the representatives of the City Commission, and then Vice Mayor Soden serve on that as well. I can't think of a better person who's been through this and done this before than you. You called him mayor earlier and I call him mayor all the time. I think that would be my recommendation, is that we have a group of folks, we put it together, we'd be thoughtful of who those people are. We include city staff. I've heard from a lot of city staff members that really want to be included in this process, and that Commissioner Amyx would represent us along with Vice Mayor Soden to move forward with that process. That's what I would throw out for conversation.

Vice Mayor Soden:

I don't have an issue with that. I think that's great. I'm totally on board with that. Definitely, one of the things that I've been mulling over in my head when I think about it is we have these City Commission priorities and goals that we're setting up with affordable housing and mental health and all of that. Is that

more of a strategic plan that we are talking about? I don't know. What concerns me is that we may get a city manager that may come in and decide that affordable housing is not a core city function or whatever, and therefore would create actually obstacles for us along the way. That's my only real fear that I have for who we pick without having a slate of people in front of me. I want to make sure that doesn't happen. I'm hoping that if we have a strategic plan that would prevent that from happening. It's my one idea. Your two points, I wrote them down. They're great. Thank you

Commissioner Amyx

Mayor, thank you for your trust. I've been thinking about this the last few days and I look forward to the challenge. I want you to know. I appreciate the trust that you've instilled with me along with the vice mayor. I'm looking forward to working with her and working with all members of the commission. Done a little bit of background work on some of the responsibilities that I think that ought to happen. You hit on both of them. One is whether or not we're going to have a search committee and, two, if we're going to hire a search firm. Are we going to be looking at a national or regional application, pool of applicants, how far should we go? It's a coast to coast search I assume. I think some of the things required by the committee include job description and mission, vision statements, general understanding of what this job is. Then we've got to be able to communicate that to the search firm that we engage. I think that there are a number of good ones and visible as city manager, I think, Dave Corliss, and some of the firms that already exist. I think some of them probably referred to from my CMA and anyone else. I think that we need to have a contract with them and the requirements that we would expect from that search firm and that it's all done on a very professional level. Joe, I appreciate your comments. I couldn't have said those obviously better myself, but that is exactly the kind of individual I'm looking for, someone who's going to challenge us, not allow us to go down a path, know that we can't get there, or at least understand the pitfalls that come along with going down that path. I want somebody to argue with me. That's fine. I'm a big boy. I can take this. I think that we should all be able to take this. This person is going to have the vision of this community. That's the kind of person that we want, somebody who's going to come in, who's going to lead 750, 800 employees that we have today, a number of departments that we have, everything from emergency services down to any position that we have at city hall. That person is the heart and soul of this community and the expectations we've placed on that job are so high. It's pretty incredible. We need to make sure that we find exactly that right person that can lead us into the future. I think it is that important. This is going to be one of the top five most influential people in this community and that person speaks a number of things are expected to happen, and generally do happen. We

need to make sure that we take that right person, somebody that's going to be able to come in and Mayor, I've heard you say this, somebody that's going to be take in this perceived divide that we may have in the community and be able to bring that back together, be able to work and bring that back together. That's so important this day. As I said, thank you. I look forward to it.

Commissioner Herbert:

Mr. Harkin, I want to thank you for sitting there. You sat there patiently for the better part of about four hours to get your statement in. I'm glad you'd got the opportunity to speak tonight, because I sat there watching you and we had a full room and then people started trickling out the door and there you sat and there you sat, and then quite literally, the room emptied and there you sat. I just want you to know, echoing what's been said that your words were heard tonight, and I agree with you. My comment would be, I would advocate for a nationwide search. I understand that's going to be more expensive posting a classified in the paper, right? This is somebody who's going to be here for a very long time. This is somebody who we need to have ... We need to have the greatest pool of applicants that we can, because we're asking somebody to effectively devote their life to our community. I can't tell you, the emails I got from Dave Corliss; you look at the time stamp on them these weren't coming 8am to 5pm. I'm sure he was paid for an eight-hour workday, but the reality was probably more like 16. We need to find somebody who's going to devote their life effectively to this community and we ought to look as far as we can see, and then even farther than that. I would advocate that we go nationwide with our search, which is going to obviously require us bringing in more resources than we have in our room right now.

