

EAST BETHEL TOWN HALL MEETING

November 15, 2023

The East Bethel City Council met on November 15, 2023, at 6:00 p.m. for a Town Hall meeting at City Hall.

MEMBERS PRESENT: Kevin Lewis Brian Mundle Bob DeRoche
 Tim Miller Jim Smith

ALSO PRESENT: Jack Davis, City Administrator
 Rodney Sanow, Fire Chief
 Aaron Berg, Community Development Director
 Nate Ayshford, Public Works Manager
 Mike Jeziorski, Deputy City Administrator/Finance Director
 Carrie Frost, Administrative Coordinator
 Craig Jochum, City Engineer
 Nick Schmitz, Building Inspector
 Lieutenant Derrick Peterson, Anoka County Sheriff's Office

1.0 – Call to Order

The November 15, 2023, Town Hall meeting was called to order by Mayor Lewis at 6:00 p.m.

Pledge of Allegiance

The Pledge of Allegiance was recited.

2.0 – Adopt Agenda

Mundle stated I'll make a motion to adopt tonight's agenda. DeRoche stated I'll second. Lewis asked any discussion? To the motion, all in favor say aye. **All in favor.** Lewis asked any opposed? That motion passes. **Motion passes unanimously.**

3.0 – Informal Session in the Senior Center with Council, Guests, and Staff – East Bethel Senior Center

4.0 – Opening Remarks by Mayor Lewis – City Council Chambers

Lewis introduced Deputy City Administrator and Finance Director Jeziorski, Lieutenant Derrick Peters with the Anoka County Sheriff's Office who was the liaison between the Sheriff's Office and the City, Fire Chief Sanow, Building Inspector Schmitz, Community Development Director Berg, Public Works Manager Ayshford, City Engineer Jochum, Administrative Coordinator Frost, and City Administrator Davis.

Davis stated the staff at East Bethel was the best bunch of people to work with and they were an exceptional group that the City was lucky to have working. He indicated he appreciated everything the staff had done to help him and the Council.

Mundle seconded Davis's remarks and noted they had some amazing, talented people that worked for the City because they enjoyed their job and not just for the payment, which was a distinct difference.

Lewis stated as he had indicated at the recent Council meeting, the incoming City Administrator had indicated one of the important points for him was the quality of the City's staff.

5.0 – Updates by Elected Officials – City Council Chambers

Lewis invited Anoka County Commissioner Chair Matt Look to the podium.

Matt Look stated it was a privilege and honor to be at the Town Hall meeting. He thanked everyone for the recognition and the ability to serve as the new City Administrator. He noted he had spoken with Davis, he believed they were of like mind on some of the concerns of the City, and he looked forward to stepping into this position and embracing the challenges and working hard from the get go.

Commissioner Look noted from the County's standpoint, they had excellent staff who worked hard and made his job easier. He stated as they continued to try and build a culture in East Bethel where people were welcomed and appreciated, he wanted to do the same during his time as City Administrator. He noted it was from a County standpoint where they would continue to invest in roads and infrastructure. He thanked everyone again and indicated he would have an open-door policy and anyone who wanted to get together and meet, he would be available.

Lewis invited County Commissioner Julie Braastad to the podium.

County Commissioner Julie Braastad stated she was a County Commissioner on the County Board that represented District Two which included northern Blaine, Ham Lake, East Bethel, Bethel, half of St. Francis, and Oak Grove. She had been in her position for 11 years.

Commissioner Braastad indicated the way she looked at complaints was that it was an opportunity to step back and look at what they were doing at the County, such as was it the right thing to do, was it the best process, were they overcoming barriers, etc. She stated her phone number was everywhere if anyone had any concerns. She indicated she attended many meetings in her District and tried to keep connections.

Commissioner Braastad stated today in her mind was a sad day because she had served alongside Commissioner Look for 11 years and he had been a great colleague. She indicated she looked at this as a loss for the Anoka County Board, but looked at it as a gain and a good thing for East Bethel. She indicated Commissioner Look was smart, he had experience at the City and County levels, and he just completed his master's degree. She stated Commissioner Look had been an excellent colleague, and he was going to leave a hole on their Board that will be hard to replace.

Commissioner Braastad stated she had been asked what would happen to Commissioner Look's position on the Board, and once Commissioner Look had left the Board, the next day would trigger a special election in that District. She indicated all of those filing dates, along with the election date would be publicized. She stated if there are two more people that file for that position, then there will be a primary.

Commissioner Braastad noted she had mixed emotions with Commissioner Look leaving the Board. She stated Commissioner Look had been a great friend and she was excited for him as this was what he wanted to do, and this was what he got his master's degree for. She believed the City was getting a really good guy. She asked everyone to keep an open mind and give Commissioner Look the opportunity to show them what he knows.

Commissioner Braastad stated this year she was chairing the Transportation Committee and also the Public Safety Committee.

Commissioner Braastad stated with respect to transportation, they had things kind of wrapped up and fully funded on Highway 10 and the last couple of years they have made Highway 65 their priority. She was not a huge fan with some of the things MnDOT chose to do at Viking Boulevard with the "J" turns. She indicated things did not seem to have improved at Viking, but Highway 65 was a State road and it was controlled by MnDOT.

Commissioner Braastad stated they were going to be pretty aggressive in putting pressure on MnDOT lobbying for an overpass. She indicated that during the last session, they got the fully funded amount needed for what was being called section two of Highway 65 down to Blaine, which included 99th, 105th, 109th, and 117th. She stated the plan right now was to do some fine tuning, but the big picture was an overpass at each one of the intersections. She noted there would be a lot wins with this with respect to not having any stops up through Bunker Lake Boulevard. She indicated it took a lot of different funding sources to get this money pulled together and they would probably see some of the work starting in 2025. She stated what they were seeing right now was the preparation for next year when they do a reclaim and overlay from Spring Lake Park up to 237th.

