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**CITY OF STEAMBOAT SPRINGS  
AGENDA  
REGULAR MEETING NO. 2008-24  
TUESDAY, AUGUST 19, 2008  
3:00 P.M.**

Antonucci called the meeting to order at 3:05pm.

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**A. ROLL CALL (3:00-6:00 P.M.)**

City Council Members present: Loui Antonucci, Cari Hermacinski, Meg Bentley, Steve Ivancie, Walter Magill, and Jon Quinn. Scott Myller was absent.

Staff Members present: Anthony B. Lettunich, City Attorney; Wendy DuBord, Acting City Manager; Julie Jordan, City Clerk; Julie Franklin, Deputy City Clerk; Sabrina James, Records Clerk; Lisa Rolan, Director of Financial Services; John Thrasher, Human Resources Manager; Chris Wilson, Director of Parks, Recreation and Open Space; and Rich Brown, Police Officers.

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**1. INTERVIEWS FOR THE CITY MANAGER SEARCH COMMITTEE.**

Council interviewed the following people for the City Manager Search Committee: Michael Forney, George Hresko, Tom Fox (not present, letter submitted), Benjamin Spiegel, Harold Teverbaugh, Rob Mitchell, Paula Cooper Black, Steve Dawes, Judith Harrington, James Cook, Ulrich Salzgeber, Dean Vogelaar, Pete Wither, Steve Hitchcock, Bart Kounovsky, Richard Tremaine, Kathy Connell, Reed Morris, Michael Turner, and John Fielding.

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**B. CITY COUNCIL REVIEW TOPIC**

- 2. Community meeting: Gathering information, suggestions, comments, qualities, etc... on what type of individual our community would like to see in a city manager.**

Phil McKenney, Peckham and McKenney, was present.

McKenney stated that this community meeting is just one beneficial step in the process. The purpose is to define the skill sets and traits that Council and the community want in a new City Manager. Some Traits that have already been discussed are conflict resolution, management skills, diplomacy, alternative approaches, leadership skills, visibility in the community, interpersonal skills.

PUBLIC COMMENT:

Al Choy noted the need a “conduit” between Council, staff and the community. He feels that City departments run well on their own and feels that a new manager should not change that. He feels that a new manager should have good communication skills but allow staff to do their jobs. He also feels that the new manager should take advantage of staff/community assets. He would also like the City Manager to promote the Sister City relationships.

Stuart Orzach would like to see a City Manager be separate from politics, feeling that politics is Council’s job. He stated that he thought Lanning was good at that, and that he was extremely competent and only needed clearer direction from Council. He enforced laws unpopular laws and fully staffed departments. Orzach asked given the history of this area, with such a “lynch mob” mentality, how do we get someone of the caliber needed to come here. He stated some specific traits that he is looking for in a City Manager: not political, knowledge of the job, competent on issues, a straight shooter, not swayed by special interest groups.

Quinn City feels that a City Manager needs to understand their role as a manager of staff and a conduit of the City Council; how they fit into the machine.

Ivancie noted the traits of being self confident and comfortable in their own skin. The candidate needs to have courage and not be a “yes man”; use his/her experience to warn Council of problems or give alternative views. However, at the end of day he/she has to implement Council’s direction and Council needs to give clear direction.

Al Choy feels the candidate needs to know who the ultimate customer is for government, the citizens. He/she needs to create an atmosphere in government and understand that there is a gray area in interpretation of many of the laws and there needs to be latitude.

Michael Turner voiced concern with the new City Manager making drastic changes justify his/her new position, but rather pay attention to how the City works before making changes. He encouraged Council to look at the candidates past history relative to this. He further spoke to the quote “Steamboat is getting too big to be small” and stated that a City Manager needs to understand the City

is growing, but people who live here still cherish the small town attitude. Some further important traits: the ability to manage effectively, communication skills, leadership, and financial skills. He noted the need for Council to maintain contact with the constituents to provide input to the City Manager.

Ivancie spoke to the City Managers powers and duties per the Home Rule Charter and emphasized one word: responsibility. He stated that with that comes accountability. Council's charge is to look for the right kind of person who has the character and confidence to do this.

Al Choy noted the need for someone who understands the ski town mentality.

Discussion commenced on the City Manager employment cycle.

### **GENERAL PUBLIC COMMENT**

Stuart Orzach voiced concern with real estate sign code enforcement, speaking to a recent violation in the mountain area where there were home auction signs in the public right of way. He stated that he spoke to a staff member about enforcement, who was still sending warning letters rather than issuing summons. He would like Council to direct the Acting City Manager to send this auction company a copy of the sign code and a warning letter; and also have an enforcement staff person inspect the mountain area and process the violations.

Antonucci stated that there was a number of sign code citations issued a while ago and since then a representative from the Board of Realtors met with Lanning and worked out a process. There will be revisions to the sign code, but probably not until this fall.

DuBord further explained that Lanning met with the Board of Realtors and they agreed that there was a lack of communication; the brokers were not commutating to the specific realtor who was in charge of the sign. The process is working better now.

Antonucci stated that many times people don't know where the right of way is and there was a lack of communication with the real estate offices. However, the citations that were issued got the attention of the realtors.

**DIRECTION:** DuBord to follow up on the status of this.

Lettunich spoke to a letter from Mark Stein, who met with Lanning, regarding a "beta test" for a communication program that is self policing, stated that the real estate members need to be responsive to communication from City Code Enforcement officer, and acknowledging that they came to a "détente".

Orzach stated that the violation goes to the managing broker, and the majority of the violations accrued to 3 managing brokers.

**DIRECTION:** Staff to send a letter to the auction company.

Return to the City Manager search discussion.

Al Choy noted the need for a system of education regarding City regulations.

Council discussed the City Manager Search Committee and selected the following: Rob Mitchell, Steve Dawes, Michael Forney, Reed Morris and Bart Kounovsky. Rich Tremaine was selected as an ex officio member.

**DIRECTION:** McKenney to interview Harold Teverbaugh.

**MOTION:** To accept staff's recommendation to appoint Robbie Shine as the employee member of the Search Committee; Ivancie/Hermacinski; **APPROVED;** Vote 6/0. Myller was absent.

#### CITY COUNCIL REPORTS:

##### Quinn:

1. Spoke to an email Council received regarding banning plastic bags in Steamboat Springs. DuBord stated that Yampa Valley Recycles researched this and decided it was legislatively heavy handed and there could be a lot of legal issues. Other communities that have looked into this decided to start with buying the green re-usable grocery bags.
2. Asked if Council would like to look at the downtown parking regulations again. **UNANIMOUS CONSENT:** To start by having the Parking Committee become active again.

##### Ivancie:

1. Represented Council at the Routt County and purchased a steer in conjunction with John Kerst of First National Bank. Both parties split the cost of the steer and donate it to Lift Up.
2. Also served as a brownie judge at the Fair.

DuBord reminded Council that August 27, 2008 from 4:00 to 7:00pm is the employee BBQ.

She also thanked staff and all involved in the Mexican Consulate General Reception event.

**C. ADJOURNMENT**

**MOTION:** To adjourn Regular Meeting 2008-24 at approximately 8:20pm; Ivancie/Hermacinski; **APPROVED;** Vote 6/0. Myller was absent.