Commissioner Amyx:

What time frame you want all of this to start and hopefully have a candidate here?

Mayor Farmer:

I wouldn't even begin to know how fast that process happens. I think the first step would be to engage a search firm and to direct staff to come back. I really want to hear what you have to say, Stuart, but to engage a search firm to come back and that when we do that, we would get our ideas for who might be on a committee that would maybe meet with the search firm and kind of representative democracy as you talk about frequently. We'd be able to talk about qualities that we want and the city manager. Get our input as well. Maybe provide an opportunity that Megan leave on Lawrence Listens to get feedback from the community on what qualities they would like in a city manager, and encourage folks like Mr. Harkin to continue to give great input. I don't know how long this takes. I think a search firm would be able to tell us, but I really don't know. As far as when this is back on the agenda with a recommended

search firm, a week, two weeks, three weeks, I don't know.

Toni Wheeler:  
City Attorney

I think the commission should have a discussion about our purchasing policy and whether we want to solicit proposals to make it known to the search firms that are out there that we have an interest in procuring these services. I don't think it'd be very hard for us to put together a proposal and then give the firms in the United States or in the country an opportunity to respond. I think that might be that ... Although it will slow things down a little bit, you want to make sure you get a very high quality search firm to assist us in these endeavors.

Mayor Farmer:

Sure. Thank you. Some thoughts?

Commissioner Boley:

I concur with what's been said for the most part. I applaud your selections from the commission and I hope that you all will represent us. I also am interested in how we avail ourselves of our local expertise at the KU Public Administration School. I think that's an important resource for us to consider as we attempt to learn about how this process works. I'm really interested in what we can learn from those folks up there.

Mayor Farmer:

How does an RFP process sound?

Commissioner Amyx:

That's fine.

Mayor Farmer:

That does not need to come back to the commission; you guys can just do that, right? Should it come back to the commission?

Toni Wheeler:  
City Attorney

We can start the process and we would have the contract for the firm that we recommend on for the City Commission's approval to make sure that you agree that the firm meets the requirements and has the credentials that you are all seeking. We would have hopefully about that time a contract in good shape for you to review those provisions. I'm just talking with Brandon. I think we could have that process within three weeks if we really pushed ourselves to get that done.

Mayor Farmer:

Is that a good time frame?

Vice Mayor Soden:

Mm-hmm. It's not something you want to rush.

Mayor Farmer:

Right. The commission okay with Commissioner Amyx leading us?

Commissioner Amyx:

I thought you meant with the RFP.

Mayor Farmer:

Very good. Is that enough direction?

Toni Wheeler:  
City Attorney

Yes, that's helpful.

Mayor Farmer: Now, in the meantime, to get to your point, Mike, on mission, vision statements, job description, will a search firm help us get that stuff ironed out or do we need to do some pretty work on that?

Toni Wheeler:  
City Attorney They will have the expertise to help us develop one. Obviously they're going to need input from the commissioners and from staff about how to best convey the city in brochures and other marketing materials. I believe there is an existing job description for the city manager. Almost every position in the city has a job description. We'd get that out, review that with human resources and review that with the search firm that is selected and make sure that it is up to date and current and covers everything.

Mayor Farmer: That pamphlet that you gave us, can that get sent? Maybe we can start giving some input.

Toni Wheeler:  
City Attorney Yes, we did engage a search firm for the last city manager search and there was a brochure prepared and it was prepared by that firm. We can circulate that or send that out and ask you to provide comments and feedback on that brochure. That may expedite things as well.

Mayor Farmer: Is that okay with everybody?