Commissioner Braastad indicated she and Commissioner Look together were putting more pressure on biking also. She stated the County was also willing to support the Sheriff's office and the local police departments.

Commissioner Braastad stated for the past three years prior, they were able to keep their levy flat, but that was not happening this year as due to inflation, there was an increase of about \$25 million in fixed costs, which were things they had no control over.

Commissioner Braastad indicated this year was challenging as their preliminary budget for the next year came in at about 15 percent and this was the first time in her career that she had ever voted for anything with double digits like this. She stated she actually did not support a one-time increase of 15 percent, but proposed they spread it out over a couple of years. However, most of her colleagues just wanted to "rip the band-aid off," so she indicated they can disagree, but still agree. She asked if anyone had any questions for her.

An audience member asked how did they fare with the new infrastructure bill and what were they expecting to see. Commissioner Braastad responded they received some money to finish the third lane on Highway 10, which was the last big part of the highway stem from Coon Rapids up through Anoka and then Ramsey.

Commissioner Braastad stated for infrastructure money from the State, they got about \$102.5 million for that section for Blaine and the four interpasses at 99th up to 117th, and now that was fully funded.

An audience member asked what was the reason they decided not to do Bunker versus doing 99th. Commissioner Braastad responded when they looked at that stretch through Blaine, it was just over a seven-mile stretch, and they broke it down into three sections. She stated the majority of the accidents are at 99th to 117th so that was the most unsafe and the deadliest with the most serious accidents occurring. She indicated some of those were the easiest fixes. She stated they decided to start with the middle section as it was less expensive than the other sections and the easiest to do. She indicated they were trying to push Bunker to follow very closely after those other four bridges went up.

Lewis thanked Commissioner Braastad for inspiring him to make some comments. He stated a lot of information was given, and that was why Commissioner Look's experience with transportation in particular was going to be of use to them. He indicated that was one of the factors as far as the City of East Bethel this year, and the good news was that they were going to have a 2 percent levy increase, rather than the 15 percent from the County, the 19 percent that Blaine had, or the 8 percent that Ham Lake had to deal with. He indicated the big driver in the budget this year was the 14 percent increase in the Anoka County Sheriff's Department due to increases they had in wages and salaries to attract and retain people.

Lewis stated most people were not going into law enforcement as much as they used to, and so this was just an unavoidable kind of thing. And fortunately, they got a one-time – that’s the operative word – their words – one-time public safety grant in the amount of a little over half a million dollars. He indicated that helped defray the cost of that increase and helped with some other expenses. He stated they were able to keep the levy increase down. He reiterated this was a one-time deal.

Lewis noted the other good news was that he had talked to both Lieutenant Peters and Commander Lenzmeier, and it was having a positive effect on their ability to attract and retain people at the Sheriff’s Department, which was great and it was working. However, he indicated, next year there was not going to be a public safety grant and so all other things being equal, he expected they were probably going to be hard pressed to keep the levy increase as low as it was this year. He noted aside from the budget, on December 11 they would be doing the final approval on the 2024 budget.

Lewis stated they did have the Nexus facility come in with the psychiatric rehabilitation and treatment facility and they had been able to give them the aid of some conduit bonding, there was a ribbon cutting last week, and he wished them well.

Lewis noted the Council had spent a lot of time familiarizing themselves with Nexus as it was complex and they did not work in that field. He indicated the challenging thing of doing this work was that they have to be a jack of all trades, or jill of all trades, and so you wind up having to educate yourself. And that was fairly complex. Otherwise, he believed people would have to say that they have been very supportive of businesses and also of housing development that corresponds to the zoning. And that was why they intended to say they want development. He stated it’s all about development, and it’s not whether they want developments, it’s inevitable, so it’s just making sure the type is what the people of East Bethel wanted.

Lewis noted earlier in the year, the first issue of the *East Bethel Bulletin* that he had anything to do with was about what was the method/means of communication that people would pay attention to, and getting information from the City was number one. He stated right now, the *Bulletin* went out quarterly, but it might be increasing to five or six times a year.

Lewis stated the City’s website and media center, which is where the meetings were, as well as on YouTube. He noted there was a sign by Highway 65 and whatnot, but that was to find out how do people find out about what’s going on with the City and what communications/avenues they paid attention to.

Lewis indicated the other was the vision that people had and the second was the vision that people had for East Bethel going forward - what did they want the City to be like. He stated it was not a one-time deal, it was a moving target as people come and go from the City, so they were trying to be responsive to what the residents wanted. He stated he was sure they all made mistakes, “we all do,” but at least it was a conscious effort to try to be responsible with people.

6.0 – General Question and Answer Session – City Council Chambers

Lewis stated they had an agenda and they were here just to represent what the residents wanted. He indicated that concluded his opening comments, so on to the next part of the program, which was a general questions and answers session. He indicated if anyone had any questions, to come up to the microphone so they could be recorded, or if they have a really strong voice, they could holler them out, but they preferred if they came up to the mic.

DeRoche asked if they had a separate mic. Lewis stated this was a good thought for a portable one. DeRoche noted he gets a good idea once in a while.

An audience member stated they were already starting to plan Booster Days 2023, and she wanted to officially invite the Council and residents to their meetings to help with their planning. She indicated Booster Days 2024 would be July 20, 2024 and more details would follow. She indicated they would be having an East Bethel talent show, which was new this year. She invited the Councilmembers to participate in the talent show. She stated they were ahead of the game this year with their fundraising also and had already received funds and pledges of support from Route 65, Aggressive Hydraulics, Central Truck Service, and one other which she could not remember. She stated Ham Lake Chamber of Commerce was making a donation also. She invited any businesses or individuals to become a supporter of Booster Days. She indicated for more information on everything, they could go to the Booster Days website. Lewis stated, "good job."

Oskar Granquist, Fillmore Street NE, thanked Davis for his service. He noted he had the pleasure of sitting on the Economic Development Authority, and Jack and him had numerous sidebar conversations about the development of the great City, infrastructure planning, and just regular conversations. He noted there was not a perfect fit for any job, especially with technologies and infrastructure changes, along with the demands that they all have. He thanked Davis for the conversations and wished him luck and all the best in his future endeavors. Davis thanked Mr. Granquist.

