

MINUTES
BOARD OF COMMISSIONERS
October 19 & 20, 2022
Special Meeting

Call to Order

The meeting was called to order by Rusty Moore, Mayor, at 6:00 p.m.

Commissioners present

Rusty Moore, Mayor Louise Bryan Bob Weigel
Haley Dale, Vice-Mayor James Hunt

City staff members present

Beth Reardon, City Manager

Wednesday, October 19th:

**1. Zoom Meeting at 6:00 pm and 7:00 pm with Two Semi-Finalist Candidates
for the City Manager Position**

Patty Heminover, Director, Baker Tilly, was present at the meeting to facilitate the live Zoom meetings between the candidates and the Commissioners. A total of five candidates, chosen at the October 5th special meeting, are to be interviewed: two candidates this evening and three candidates tomorrow, Thursday, Oct. 20th beginning at 9:00 a.m. Several days prior to these meetings, Ms. Heminover sent a packet to the Commissioners which included an interview guide, a list of interview questions and copies of each candidates cover letter, resume, questionnaire and due diligence form. The goal of these Zoom interviews is to provide the Commissioners with enough information to select the two or three finalists who will then come to Belle Meade for a tour and meetings with key staff and the Commissioners.

As each Zoom meeting was opened, and Ms. Heminover introduced herself and stated the Commissioners will introduce themselves, then begin asking some standard questions and follow-up questions. There will be time for the candidate at the end of the meeting to ask the Commissioners a few questions they may have about Belle Meade and this position.

The first candidate was Brad Hennessee at 6:00 pm. Brad has a good understanding of how a small city functions, since he is currently at a small city, Sparta TN. He calls himself "Mr. Everything" since he is involved in all aspects of work in each department and handles any and all unusual tasks that come up. In his words, at a small city "it is all hands on deck". In addition, he is an engineer, and has many contacts at TDOT and TDEC. He has experience in grant writing and administration. Brad is used to working with law enforcement and fire dept. staff and he has extensive public works experience. One accomplishment at Sparta was the adoption of the local option sales tax, which meant about \$1M in revenue. He went door-to-door to encourage resident buy-in. He also started an underground pipe replacement program that was awarded an Excellence in Public Works Award. He has experience in preparing budgets and reading financial statements. Brad ended by saying Belle Meade's reputation is impeccable, and is one of the reasons he applied. He considers this to be a long-term upward move for him. He lives in McMinnville, and would commute 90 minutes each way daily.

The second candidate was Ryan Fabbri at 7:00 pm. Mr. Fabbri has 9 years' experience at the small resort town of Pawley's Island, SC, which is very similar to Belle Meade in size and composition - almost all residential with

very little commercial. The citizens want to maintain/increase property values and the quality of life that makes the community special, with minimal change. He feels his managerial background and style is suitable for Belle Meade and he and his family would like to be closer to a metropolitan city, since he grew up outside of Chicago. He had very similar experience to Belle Meade in Pawley's Island with demolition of older homes in order to build contemporary, larger homes, which was a catalyst to develop a historic preservation ordinance and review board. Ryan's favorite part of the job is interacting with residents and even the regular vacationers who come year after year. He is very much a working manager and feels the most important aspect of the job is dealing with residents in person. He prefers a small town and small staff, which means making sure every employee has necessary tools for success. Continuous communication with the Board is essential. Significant accomplishments include securing a \$6M state grant for burying overhead power and communication lines and getting 100% resident buy-in, as well completing a \$16M beach renourishment project. Ryan enjoys searching and applying for grants and has been successful at it. He briefly explained his reasons for leaving the job at Pawley's Island and stated he is not bitter.

The meeting was adjourned at 7:57 pm

Thursday, October 20th:

The meeting was reconvened at 9:00 am

2. Zoom Meeting at 9:00 am, 10:00 am, and 11:00 am with Three Semi-Finalist Candidates for the City Manager Position:

The third candidate was Glen Adams at 9:00 am. Mr. Adams feels he will not have an issue dealing with the many residents who have high expectations with different needs and problems. He has experience in solving small or complex problems from his years in the military. He does not have extensive knowledge in applying for grants, but has experience with managing grants. He feels associate members in the TN City Managers group could be mentors with this. Glen describes himself as a leader that communicates directly with constituents and comes up with creative solutions to issues. He also can be a "change agent", meaning someone who moves things in the direction that leadership wants, taking people out of their comfort zone while creating a positive environment. He is a people-person and very approachable at work and when out in public. He was asked if he had any experience with building codes or excessive tear-downs to make room for bigger homes. Glen stated the first step is to make sure the city has effective and trustworthy building inspectors. He was asked if he has ever been in a situation where he did not have extensive historical knowledge of the city of place of hire. He stated he has been in that situation and the key is listening and learning before making decisions. Also, his military experience in so many different places is a plus.

