

Nowthen City Council
September 20, 2023
Special Meeting Minutes

1. **CALL TO ORDER**

Mayor Pilon called the meeting to order at 6:21 p.m.

Present: Mayor Pilon, Council Members Rainville, Alders, and Breyen.
Council Member Fladebo joined the meeting at 6:30 p.m.

The purpose of the meeting is to discuss the project manager position.

Administrator Lehner explained the position had been posted on the League of Minnesota Cities site, the city website and on the official bulletin board. As of September 11, we had received four (4) applications. One from out of state that declined after being told the city would not reimburse his expenses to come to Nowthen for an interview; one declined after being told it is not a full-time position and does not have benefits; one has been offered a position with the City of Edina through the end of the year, and the personnel committee interviewed the remaining applicant.

The personnel committee unanimously agreed this candidate should be offered the opportunity to be the city's project manager for six (6) months. Mayor Pilon recused himself from the personnel committee interviewing process and Council Member Breyen stepped in as the candidate is the mayor's adult daughter who has not lived in Nowthen for 20+ years. Both Council Member Fladebo and Breyen had reservations about hiring her to protect current staff until after the interviewing process. She has all the qualifications the city is looking for; she is highly qualified for this position and would be reporting directly to Administrator Lehner. This position will be performed remotely with direction from Administrator Lehner.

Discussion regarding the projects needing to be completed and if she could handle most of them.

Council Member Alders stated his concerns regarding nepotism and the connection with the mayor, relationships with current staff. Administrator Lehner stated she earned the opportunity to be interviewed and offered the position based on her qualifications, experience and she has shown she would be very capable.

Council Member Rainville stated we do need to move forward with this position as the staff needs additional personnel to complete some projects. She would like to have her sister considered for participation in any of the Human Resource projects and would like a copy of the job posting.

MOTION BY COUNCIL MEMBER BREYEN, SECONDED BY FLADEBO TO APPROVE AND AUTHORIZE OFFERING TEMPORARY PROJECT MANAGER POSITION TO GENEVIEVE HIRSCHBOECK FOR NO LONGER THAN SIX (6) MONTHS.

Discussion: If progress is being made and there are additional projects to be completed, **amend the motion to re-evaluate in 6 months and consider extending the position. Amend the motion to include 30 hours per week at \$35 per hour.**

VOTING ENSUED TO INCLUDED THE AMENDMENTS TO THE MOTION. 3 AYES – BREYEN, RAINVILLE, AND FLADEBO. 1 NAY – ALDERS. ABSTAINED FROM VOTING – MAYOR PILON. MOTION CARRIED.

MOTION TO ADJOURN.

The meeting adjourned at 7:00 p.m.

Respectfully Submitted,



Scott Lehner, City Administrator



Jeffrey M. Pilon, Mayor