Pam Kolodziej, 224th Lane, stated her comments were strictly directed to the Councilmembers and the Mayor, and not to any new staff, existing or leaving. She noted a pattern had been developing over the last five months that was alarming to her as an East Bethel resident. She indicated the information she was presenting was a matter of public record and it was all within the public meeting minutes and recordings. She stated if she deviated from that, she would let them know where she was deviating from it.

Ms. Kolodziej, stated it concerned her about the lack of transparency and best practices followed by the City Council and Mayor Lewis.

Ms. Kolodziej noted the first thing she was going to speak to (and she was building up to the appointment of a City Administrator) was on June 6, when Mayor Lewis was appointed by Council vote to the position of Mayor. She stated it was not mandated that a special election be held. She stated the second thing that happened was on the very same day when Lewis was sworn in as an elected Mayor by the Council, he immediately indicated that he had somebody in mind for the East Bethel Council vacancy seat, and announced that a two-week window for the East Bethel citizens to apply for that vacancy and interviews to be completed on June 26. She noted on June 26, the Council appointed Bob DeRoche with no interview as indicated by Lewis during the June Council meeting on June 26.

Ms. Kolodziej stated with respect to the City Administrator job appointment, the current City Administrator job description was reviewed in full on October 9, 2024 and no changes were made to that full-time position. On October 9, the Council announced that the current contract with Davis would not be renewed and that Lewis communicated to the record that he, "had somebody in mind for this position."

Ms. Kolodziej noted the following request were made subsequently to those dates to the Mayor and the City Council on October 23: Councilmember Mundle requested on record during the Council meeting that Lewis and his candidate follow the established hiring practices for the City of East Bethel and that the person apply and be vetted and interviewed by staff. She stated on November 1, a request was made for the timeline to hire the new City Administrator, which was particularly concerning for her.

Ms. Kolodziej stated the public record request asked for finalists for the City Administration by November 9. She indicated the City staff, which she did not hold liable for this, could not fulfill that request as they were not informed of the candidate's name. She noted this put staff in a position of being unable to fulfill that public records request.

Ms. Kolodziej indicated the City staff and Councilmembers were emailed the candidates information by Mayor Lewis the morning of the City Council meeting on this past Monday, which was 23 days after the request was made at the October 13 Council meeting. She stated Councilmembers and staff were given 10 hours to review that information before the City Council meeting. During the November 13 Council meeting, she stated Mayor Lewis and Councilmembers confirmed verbally that they had prepared a hiring package with the City Attorney for the City Administrator position and provided that to the candidate. She stated this was done prior to the Council meeting vote to approve his hiring package, but it was pending a background check.

Ms. Kolodziej stated because the person hired was already serving on the Anoka County Commission, he would only be working 60 percent of the expected time for the City of East Bethel in this position, and would be paid 60 percent of those wages, or \$87,000 while he was working the two positions. She indicated it should be noted that the hire had asked and had indicated that he would be phasing out of his role as the County Commissioner, and that Mayor Lewis himself confirmed that the candidate indicated he could perform his responsibility as City Administrator and County Commissioner and there was nothing in the law that precluded that.

Ms. Kolodziej noted they had no reassurances that they would have a full-time City Administrator and Commissioner Look's position if he chooses to continue with both as it does not end until November, 2026. She indicated the City Administrator was a huge key position for the City.

Ms. Kolodziej asked why the Council and Mayor did not follow the City's established hiring processes.

Lewis thanked her for her question and stated initially he planned on following, it's not prescribed by law or by Ordinance or anything else, but it was believed to be the City's practice which is to advertise, go through resumes, and sort it down to the top three people, the usual kind of deal. And when he happened to be referred to Commissioner Look, he met with him, and reviewed his background, and he honestly believed he could not imagine finding someone with any better experience than Commissioner Look had; he could not image it. He indicated being objective about it because he did not have any preconceived notions, He was just somebody referred to him.

Ms. Kolodziej asked them to speak of transparency. Lewis stated he had listened quietly to her and it was perceived transparency on her part, but he was being as transparent as he could given that Commissioner Look had a job and he could not put Commissioner Look at risk, so that was the thing. That was what was tying his hands. Otherwise, he would have been fine with making it open early on, but he had to be cognizant of that. Lewis stated as far as developing a compensation plan, that plan was based on Davis's compensation plan for 2023, almost identical. He indicated that was where that came from.

Lewis stated with all of this stuff, he worked in close collaboration with the City Attorney specifically to make sure that they all adhered to all the required steps, but the only thing that drove the process from his point of view, and it wasn't a done deal until the City Council voted on it. He noted it was proposed, Commissioner Look had not been hired for life, and they let him know what he was going to make before they hired him.

Lewis noted he was as transparent as he believed he could be and adhered to the law very closely. He stated he was probably the only person sitting here who had been through the League of

Minnesota Cities courses twice, that were recommended for City Councilmembers, just to make sure he was putting as much as he knew about doing this kind of stuff and doing it properly. He stated at the end of the day, he believed they had found a candidate who was not only experienced in government at the local level, had been on the City Council of Ramsey for 4 or 5 years, as well as 13 years as a County Commissioner, and owning his own business in Anoka County for 20 to 23 years.

Lewis stated Commissioner Look also had contacts through his business with members of the State Legislature and he believed that the transportation, and also having friends at the State Capitol, to get some grant seeking help and/or debt forgiveness. He noted Commissioner Look also worked down a deep indebtedness situation in Anoka County and got that work back to a more normal level.

Ms. Kolodziej stated she was going to make it clear one more time for Lewis. She indicated she was not questioning Commissioner Look's qualifications and that was not what her question was about. She indicated she wanted to know why Lewis did not follow procedures and this was all about transparency on the Council. She stated the tendency was for the Council to not be communicating clearly and not looking after the best interests of the City.

