



BLACKDUCK CITY COUNCIL SPECIAL MEETING
MONDAY MAY 20TH, 2019 @ 6PM
SPECIAL COUNCIL MEETING MINUTES

CALL TO ORDER: The City Council of the City of Blackduck met in Special Session at Blackduck City Hall at 6:00pm. May 20th, 2019. Meeting called to order by Mayor Patch and the Pledge of Allegiance was not stated.

ROLL CALL:

Councilors present: Mayor Patch, Councilors Kolb, Moore, Sellon, and Gulette

Councilors Absent: none

Staff Present: City Administrator Christina Regas

Others Present: Mark Lemen and Michael Schwanke

APPROVAL OF AGENDA –Moved by Councilor Moore and seconded by Councilor Kolb to approve the agenda as submitted. Motion carried unanimously.

ADMINISTRATOR’S REPORT – Christina Regas, City Administrator

1. PWS final interviews –

- a. Mark Lemen @ 6:00pm- 7:00pm– The Blackduck City Council asked 15 interview questions in panel format to Public Works supervisor candidate Mark Lemen. Candidate Lemen was allowed to ask the City Council questions after the panel completed the questions. The interview completed at 6:30pm.
- b. Scoring of Mark Lemen – Regas received the completed panel interview forms from the City Council and totaled the scores.
- c. Panel Interview Recess – Moved by councilor Gulette and seconded by Councilor Moore to suspend the Special Council meeting at 6:45pm due to the time for candidate Schwanke not beginning until 7:30pm. Motion carried unanimously.

The Blackduck City Council recessed the meeting at this time.

- d. Panel Interview Reconvened – Moved by Councilor Gulette and seconded by Councilor Kolb to reconvene the Special Council meeting at 7:26pm to proceed with the panel interview of candidate Mike Schwanke. Motion carried unanimously.
- e. Mike Schwanke @ 7:30pm – 8:30pm – The Blackduck City Council asked 15 interview questions in panel format to Public Works supervisor candidate Mike Schwanke. Candidate Schwanke was allowed to ask the City Council questions after the panel completed the questions. The interview completed at 7:56pm.
- f. Scoring of Mike Schwanke – Regas received the completed panel interview forms from the City Council and totaled the scores.
- g. Final Score(s) Review – Regas reported the final scores for both candidate Lemen and Schwanke noting Lemen scored a final overall score of 85% and Schwanke a final overall score of 89%. Regas recommended the City Council discuss the candidates at this time. Council discussed the differences of the two candidates’ strengths and weaknesses with the position requirements noting Class B driver’s licenses, supervisory experience, and 3-Cell Pond System experience. Councilor Moore noted the similarities of the community Schwanke is currently working in to the City of Blackduck and how that would be a



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benefit. Councilor Kolb stated he was impressed with the leadership abilities with Schwanke when it comes to disciplinary actions and believed he would hold staff accountable. Councilor Gullette stated he believed Lemen would do better with the community noting he was more articulate and could get his point across. Councilor Gullette further stated either candidate would make a great fit. Mayor Patch asked Regas for feedback. Regas stated she believed Schwanke would be more relatable to the community and that Lemen was very articulate and very knowledgeable. Regas stated the difference she sees is that Lemen could have more of a ‘vision’ of what could happen in the City and that would be why she would lean towards him. Regas further stated both candidates are equally qualified and could see working with either.

- h. Contingent job offer decision – Moved by Mayor Patch and seconded by Councilor Moore to extend a contingent job offer for the public works supervisor position to Mike Schwanke. Roll call vote was called by Mayor Patch with Councilors Gullette, Moore, Kolb and Mayor Patch voting for and Councilor Sellon voting against. Motion carried with a vote of 4 to 1.
- i. Public Works Supervisor Offer wage – Moved by Councilor Sellon and seconded by Councilor Moore to extend the wage of \$25.07 (step 4) to public works supervisor candidate Schwanke. Councilor Kolb asked if the City Council is taking into consideration the other benefits paid by the City when making an offer. Councilor Moore stated she is considering the benefits and the fact that the candidate would have to uproot his family and move to another community to take the position. Councilor Gullette stated step 4 would be a better option and was in agreement with Councilor Moore. Hearing no further discussion Mayor Patch called for a vote on the motion. Motion carried unanimously.

ADJOURN – Moved by Councilor Gullette and seconded by Councilor Kolb to adjourn the meeting at 8:37pm. Motion carried unanimously.

Christina Regas, City Administrator

Rudy Patch, Mayor