Commissioner Amyx: That's fine

Joe Harkin: You're on a critical issue and I didn't mention it in my comments, because like I said, I didn't come intending to speak, but on this, I think you have to approach this in a way that your mindset is you're going out into the marketplace to compete, to try to get the best you can get. You got to sell yourself. You got to sell the city to somebody. You don't want to just get somebody who's job hopping to try and improve their career. You want a pro that sees this as a long-term commitment to a community. In order to win that person's confidence, you have to be able to tell your story about where you've been; where you don't want to leave that up to them nor do you want to leave a couple pages of buzzwords up to a firm will take off the shelf about mission and vision statements. That will put good candidates to sleep. You'll need to engage them with a story about ... That sounds kind of the end of it, the third part of the story, the future sounds like we're committed to improving housing. That's one of our goals. You need to make that decision before you start recruiting. You need to make a commitment and a decision that "yes" we're going to build a new police facility. That's one of the things we want you to be prepared to do. Am I making a point? In other words you don't want to look disorganized and befuddled to them nor do you

want a search firm telling them what you want. You have to make that first step yourselves. When you don't have a strategic plan, and vice mayor, you raised a point, a concern, about this issue. I think you have that step you have to take so that your search committee and the interviewers have a context within which to evaluate the candidates, which ones are best qualified to help us get these goals accomplished, in addition to creating new goals for the future. You've got enough on your plate today for several years work and more money than you can probably raise. There's plenty to do, but it has to be clear to the new candidates where you want them to go. That's a large part. They're going to be evaluating us and interviewing you as much more than the other way around, a good one.

Mayor Farmer: Thank you, Mr. Harkin.

Vice Mayor Soden: Thank you for articulating that way better than I did. Thank you.

Commissioner Boley: How do we follow up on that strategic stuff, in 3 weeks? That's a challenge, if that's our timetable.

Commissioner Amyx: We need to have this ready to go. Leslie, you and I probably need to meet in the next couple of days, meet with staff and set a direction and get this back on the agenda so the five of us can discuss this.

Vice Mayor Soden: Yeah, we have our study session that we're going to talk further about our City Commission goals and priorities and I think even just having those discussions before would be good.

Commissioner Amyx: Is that alright? Add that as part of the study session.

Mayor Farmer: Fine with me.

Commissioner Amyx: 2 weeks and then we can have it on the agenda in 3. Is that fair?

Mayor Farmer: Okay.

Commissioner Amyx: Stuart, is that okay.

Commissioner Boley: Yes sir.

Toni Wheeler:  
City Attorney: Excuse me, could you repeat that?

Commissioner Amyx: Have the discussion about the strategic plan, maybe forward all the information that we have to date, we have it as part of our study session in two weeks and then immediately following that, we can have the RFP stuff back on in three.

Mayor Farmer: But they should proceed with the RFP

Commissioner Amyx: Absolutely.

Mayor Farmer: Okay. Anything else on this, or are we good to go?

Vice Mayor Soden: I'm really looking forward to it. Thank you for putting me on it.

Commissioner Amyx: Thanks Mayor.

Mayor Farmer: You guys are going to do a great job and I'm looking forward to your input and you guys are just the right two people to make it happen. I'm excited. Thought about putting Matt on it because he's not going to have anything to do this summer with school being out.

Commissioner Herbert: I'm already bored are you kidding me.

**G. FUTURE AGENDA ITEMS:**

Toni Wheeler, City Attorney, outlined potential future agenda items.

**H: COMMISSION ITEMS:**

Mayor Farmer: We've got more stuff being added all the time to the work plan just continue to avail yourself to those. Any specific Commission items that need to be brought up or discussed tonight? (None)

**I: CALENDAR:**

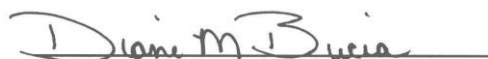
Diane Stoddard, Interim City Manager, reviewed calendar items

**J: CURRENT VACANCIES – BOARDS/COMMISSIONS:**

Existing and upcoming vacancies on City of Lawrence Boards and Commissions were listed on the agenda.

**Moved by Commissioner Amyx, seconded by Vice Mayor Soden,** to adjourn at 9:13 p.m. Motion carried unanimously.

**MINUTES APPROVED BY THE CITY COMMISSION ON SEPTEMBER 22, 2015.**

  
Diane M. Bucia, Acting City Clerk