Lewis stated that the question whether it's really what the real problem was that they were not communicating, what she wanted to hear, because they were doing their best to communicate. He reiterated his hands were tied and he could not reveal what somebody was looking at while employed because that created all kinds of problems on its own.

Ms. Kolodziej thanked Davis for his service and told him that she did not know how over the last months, he had tolerated staying this long and the fact that he did, told her that he was a man of honor and integrity and she really appreciated his tolerance in this environment.

Lewis asked if anyone else had any questions.

Jeri Johnson stated her biggest problem was that Lewis did this all himself and he apparently did not discuss this candidate with other members of the Council and they did not find out about it. She recalled one meeting where Lewis was asked for information and Lewis pretty much just blew them off and said, thank you, Brian. Lewis stated he could not reveal the information at that time.

Ms. Johnson asked why was there so much secrecy. Lewis responded they did not have to approve Commissioner Look as the City Administrator. He stated he did not run the Councilmembers and he was just a Councilmember and he did not run everybody and tell them so they could have said, Okay, let's table this for another couple of months.

Mundle stated he did make that motion. Lewis noted there was not a second to the motion and it did not go anywhere.

Ms. Johnson stated the process was just totally... Lewis stated the assertion that this wasn't a legal process was totally incorrect and he checked with the attorney and it was not a legally required process to advertise it. It was just the way it was.

Ms. Johnson asked if the Councilmembers had discussed this with this among themselves. Lewis stated he asked the attorney immediately after he met Commissioner Look. And stated he needed to know.

Ms. Johnson asked Lewis what made him think that he was the one that got to pick Commissioner Look. Lewis responded if he came in here and declared Commissioner Look as the next City Administrator... Ms. Johnson responded there were no other options presented.

Lewis stated sure there was, and the option was, "No, we want to look at more people." That was not what this City Council decided. Ms. Johnson stated she thought this was very "Trumpian" of him.

Jill Anderson, Rendova Street, stated she was an elected official as a School Board Member. She commended Lewis for running on transparency and listening to his constituents. She commended him because that was exactly what he was doing. She wanted to say kudos for the opportunities that he was providing for all of them to provide him input.

Ms. Anderson stated as a current elected official that represented East Bethel and a much larger area than this City, when she gets a call or an email, she responds. She indicated when she gets called out on social media, she was always out there responding and she knew there were a number of people in the audience who knew her name, and they could tell Lewis that she responded.

Ms. Anderson stated she wanted to commend Commissioner Braastad, Commissioner Look, and Councilmember Mundle. She stated every time she had reached out to them, whether they agree or disagree on a topic, they had always responded to her. She indicated Commissioner Look had responded to her many times and while she might not be very happy with some of his push on Highway 10 and instead wanted him pushing for Highway 65, he always responded to her. She indicated it was same with Commissioner Braastad and also Councilmember Mundle.

Ms. Anderson stated she had reached out to the rest of them and it was crickets, she had not heard a single thing from any of them. She indicated that was very disheartening, especially with what was going on in the City. She stated they all ran on transparency and responding to their constituents, but she had not seen that at all and that was disheartening. She noted as an elected official herself, if she did that, she would be called on the table.

Ms. Anderson stated earlier tonight, Commissioner Braastad mentioned when you get a complaint that was your opportunity to learn, reach out, and discuss. She stated the four of them did not do that. She had not heard from any of them, and they had all been tagged in numerous things on social media, and she knew they were out there.

Ms. Anderson stated DeRoche was out there talking about veterans on the same page that he was being shredded and tagged in different comments, but he did not reach out to any of them.

Ms. Anderson asked the Council to help her understand what was transparency in their book, because if she looked up the meaning of it, she was not seeing it from any of them. Lewis asked if he could respond. Ms. Anderson responded she had a second comment.

Ms. Anderson quoted from the third subdivision of Minnesota State Statute 413.43, subdivision 3:

"Names of applicants shall be private, except when certified as eligible for appointment to a vacancy, or when applicants are considered by appointing authority to be finalists for a position with public employment for the purposes of the subdivision. Finalists means the individual will be selected to be interviewed by the appointing authority prior to selection."

Ms. Anderson stated that meant that Commissioner Look's name was public information on Thursday, when the agenda was put out, but Lewis did not put Commissioner Look's name out there.

Ms. Anderson stated if Lewis had attended all of the League of Minnesota Cities trainings, and he reached out to the attorney, he obviously was not very well educated or didn't pay attention, she didn't know which one.

Lewis responded he wasn't an attorney. Ms. Anderson stated she knew that but there was definitely an issue here. She asked what was transparency. Lewis suggested when she wanted people to

respond it was poor strategy to attack them first, and then they say, "Gee, why didn't I hear from you after..." He indicated he was aware her comments were on Facebook as his wife was on Facebook and other people called and told him, but it was not very good strategy if she wanted people to be cooperative.

An audience member made a comment which was inaudible. Lewis he stated he was answering the question.

Ms. Anderson stated she was asking Lewis a question, which was, "What is transparency to him, how was he responding to his constituents, and who did he respond to as he did not respond to her." Lewis asked if she wanted to keep asking him, or did she want to hear what he had to say.

Ms. Anderson stated she did not want Lewis to be giving her a bunch of crap, and she wanted him to answer her. Lewis responded, Ms. Anderson decided what was crap and what wasn't, so no matter what he said, she was going to do whatever she wanted. Lewis stated they all know what transparency was – it was clearly revealing a response to a question and he didn't see any point in responding to her because she just attacked him without knowing him or without knowing any of the circumstances. Lewis indicated it was part of being a human being too, he didn't have to, the same as he doesn't respond to the so called reporter at the Anoka County paper. The reporter twists words so why should he waste his time feeding the reporter information. Lewis stated if the reporter wanted to make stuff up, go ahead and make it up; the reporter didn't need his help and that was what he told the reporter.

