

Notes from the Town Manager Selection Committee Meeting – January 20, 2018

Members present: Karen Kruger, Dell Tush, Lanie Odlum, Marty Seitz and Steve Montgomery. Also present were Mayor T.J. Redefeer and one member of the public, Mr. Talley.

Karen called the public portion of the meeting to order at 9:08. She said that when the public portion of the meeting ended, we would then interview the 4 candidates scheduled.

The first order of business was to approve the minutes from the last meeting. Steve made a motion to approve; Dell seconded and the motion passed.

Karen asked if the questions she had put together seemed appropriate. The group felt that they were. Karen wanted the candidates to be able to go in depth about their experience. Karen offered the committee members the opportunity to ask a question themselves, which the group felt positive about. Mr. Talley had some suggestions about the hiring process. He feels that the key to a successful hire is to study success models. Einstein said that it was important to keep things as simple as possible but also to act with integrity: that means honesty, sincerity, a backbone of steel and the courage of your convictions. He felt that we should look for competence and take a track record over potential. Then, he felt that the last quality to look for was "magic": this means people with a joyful heart. It opens the world to you. Examples from Mr. Talley include Jack Redefeer, Sharon Palmer, Joyce Poole, Steve Montgomery and Jimmy O'Connor. If we find people with these qualities, we have a winning combination. Mr. Talley said that it is extremely important to do this right. In his mind, cleaning up will take "a backbone of steel".

Dell expressed an interest in having her questions included. She feels we need someone with grant writing experience and budget experience. She also felt that it was important to know if they had personal or business relationships in Dewey Beach. TJ concurred that this was a good idea and Karen said it was possible to include the conflict of interest question in the first question posed to each candidate.

Karen would pose the first two questions, followed by Lanie, Steve, Marty and Dell.

There was a motion from Steve to close the open session which was seconded by Marty. This was unanimously approved. The meeting adjourned at 9:36.

After the candidate interviews, we opened the session. Marty checked the hallway and lobby of the hotel to see if there was anyone who would like to join the open meeting. There was no one waiting, so Dell made a motion to close the session, which was seconded by Steve. The motion passed unanimously and the meeting adjourned at 12:57.