

Roll Call

The Kalamazoo City Commission met as a Committee of the Whole on Monday, June 16, 2025 at 4:02 p.m. in the City Commission Chambers at City Hall.

COMMISSIONERS PRESENT:

Mayor David Anderson
Vice Mayor Jeanne Hess
Don Cooney
Stephanie Hoffman
Chris Praedel
Alonzo Wilson

COMMISSIONERS ABSENT:

Qianna Decker*

Also present were City Manager Jim Ritsema, City Attorney Aaron Leal, and City Clerk Scott Borling.

Commissioner Excused

Commissioner Cooney, seconded by Commissioner Wilson, moved to excuse the absence of Commissioner Decker. With a voice vote the motion passed.

Public Comments

When an opportunity was given for general public comments, the following people addressed the City Commission:

Sharlae Davis, City resident, regarding the need for community input on the selection of an executive search firm.

Maggie Adams, City resident, regarding the need for public input on the selection of an executive search firm and the need for more detail on the firms' Diversity, Equity, and Inclusion (DEI) statistics

Cathy Phason, non-resident, regarding the need for DEI to be kept at the forefront of the City Manager search process.

2025-26-01

Executive Search Firm
Presentations for the City
Manager Search Process

The City Commission interviewed the following executive search firms regarding their proposals for the City Manager search process.

Strategic Government Resources (SGR)

- Rebecca Fleury, Senior Vice President

*Commissioner Decker arrived at 4:54 p.m.

CPS HR Consulting

- David Niemeyer, Project Manager
- Rachael Danke, Assistant Project Manager

Raftelis Financial Consulting

- Pamela Wideman, Senior Manager/Lead Recruiter

Materials provided during the firms' presentations were filed with the papers for this meeting.

During the interviews, Commissioners asked each firm the following questions:

1. What steps has the firm taken to acquaint yourselves with the Midwest Region?

2. What steps has the firm taken to conduct a national search that goes beyond posting the job but searching for ideal candidates who may not be looking for a job?
3. Please provide specific placement outcomes based on candidate outreach beyond the typical promotion the firm does in targeted places.
4. Based on our size, type of community, and the market, what does your firm envision as an ideal salary range? What type of assistance does your firm offer with regard to setting a salary range?
5. Please share any learnings from your search experience that has increased your effectiveness in attracting strong candidates. Is there anything we should do or avoid doing because it would raise red flags for candidates?
6. In the firm's view, are there any specific things that make the City of Kalamazoo stand out as a community that should be promoted or emphasized?
7. What is an ideal pool of applicants and how will the City know if there is a strong interest or not?

At the conclusion of the presentations and interviews, Commissioners discussed the next steps in the selection process.

By consensus the City Commission decided the following:

- to add the selection of an executive search firm as an item on the agenda for the already-scheduled special meeting at 5:00 p.m. on Monday, June 23, 2025.
- to place this item on the agenda after the currently scheduled closed session.
- to set the time for consideration of the search firm proposals at 7:00 p.m. to make it more convenient for the public to attend and participate.
- that the firms who committed to provide follow-up responses be asked to send their answers/information as soon as possible.

An opportunity was given for general comments from City Commissioners, but no comments were offered.

The meeting adjourned at 6:47 p.m.



Scott A. Borling
City Clerk

Approved by the City Commission on: _____

2025-26-01

Executive Search Firm
Presentations for the City
Manager Search Process
(cont'd)

Commissioner
Comments

Adjournment