

MINUTES
Plainwell City Council
March 6, 2023

1. Mayor Keeler called the special meeting to order at 5:00 PM in City Hall Council Chambers.
2. Pledge of Allegiance was given by all present.
3. Roll Call: Present: Mayor Keeler, Mayor Pro Tem Steele, Councilmember Overhuel, Councilmember Keeney and Councilmember Wisnaski. Absent: None.
4. Approval of Agenda:
A motion by Steele, seconded by Overhuel, to approve the agenda for the special meeting as presented. On a roll call vote, all voted in favor. Motion passed.
5. New Business:

A. City Manager Wilson introduced Frank Walsh of Walsh Municipal Service. Mr. Walsh thanked Council for the opportunity and reported he has over 27 years of recruitment experience and is ready to recruit for Plainwell. He explained the process that begins with a Community Profile that will be published to generate interest in the community. He reported that the profile would be posted on or around Friday, March 10, 2023. He went on to explain possible challenges in recruiting talent in an industry where more are exiting the field versus entering it. He suggested focusing on a 35-mile radius around Plainwell for recruitment and to be open to someone with experience outside of municipal government. Walsh noted that the posting would be uploaded to Linked In, GlassDoor and MML with two targeted blitzes during a 4-week posting period to end on April 7. He said his firm would vet the candidates and present confidential candidate profiles to City Council in a closed session for Council to discuss and review the redacted resumes, then Council would select in open session the candidates to interview and schedule the interviews. Once the candidate agrees to the interview, the candidate names could be made public. The interview is an open session of Council with pre-selected questions agreed upon between Walsh and the Council, then a conditional offer could be made. Walsh asked for questions.

Councilmember Overhuel asked if Plainwell was the only current search. Walsh reported his firm is currently conducting three (3) searches.

Councilmember Wisnaski asked about the guarantee noted in the proposal. Walsh noted that second-round interviews were rare, but said that the search would continue until Council is satisfied.

Mayor ProTem Steele inquired further about the recruiting challenges.

Councilmember Overhuel questioned whether residency was a concern. Per State Law, residency cannot be a condition of employment.

Mayor Keeler asked whether it would be helpful to form a committee to assist Council in choosing the next City Manager, since the city has used committees in the past. Walsh shared his experience that committees are rare because committees can take a different direction than Council, with whom the city manager decision rests. He also noted the use a committee could compromise the city's ability to hold a closed session meeting to consider the candidates in confidence as required by the Open Meetings Act. Walsh reiterated his experience and said he would leave no stone unturned.

The City of Plainwell is an equal opportunity employer and provider

Mayor ProTem Steele asked about coordinating with the attorney as noted in the original proposal. Walsh noted in his experience, the attorneys are helpful once a conditional offer is made to review the contract for final consideration.

Mayor Keeler asked about the city's salary range.

Walsh closed by giving options for the open interviews and a possible meet-and-greet for the community, but noted that since Covid, those community gatherings rarely happen. The interviews are a public meeting, so the community can be involved.

6. Public Comments: None.

7. Council Comments: None

8. Adjournment:

A motion by Steele, seconded by Overhuel, to adjourn the meeting at 5:31 PM. On a voice vote, all voted in favor. Motion passed.

Minutes respectfully
Submitted by,
Brian Kelley
City Clerk

MINUTES APPROVED BY CITY COUNCIL

March 13, 2023



Brian Kelley, City Clerk