An audience member made a comment that was inaudible in which Lewis responded, "So?" Lewis stated he responded to plenty of people who didn't agree with him, but he did not take seriously people who attacked him and who don't even know what they were talking about.

An audience member made a comment that was inaudible. Lewis responded, "How could you? If I was transparent, you would know what you are talking about. If he wasn't, then how could you know what you are talking about? It can't be both."

Lewis stated that was one reason he didn't want to feed more information, because all of it would be used to attack either him or Commissioner Look, or somebody else. He indicated there was plenty of time, there was enough time to go over that information and be prepared for Monday night's meeting.

Mundle stated there was not enough time. Lewis asked Mundle if there wasn't, then where did he get his questions from, how could he have reviewed the materials, but he had question after question.

Mundle stated he had asked generic questions. Lewis stated, no. Mundle stated he knew that there was going to be an interview that night and the questions he had were generic. Lewis stated they were not generic. Mundle responded they were generic. Lewis responded, no, they weren't...no they weren't.

Andrew Corniea stated he had a few questions, but for the sake of time he would just ask something completely unrelated. He asked if somebody actually ran the City.

Mr. Corniea stated he did not envy any of them and he applauded them. He wished them good luck in their future endeavors. He noted this was the first time he had spoken and he did not know anything about any of them, other than what he had read on social media.

Mr. Corniea asked did the City actually have somebody that runs any form of social media other than the City's website. He understood the City did have a Facebook page. Lewis responded the Facebook was just a posting page.

Davis stated the City had a coordinator that looked at that and the Facebook page was just for notifications and it did not allow any comments. He stated the website was for informational purposes. Davis noted they also had a complaint page on there that people could register complaints. He indicated generally those complaints relate to street conditions, potholes, and things of that nature. He stated they do not engage in the social media aspect that were traditionally associated with the number of these sites.

Mr. Corniea noted he understood a lot of cities were moving in that direction and he was curious if that was a possibility. Lewis stated they had done a survey in the Spring through the *East Bethel Bulletin* about the means of communication, and the second place was the website so they have already identified that they needed to "beef up" the website to make it better and they had certainly found out recently that they needed to work on the audiovisual part of things at these meetings, in particular, the Planning Commission meetings, and Parks Commission was not up today, so there had been problems with that also.

Mr. Corniea, stated his question was getting towards Commissioner Look and his position was only to be operating for 60 percent of the time until February. He asked would it be possible to use the extra 40 percent of Commissioner Look's salary for those 2 months to temporarily hire somebody to "beef up" the website and actually make it user friendly. Lewis responded there was money in the budget that could be found to "beef up" the website. He noted the change from one City Administrator to another was a big change for the City, especially after it had been the same for 12½ years, so that was kind of a big thing, which they were working through. With respect to the 60 percent, which was what Commissioner Look agreed to as far as the amount of his normal salary he would take for the interim, but he would probably be working 80 percent.

Mr. Corniea stated his argument was that it was very difficult, even with the meetings being on YouTube, to sometimes find the City Council meetings, even for people that knew where to find them. He asked if there was somebody or a group that they could reach out to help facilitate making it easier and more user-friendly for people to get to these meetings. Lewis stated one of the things he would like to see is...he uses the internet every day and everything, but he is not a "cyber dude" or something, but he has a tutorial. So it kind of shows you the over quick overview of video – click on this and it gives you an overview on how to navigate the system for maximum value. That was something he wanted to see.

Mr. Corniea asked with respect to business and housing, what was the City's plan for inside the 65 corridor and outside the 65 corridor because he knew there were developments on both sides of an imaginary line. With respect to business, he knew everybody talked about getting a grocery store. He indicated people wanted a grocery store and they wanted something small-town friendly versus another Dollar General. He acknowledged there were talks about a Walmart and that fell through. He asked what were they doing to drive business to the City. He asked if there was a plan in place to subsidize businesses to try and get them to come to the City. He also asked if there was a plan to help improve businesses already in the City and clean up. He noted some of the places on Hwy. 65 looked less than desirable.

Mundle responded as far as attracting businesses, there are some economic tools that were available, such as Tax Increment Financing (TIF).

Lewis stated they also have a Housing and Redevelopment Authority that could help with redevelopment of some properties in the City.

Mundle stated one of the things they did was to create the Community Development Director position a few years ago just to address some of these economic issues.

Berg stated he would be more than happy to sit down and go through the long-term Comprehensive Plan with Mr. Corniea and he would point out where the MUSA boundaries were located and what the future development growth could look like. He indicated at this point, he believed the City was a little bit more in the reactive mode and they were waiting for developers to come to them. He acknowledged the best thing that they were finding for business growth was the referrals from other businesses in the community. He stated what was currently happening in the industrial park was fantastic, but he did not want to take up everyone's time with the long-term plans and encouraged Mr. Corniea to make an appointment with him to go through this.

Mundle thanked Berg for his response and stated he knew Berg was a smart guy and would have good answers for Mr. Corniea.

DeRoche stated there was a lot of hyperbole about the City Administrator job. He requested Davis explain how he got the job. Davis indicated he believed that was common knowledge. DeRoche stated a lot of people probably did not understand.

Davis stated he was the City Administrator in Prescott, Wisconsin, when he had the opportunity to come to East Bethel as a Public Works Director in 2006. He accepted that position and was in that position for 4½ years. He stated there was a changeover in City Council and as a result, the previous City Administrator was dismissed along with the Assistant City Administrator and the City Attorney. He stated an Interim City Administrator was brought in but apparently did not work out. He indicated he was approached by DeRoche to see if he would be interested in taking that position on an interim basis, which he did accept on March 3, 2006. He stated he stayed in that interim position until May, 2006 at which time he believed the Council evaluated his performance and thought he would be a good fit for the full-time position. That was how he was sitting here today.

