

Minutes

City Admin Hiring Group

Tuesday, July 28, 2020 – 6:20 pm

Meeting was called to Order by Mayor Herter at 6:20 pm. Other members in attendance were Morack, Barrington, Zaug, Faucher, and Besaw. Also present was Hoerth, O'Connell, Ann Hunt, J. Beyer and Pinch via Zoom.

Herter started out by stating he'd like to see where everyone was at regarding hiring from within the city or going outside to recruit. Zaug said he was in favor of hiring from within. Morack agreed that there was someone here now and should be considered. Morack stated: I feel the interim city administrator Chad Hoerth has demonstrated the leadership traits that we are looking for in a city administrator, such as working well with employees and council, being a good leader and listening to employees, effectively solving problems, communicating effectively with staff and council, showing dedication to the city and earning the trust of his coworkers and the council, therefore I move that this group recommends to Council to offer the City Administrator position to Chad Hoerth. Zaug seconded the motion, and all voted aye. Hoerth stated he was flattered, but there were things he'd like to discuss further, such as a possible Asst. Public Services Director, the budget implications; is internal posting required? Discussion of succession for the other positions that may need to be filled.

A Closed Session at the end of the next Council meeting to form an offer to hire was discussed and decided on.

O'Connell/ Morack to adjourn at 7:52 pm.

City Administrator – hiring

Leadership traits

Works well with employees and council

-Gets along well with employees and council

Leadership – is a good leader.

-Listens to employees

Good communication skills

Good problem solving skills

-analyzes all the facts before jumping to conclusions

-listens to both sides of the argument

Dedicated to New London

-Willing to put in extra hours for the city

Has earned the trust of his coworkers and the council.

Other considerations

Staff Morale – promoting from within will encourage good employees to stay with New London, if they are interested in advancement, rather than seeing their job as a dead end position

Received from
Dave Morack at
meeting on 7/28/2020

JB