The fourth candidate was Troy Body at 10:00 am. Mr. Body has a journalism background and has traveled the world and worked in many different cities, but now wants to settle down in a community he can call home. He has visited Belle Meade and the Nashville area many times and is familiar with it. He was asked if working in Belle Meade would be too mundane compared to his worldly experiences and years in a larger city like Hopkinsville. He replied that he gets all kinds of calls now and spoke about a problem dog, "Snowball" at the local dog park and frequent calls from neighbors about grass clippings in the street. Troy was asked about his experience with writing and managing grants. He stated they have a grants management office in Hopkinsville, but he

oversees them. When asked about growth and construction, he stated that most of the new development is in the industrial park. The city is incentivizing single-family housing development, hoping to gain from the phenomenal growth in their sister city, Clarksville. When asked how he would transition to a much smaller city hall and staff and how he would establish a workplace where employees felt valued and respected while maintaining the role of city manager, Troy answered he is very proud of the relationships he has with the Hopkinsville staff and department heads. He has an honest relationship with staff and recognizes the differences in millennials vs. the older staff. He stated he has managed smaller teams in previous jobs and it takes patience and empathy at all levels. Troy was asked if he specifically worked with building codes and stormwater infrastructure projects? He stated while in New Orleans, after storm damage, he worked closely with the codes officials and now in Hopkinsville they are undertaking a downtown revitalization project, but are experiencing a staff shortage in Codes dept. Troy was told that some of the services we offer may seem inefficient to him, but it is what the residents expect and commissioners want to provide, such as answering every alarm call, or changing light bulbs for the elderly. Is that something you have experience with? He stated that Hopkinsville has the third largest number of ambulance calls in the state. The fire department actually installs free fire alarms, takes people to hospitals, even all the way to Nashville. Troy stated he could transition to a much smaller city with a much smaller staff. He was born and raised in a very small city. Troy asked how the city is working through the BelleMeade Together Master Plan? Commissioner Bryan explained how the city is beginning to beginning to address some of the issues, trying to maintain a holistic approach. What kind of personality traits are the commissioners looking for in a city manager? Someone who can interact well with the citizens as well as the staff and lead the entire team. Have an open door policy. Also be available to communicate with the commissioners, answer their phone calls and emails. Be able to wear many hats, be part of a team.

The fifth candidate was Tracey Thurman. She graduated from Belmont years ago and her son will graduate from there also in another year. She and her husband love Nashville and would like to relocate here, and she considers Belle Meade a very stable city to work for, based on its financial condition and the 30 year tenure of the city manager. Currently she is the Director of Waste Management for the City of Lexington, KY. It is the largest municipal waste operation in the state, with 230-plus FT employees and many more temporary and seasonal workers. Her budget is approximately \$30M, with \$5-\$6M in capital projects each year. Tracy believes her skills as Director are transferable to the city management position. She has over 20 years of experience with state and city government and works with purchasing and budgets, city council and must be responsive to residents. She likes that in local/city government there is more direct interaction with residents and projects are smaller so one can see them all the way to completion. Tracy was asked about transitioning to a smaller government. She feels that her skills are transferable to Belle Meade and scale does not figure into many of the management responsibilities. She is always accessible in her job now and considers that necessary as a manager. When asked about experience with grants, she stated she had a lot of successful experience when she worked in the propane industry and currently obtains litter and other waste related grants. She is also familiar with writing and drafting legislation. Along with her writing skills, she is also considered a problem solver, which has led her into the various trucking, propane and waste management areas of work. When asked how she would transition from a large scale operation to the size of Belle Meade's staff and how she would establish a workplace environment that respects staff, but also establishes her leadership

capabilities, Tracey replied that it's important to talk with and ask people what they think, have regular conversations and bring them to the table. Often people just want to be heard and know they have value in the organization. Her question to the Commission was what traits they were looking for in a city manager. Mayor Moore said serving the citizens and reacting to their needs, which are safety and maintaining the beauty of the city. Also serving the staff at city hall with leadership qualities that can adapt to the different staff personalities. She also realizes that many citizens don't want change as much as they want to be heard and listened to by the manager. Innovation has to be tempered with what the citizens want.

Ms. Heminover stated that the next step is to decide who to move forward for in-person interviews here. She stated Ryan Fabbri had another job offer on the table, so depending on who the commissioners want to bring forward, we may have to act quickly. The commissioners ranked the candidates as follows:

- Rusty - Ryan, Troy, Tracey/Brad, Glen
- Louise - Brad, Ryan, Tracey
- Bob - Tracey, Brad, Ryan
- Jim - Tracey, Ryan, Troy
- Haley - Troy, Ryan, Brad

When the candidates are here, they will meet with the staff first, take a tour of the city, then finally meet with the commissioners. Ms. Heminover stated she will start the criminal background check immediately after the candidate confirms they will come.

The consensus was to call Ryan, Brad and Tracey for in-person interviews.

Commissioners need to email Beth with their available times to meet next week and she will notify Patty.

Meeting adjourned at 12:28 p.m.

Mayor Rusty Moore

Beth Reardon, City Manager