

FARMINGTON CITY COUNCIL
SPECIAL MEETING

A special meeting of the Farmington City Council was held on Tuesday, June 22, 2004, in Council Chambers, 23600 Liberty Street, Farmington, Michigan. Notice of the meeting was posted in compliance with Public Act 267-1976.

The meeting was called to order at 7:03 p.m. by Mayor Campbell.

COUNCIL MEMBERS PRESENT: Bush, Campbell, Knol, McShane, Mitchell.

COUNCIL MEMBERS ABSENT: None.

CITY REPRESENTATIVES PRESENT: Clerk/Treasurer Cantrell, City Manager Pastue.

OTHERS PRESENT: Terence McGinn

Mayor Campbell opened the meeting with a request to Terence McGinn to review the recruitment process for a Public Safety Director. McGinn reviewed a "summary of competencies" leading to a profile of a desirable candidate.

Campbell stated that if required to choose, he would opt for a candidate with police experience who has an aptitude to learn fire. Councilmember Knol noted the flexibility needed in a "changing community".

Councilmember Mitchell noted that a candidate does not currently need to be in a chief position. He further noted that the right candidate must work well in a diverse community.

Councilmember McShane expressed the need for experience in intergovernmental relationships, i.e. Farmington Hills.

Mitchell stated that the new Public Safety Director would need to establish credibility quickly and be a strong advocate for the department.

Discussion followed regarding competencies of potential candidates including: results oriented, taking responsibility for decisions, assertive rather than an aggressive and high energy. McGinn stated that he would include language with regard to the importance of building and maintaining relationships.

Council concurred that the right candidate must demonstrate a "sense of presence" to the community.

Mitchell stated the need for the right candidate to interact assertively with superiors and other persons of authority.

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McShane cited the need to be pro-active in the Community. Responding to a question, she stated that the right candidate must be a relationship-builder.

Councilmember Bush cited the importance of visibility and being "out-in-the-field".

Responding to a question, McGinn stated that assessment of whether a candidate is an "out-in-the-field" type could be determined by the candidate's approach to a "theoretical" situation.

Discussion followed regarding the importance of finding a candidate who is looking for a longterm commitment.

In addressing other desirable qualities, Council cited team orientation, relationship building and strong administration skills.

McGinn suggested that rather than Council establishing minimum levels for competencies, such standards could be left to his discretion with explanation.

Discussion followed regarding the testing process. McGinn projected that the recruitment process would wrap up over the summer.

Meeting adjourned at 8:50 p.m.

ARNOLD T. CAMPBELL, Mayor

PATSY K. CANTRELL, City Clerk/Treasurer

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