

**MINUTES FOR THE SPECIAL CALLED
CITY COUNCIL MEETING FOR THE CITY OF BANDERA
APRIL 14, 2016 8:15 P.M.
MUNICIPAL BUILDING
511 MAIN STREET BANDERA, TEXAS**

Call to Order 8:15

Discussion and possible actions on the following:

I Appointing a Citizens Panel to review the final four applicants for the city administrator position.

Councilmember Rebecca Gibson makes a motion for council to appoint a citizens panel to review the final four applicants. No second, motion does not carry. Councilmember Rebecca Gibson commented: On March 17th during open session of a regular city council meeting I proposed a process for council consideration, outlining steps leading to hiring a new city administrator, part of which involved the council's appointment of a citizen committee to serve as an advisory interview panel. I was inspired to include this part in the process by my own recent experiences in serving on such panels both with BISD and the city marshal's office. Before doing so I had lengthy conversations with the Texas Municipal League's Legal service center and some in brief with our own city attorney, got the green light from both.

At the time of the proposal not one other council member proposed a different plan or had any contradicting opinions. By the end of the conversation it was a jointly fashioned process. All were in favor and I specifically recall the Mayor, Councilman Hannah and Councilwoman Browning affirming that it was a "good idea" and so we moved forward with the process. Now on the threshold of making these appointments some of the council is back peddling.

Some of the concerns I've heard allegedly coming from citizens and my response to them: "Council shouldn't let others make their decisions" - well, isn't that what you are doing by letting a group of naysayers convince you to back down from your choice? Besides, the panel is strictly advisory and offers additional perspective, who wouldn't want that? Entities both private and public pay a lot of money for consultations in the hiring process and we are blessed to have willing citizens to offer their talents and minds voluntarily!

"Certain people may be upset that they weren't picked" - I think that is a petty excuse and jealousy is a fear based emotion that should not guide our choices.

"People are asking me why the elected officials aren't capable of making the decision." - 1. We are and 2. We will have the final decision in the appointment. But more importantly, if you back down from the decision you have made in agreeing to this process then you are proving that you are in fact incapable of making a decision and following through.

With the exception of myself, this is the council who appointed the recently terminated city treasurer and city administrator so I implore you to ask yourselves “What makes me the end all authority on accomplishing this critical task?”

Committees are common practice...why? Because, we have a wealth of experienced people in our community who have the potential to bring perspective to any given decision making process.

An informed council is a strong council - resistance to positive and effective change may be an indication of a loss of sight on the mission and instead an attempt to hold on to the illusion of personal control.

I would like to conclude by reminding council that the intention in appointing a citizen interview panel is to create a collaborative environment that includes stakeholders in the decision making process, and to tap into the intellectual resources within our community. It is legal, it is good practice and it is what we agreed on.

Councilmember Jim Hannah states that he appreciates Councilmember’s Rebecca Gibson’s view on the concepts of what Council should do. He has heard from many people in the public that want the Council to get through the process of hiring an Administrator without having a committee and taking more time. We the Council represent the constituents of this town. Making a motion to start the interview process, with the City Secretary making the appointments setting up the interviews. Councilmember Sheila Pumphrey second, Councilmember Jim Hannah, Sheila Pumphrey, and Charlotte Browning for. Councilmember Rebecca Gibson against, Councilmember Suzanne Schauman abstained.

II Motion to Adjourn

Sherrie Hamilton
City Secretary