

**THE CITY COUNCIL AD HOC COMMITTEE OF BERKLEY, MICHIGAN WAS CALLED TO ORDER AT 5:00 PM ON MONDAY, MARCH 25, 2024 BY MAYOR PRO TEM GAVIN**

**PRESENT:** Mayor Pro Tem Ross Gavin  
Councilmember Gregory Patterson  
Councilmember Jessica Vilani

**OTHER STAFF PRESENT:**  
City Clerk Victoria Mitchell

**APPROVAL OF AGENDA**

Councilmember Vilani moved to approve the Agenda with the addition of discussing recommending a firm to conduct the city manager search and discussing recommending an interim city manager.

Seconded by Councilmember Patterson

Ayes: Patterson, Gavin, and Vilani

Nays: None

Agenda approved.

**PUBLIC COMMENT**

None

**Regular Agenda**

**DISCUSSION: Matter of discussing the recruitment and applicant process to fill the City Manager position.**

Mayor Pro Tem Gavin began the discussion regarding goals, timeline, and engagement of the city manager recruitment process.

Discussion followed on the importance of including residents and other city stakeholders, like Council and city staff, in the process along with providing updates to all stakeholders throughout the process.

Types of engaging activities were discussed such as hosting a “speed dating” type event with city manager candidates and city staff.

**DISCUSSION: Matter of discussing recommending a firm to conduct the city manager search.**

Two firms were discussed – GovHR and Amy Cell Talent.

Councilmember Patterson stated GovHR is a little more expensive, but the firm he prefers.

Councilmember Vilani stated she conducted research on both firms and prefers GovHR

Mayor Pro Tem Gavin also preferred GovHR.

All committee members agreed that GovHR was the best candidate to conduct the search for a new, full-time city manager given its vast network, reputation, and particular familiarity with our specific geographic area.

**DISCUSSION: Matter of discussing recommending an interim city manager.**

Mayor Pro Tem Gavin stated from the interim manager list provided by Michigan Municipal Executives (MME), only the following potential interim city manager candidates are available and/or interested: Ted Andrzejewski, Clarence Goodlein, D. Wayne O'Neal, Nate Geinzer, and Susan Montenegro.

Councilmember Vilani liked the input Nate Geinzer and D. Wayne O'Neal provided regarding interest and credentials.

Councilmember Patterson said his top candidates are Clarence Goodlein, Nate Geinzer, and Susan Montenegro.

Mayor Pro Tem Gavin stated his top candidates are Nate Geinzer and Susan Montenegro.

Mayor Pro Tem Gavin stated they are looking for more than someone who will just fill a seat. He stated Nate Geinzer has a Berkley connection, experience in Brighton during a tight fiscal situation, and was able to fill staff vacancies while working in Traverse City.

All committee members agreed Nate Geinzer was far and above their top choice. His references were checked and Mayor Pro Tem Gavin said remarks from Traverse City included they loved him and wanted him to stay.

A discussion was held that Nate Geinzer's rate is on the higher end. It was discussed his qualifications seem to warrant that rate.

A discussion took place on whether or not it would be possible to flex Nate Geinzer's time. Maybe reduce hours? No Friday?

They discussed having labor attorney Brandon Fournier negotiate Nate Geinzer's fee and/or hours.

Councilmember Vilani stated reducing the interim city manager's hours is good for the budget, but cautioned we are down department leaders and we may need more hands on deck.

A discussion was held regarding going the retainer route and the level of involvement of the city's labor attorney.

All reiterated Nate Geinzer was their number-one choice. If it was necessary to provide a backup candidate, it would be Susan Montenegro.

Discussion took place regarding when the interim city manager would start. They agreed April 8<sup>th</sup> would be the best scenario, however any date prioritizing a chance to work with outgoing City Manager Matt Baumgarten is the goal.

Committee members discussed the overall importance of looking at all of the price differentials provided.

**ADJOURNMENT:**

Councilmember Patterson moved to adjourn the Ad Hoc Committee Meeting at 5:28 p.m.

Seconded by Councilmember Vilani

Ayes: Gavin, Vilani, and Patterson

Nays: None

Adjournment approved.