DeRoche stated he understood whatever was on the internet, it had to be true. He indicated the story out there was that there was all these applications and interviews, and other procedures that were followed prior to Davis coming here, and that didn't happen. He stated Davis was brought in. He stated when Heidi, Richard, and he were elected and Doug Sell was the City Administrator and Tammy, who he did not remember her last name, was an HR person and the Deputy City Administrator. He noted the City Attorney was really sick with cancer and wasn't doing the City a whole lot of justice.

DeRoche noted Dave Schaaf came in and started Mark Vierling as the legal counsel. He indicated Dave Schaaf "just really dumbed things up" within a short period of time, and so when Davis's name came up, they appointed him. DeRoche stated whoever said all this other stuff that happened and that the Council violated the laws didn't make a "big cry" when Davis came in.

In response to Ms. Anderson's question, DeRoche stated he did not answer people's "dirt" on Facebook. He asked, "What emails?" He noted Ms. Anderson had shown him when she sent the emails, so he was not going to argue with that. He stated he does not deal with the Facebook "crap" because all it did was add more and more and more and he was not going to do it. He stated if someone wanted to talk to him, call him on the phone, he would sit and talk, but he was not going to get "in this nitpick and crap" on Facebook and everything on the internet. It's true, he knows, but in

this particular case, he stated that was not true. He stated Ms. Anderson was around in the days when Davis came in and why didn't she have a problem with that.

DeRoche stated Lewis came in when Harrington resigned. He indicated they had to appoint a man, so Lewis was appointed and these guys asked him if he would serve on the Council. He indicated his response was that he really didn't want to because it was going to bring more headaches than could be imagined, but everyone said he had to do it. He indicated the paper came out and said that Lewis appointed DeRoche because he is Lewis's neighbor. He acknowledged Lewis was his neighbor, but the paper did not put in the paper that he had served 4 years on the Council with one year as the Mayor. He noted the newspaper called him three times, but he was not going to call them back because right after he was sworn into the Council, there was a "heck of an article" written. He stated he called the editor and told them if they were going to print stories about him to make sure it was the truth and told them to not contact him again if they were not going to print the truth, whether it was good or bad.

Mr. Corniea stated he was not trying to fight, but if they wanted them to have the truth, they had to talk to them. DeRoche responded he knew newspapers sold sensationalism and he chose not to talk to them and that was his business.

Lewis stated it was their right not to talk to them and it was Mr. Corniea's right to say they should talk to them. He noted it was Mr. Corniea's right to say they were not being transparent when they felt they were being as transparent as they could be. He stated they all had these rights, but it was just a matter of whether they all had to live with each other and accept each other the way they were.

Lewis indicated he was 69 years old, he was comfortable in his own skin, and he didn't leave his self-worth up to everybody else's opinion. He stated he cared a lot about his wife, kids, and God's opinion about it, and everybody else was pretty far down the list.

An audience member stated they were elected officials and they should care about the residents. Lewis responded he was talking about his self-worth and that was irrelevant, but that was very relevant. He indicated one thing about what was great about getting older was there was a lot of negative parts to it, but one of the great things is you become comfortable in your own skin. He stated teenagers remembered how much you cared about what everybody else thought about you, but you don't have that going on when you were his age or older. He noted you just don't worry about it as much. You listen to people better actually because you are not listening as though you need their validation and you are listening to what they say.

Brian Bezanson, Quincy Street, noted that Lewis had stated he could not reveal the candidate for City Administrator because he didn't want to jeopardize Commissioner Look's employment and Lewis cited the Data Privacy Act. He indicated Commissioner Look could not get fired by anyone as his position was an elected public official, and the only way Commissioner Look would lose his job was if the voters voted him out. He asked how did that apply and why was Lewis using that as justification. Lewis responded he did not think he said that Commissioner Look would lose his job, and if he did he misspoke. He indicated he did not want to put Commissioner Look into a bad position. Mr. Bezanson acknowledged Lewis might have said that.

Lewis stated he never claimed to be a perfect human being if he misspoke. He noted what he meant to say was that he did not want to reveal information that would make Commissioner Look's situation difficult because all of a sudden Commissioner Look would be asked by staff and fellow Commissioners about it. He indicated he felt he owed it to Commissioner Look also.

Mr. Bezanson stated he had introduced himself to Commissioner Look and had explained his history. He hoped Commissioner Look was very successful for the sake of the City. He noted it was his opinion that Commissioner Look had “big shoes” to step into.

Lewis thanked Mr. Bezanson for his comments.

Chad Howard stated Councils were supposed to be a unity group, but he saw a lot of nothing about unitary realism from them as far as... Lewis questioned the words “unity group.” Mr. Howard explained what he meant as unilateralism where you work independently, regardless of whatever else anyone thinks. He indicated they just make a pick as they did with the EDA and Commissioner Reiter getting appointed over the other two people who were nominated.

Lewis requested Mr. Howard slow down as Mr. Howard was difficult to track. Mr. Howard stated what he saw from four of the Councilmembers was that they act independently regardless of what other input they get from the City. He asked why have the Commissions making decisions and nominating people for appointment, “Just to kick them to the curb” so the Council can put their own person in. He pointed out Lewis had appointed Commissioner Reiter when Reiter helped Lewis run his campaign to get him elected. He indicated nepotism and cronyism screams out.

Lewis stated Mr. Howard was making the same comments about him and Matt supposedly being old buddies. Mr. Howard asked Lewis if he knew that he had five articles in the *Star Tribune* about various harassment things. Lewis stated in his opinion, Mr. Howard used a very biased newspaper as his justification.

Mr. Howard noted it was the largest newspaper in the region. Lewis questioned region and asked Mr. Howard what region was that. Mr. Howard responded the Twin Cities metro region, the Upper Midwest. Lewis pointed out it was largest newspaper in the Twin Cities area. At this point, multiple overlapping comments by Lewis and Mr. Howard became inaudible.

Lewis stated Mr. Howard was using a source that he didn’t regard as credible. Again, at this point, multiple overlapping comments by Lewis and Mr. Howard became inaudible.

