



City of Homer

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Human Resources

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Memorandum 20-054

TO: City Council
THROUGH: Marvin Yoder
FROM: Andrea Browning, HR
DATE: April 21, 2020
SUBJECT: City Manager Job Posting Update and Process Recommendation

The City Manager job has been posted since March 29th, and so far we have 32 applicants.

The job posting closes on May 10th, and binders will be ready for Council pickup in the upstairs conference room at City Hall on May 15th.

During the last Council meeting there was some discussion on the topic of the City Manager Hiring Advisory Committee that was utilized during the last City Manager hiring process. I can appreciate comments and concerns that were raised on both sides of this topic. Ultimately, the City Manager Hiring Advisory Committee did exactly what they were charged with doing; they made a recommendation on the applicants, which they chose to do by ranking them in order of top-two.

Additionally, Department Heads and staff weighed in by providing written comment to the Council on the candidates. Both of these components were equally important and provided Council with feedback and hiring recommendations. However, all members of the City Manager Hiring Advisory Committee as well as staff who provided a recommendation understood it was just that- a recommendation. Ultimately the hiring of a City Manager is a Council decision.

Many members of the community and staff reached out to let me know how impressed they were with the thoroughness of the last City Manager hiring process. Although we did not end up signing a new City Manager to a contract, that does not undercut how methodical and rigorous the process was.

Recommendation:

Respectfully, I would recommend that the City Council adhere to the same process implementing both a City Manager Hiring Advisory Committee as well as allowing comments from staff to be submitted.