Lewis stated when he lived in Minneapolis 41 years ago, he didn’t subscribe to the *Star Tribune*. Mr. Howard stated it had five articles about Commissioner Look. Lewis stated Mr. Howard was talking about accusations that did not pan out. Lewis stated he had heard of an article about Mr. Howard and asked if Mr. Howard wanted him to tell everybody about it and present it as though it was justified.

Mr. Howard asked if Lewis had asked him about. Again, at this point, multiple overlapping comments by Lewis and Mr. Howard became inaudible.

Mr. Howard asked Lewis if Commissioner Look had been asked if he had harassed constituents. Lewis responded there was nothing found there and it was a false accusation. Mr. Howard stated Commissioner Look apologized for it. Lewis stated it was a false accusation.

Mr. Howard stated it wasn’t a false accusation. DeRoche asked Mr. Howard how did he know it wasn’t and stated Mr. Howard did a lot of slander of people. DeRoche stated, “Mr. Anthony Chadwick or Chad Howard, or whoever you hold you are. Who are you?”

Mr. Howard stated that whatever his Facebook name was, it was irrelevant to what was actually happening and he held “you guys” accountable and as he said before, it was a circus. DeRoche stated he was not worried about Mr. Howard holding him accountable and the only ones he was accountable to were his family.

Mr. Howard stated he brought that up and he made a Facebook... DeRoche stated he did not read Mr. Howard's crap.

Mr. Howard noted DeRoche had communicated with him via messenger several times. He asked if everything they did was there a unilateral... Lewis asked if he had any questions for them as this was a question-and-answer session.

Mr. Howard asked if they were going to continue to be unilateral and do it their own way or were they going to actually... Lewis stated they were going to continue to serve the residents of East Bethel the best they could.

Mr. Howard stated he did send several emails to Lewis. Lewis stated there would be an election next fall. Mr. Howard stated he had sent Lewis a very polite email, which as everyone else had pointed out, had never been replied to by any of them. Lewis stated he did not recall honestly getting it.

DeRoche noted the emails to the City went through him and he asked if Davis had ever seen any of Mr. Howard's emails go through. Davis responded no because the emails were the Council's own personal address and did not go through him.

Mr. Howard stated he sent the emails to their own City Council emails. Lewis stated he did not recall seeing them.

Mr. Howard stated they had talked about being transparent and being for the people, so why were they dictating whether or not someone could sell their land and making them jump through hoops. Lewis asked what/who Mr. Howard was talking about. Mr. Howard responded the golf course and attempting to sell their land to Capstone and the Council has made them jump through so many hoops that if that deal falls through. DeRoche asked what hoops.

Lewis stated the Council had approved the preliminary concept. Mr. Howard asked what were they falling back on. Lewis asked Mr. Howard what he was talking about as that was not their land to sell, they were not the ones buying it, they were not parties to the transaction, and they were just the municipality in which it was happening.

DeRoche asked Mr. Howard if he understood the way cities worked. He indicated the City could not tell people to buy or sell their property and it was already zoned for what was told to be there. He noted the sewer district was three-quarters and asked Mr. Howard if he had any idea how that all came to be. Mr. Howard responded the land there was zoned for residential and the City made them jump through hoops. DeRoche clarified it was mixed use.

Mr. Howard stated it might be mixed use, but that did not mean it all had to be mixed use if they came forward with that development. Lewis asked Mr. Howard if he knew what the definition of mixed-use commercial was. Mr. Howard responded it was commercial and residential, and he was glad they were at least attempting to go through. DeRoche asked Mr. Howard if he was aware that all of those decisions were made before they came in. Mr. Howard responded they were made when DeRoche was still on the Council to put the water in. DeRoche responded no and what did Mr. Howard mean when he said he was still on the Council. DeRoche noted he came on the Council on June 26. Mr. Howard responded when DeRoche was on the previously Council. DeRoche noted that was 12 years ago and he was the only one that voted against the sewer/water. Mr. Howard stated the water/sewer went in at that time. DeRoche told Mr. Howard to look into it and to look at the facts.

Lewis asked Mr. Howard if he had any more questions.

Mr. Howard stated he was wondering if they were ever going to reply to his email. Lewis responded he did not honestly recall getting an email from Mr. Howard. Mr. Howard told Lewis he should check his City Council emails because there had been several and he knew there was an email he sent that was actually... Lewis stated if he did see it, but he didn't think he would because all Mr. Howard did was to attack him and attack the other people on the Council. He asked what was the point. He indicated there was no point and Mr. Howard had made up his mind that they were bad and he was good and there was nothing to do with it. Lewis stated he had other things to do in his life too, besides beat his head against a rock. He believed he was actually very responsive to people, but when they pre-indicate that they either despise him or think he's bad or something, then what's the point because you've already made your mind up.

Mr. Howard stated there was nothing negative in the email and it was asking questions about how Lewis go to the point of selecting... Lewis stated he had already explained that very clearly on several occasions and he did not know how to explain it more clearly.

Mr. Howard thanked him. Lewis told Mr. Howard to have a good night and thanked him for his questions.

Paula Marsh, 200th Lane NE, noted obviously people are pretty upset about how the Council had gone about doing things and she questioned the reason why they did not know Commissioner Look's name because of the things that were out there about him.

Ms. Marsh stated one thing that really bothered her was the fact the Lewis had twice snapped at Mundle. She believed that very disrespectful language was used towards Mundle just because Lewis went about doing things differently and out of the norm. She stated one instance was when Mundle indicated he had not had the opportunity to review Commissioner Look's information sent out the morning of the meeting because he worked a full-time job.

Lewis asked Ms. Marsh if she had a question. Ms. Marsh stated it made her uncomfortable and she was making a statement. She stated she did have a question but wanted to make a statement first. She stated Davis was very gracious with this whole thing. She noted Lewis had said that he wanted to take things in a different direction and asked with respect to Davis, did Davis no longer fit the direction they were taking things. Lewis stated he had not said he wanted to take things in a different direction and what he said was that it was common knowledge in business and in other organizations that a change in senior management from time to time, was healthy for the organization to get a different perspective. He stated if there was baggage with the current senior management that goes with them, and then you have a fresh slate to start with. Lewis indicated he was pretty sure that what he just said was true, and this was also in government too. He stated they tried to have a change in management now and then and not have one person doing the same job for 30 years. They wanted to have a fresh perspective.

An audience member made an inaudible comment. Lewis asked what were they talking about. The audience member's response was inaudible. Lewis stated because they needed his experience and he was the only one who was on the City Council before and the three of them were newly elected. Mundle stated he had been on the City Council before. Lewis stated Mundle was still here and they did not have to replace him.

Lewis stated he was talking about them having a hole when he became Mayor. He indicated when Mr. Harrington resigned, he was appointed Mayor by the Council and then they had an opening on the City Council and he wanted DeRoche to apply for it, not because DeRoche was his neighbor two doors down. Lewis stated he and DeRoche have probably said 200 words to each other in 27 years

before this all started. It was because DeRoche had the experience plus DeRoche had a lot of credibility with him. He noted he had lived in the City for over 27.5 years and he remembered attending two meetings on the water/sewer thing when that was going on and he knew exactly how his fellow residents felt about it at the time. Lewis stated he respected DeRoche because he was one of only five who voted against it because DeRoche knew the residents did not want it at that time.

Lewis stated he learned, he found out as a surprise since he's been involved in all this stuff, noting that most people do not pay attention to this stuff at all, is that it was driven by the Met Council. The City Council wanted us to build water and sewer but the Met Council did not. The Met Council did not want East Bethel to do a water/sewer system for another 7 to 10 years because they felt it was premature. It was the City Council who just did it, even on their way out the door. He indicated the City Council decided to float the bonds and they started the process, even after a good many of them had been voted off the City Council as lame ducks. Lewis explained that once you float bonds, you create the debt and that drives the process. He indicated that was the whole idea of debt slavery to begin with. It was a means to control people. That was why he asked DeRoche to run for the City Council, because DeRoche had the experience that they did not have.

Ms. Marsh stated another thing about Davis was not only had he proven that he had done tremendous things for the City, Davis had also built relationships with community members and they totally respect Davis because he has integrity. She stated she believed that was what was missing on the Council – integrity. Lewis responded he hoped they would be able to change her mind.

Ricky Snider, 7th Street and 24th, stated Lewis had been asked questions by several people today and what she heard was that Lewis refused to answer the questions because he was being attacked. She indicated she was interested to know about the people who had asked questions, how many of them felt as though they had gotten an answer to their questions. Lewis stated he did not know how he could have answered the questions better than he had.

Ms. Snider stated Lewis had not responded to them at all. Lewis told Ms. Snider to go home and watch the tape of the meeting and he believed she would see that he actually answered the questions as best he could. He indicated he was not looking to avoid anything and that he had put his hands up at Monday's Council meeting and said, "If it doesn't work out with Matt, and everything goes to hell in the City and all that, I'm the guy to blame." Lewis stated he did not think that was how it was going to go and he believed it would be great.

Lewis stated there was no animosity with Davis and it was just time for a fresh set of eyes working in the job. He noted this was his opinion, and apparently it was also the opinion of the other Councilmembers. He stated he did not avoid answering questions and he was doing the best he could to answer them. Lewis indicated if he was falling short, that was just his personal failure.

Ms. Snider stated that was not an option when they were elected officials. Lewis stated maybe it was not happening the way Ms. Snider was saying and maybe he was answering, but she just did not like his answers. Ms. Snider responded she had not heard any answers. Lewis asked if anybody else had that read on it that he was not answering. Ms. Snider requested she be allowed to ask her question. Lewis stated he was wondering what did he have to do to be clear about his answer.

Ms. Snider requested Lewis give her the chance to ask her questions, which was previously asked. She stated the three of them ran on a platform of transparency and thus far, she had not seen it at all. Lewis noted that was not a question, it was a statement.

Ms. Snider stated she was not done. She indicated at the Council meeting on Monday, when Lewis was discussing the appointment of the City Administrator, he was having a conversation telling us

about the qualifications and saying this person has this experiences and this person has this education. She noted it was not until Commissioner Look was invited into the room that Lewis even said his name. She stated her question was this whole package should have been open for discussion with any of the residents of East Bethel. She indicated Commissioner Look was their employee and they were their elected officials. Lewis asked Ms. Snider what was her question.

Ms. Snider stated she was asking about transparency. She noted Lewis ran on transparency and she had not seen any of it. Lewis stated this was another statement. He asked if Ms. Snider had a question for him. He noted he was ready and willing to answer.

Ms. Snider asked Lewis what was his definition of transparency as it exists and as it is identified and expected of someone in his position. Lewis responded it is to reveal information as you are able to do so. He stated if they had advertised and received ten resumes, people were supposed to post them right away before anybody was a finalist. So, where exactly did they start. He indicated being transparent was having to look out for people's identities if they were working for this City or that city. He stated they don't just publish it in the newspaper or *East Bethel Bulletin*. He stated if somebody sent them a resume, then they are interested in this job and they have to be careful how they handle that information.

Ms. Snider stated it was not Lewis's job to protect an applicant from the job because of ramifications. Lewis asked in this case, whose job is it to do that – protect them. Ms. Snider responded if they apply for the job, then they need to contend with any ramifications with their current employer.

Lewis noted that was going to limit the number of people that were going to apply for a job if they think the City was going to post their information. Ms. Snider responded they didn't have any. Lewis stated to Ms. Snider that she was not listening to what DeRoche said before and Davis did not go through any of that stuff.

Ms. Snider stated no one had the opportunity to apply for this job, so you don't have to worry about people not wanting to apply because they have not been given the opportunity. Lewis stated he did not deny that it wasn't what you could consider the norm, but he believed the results spoke for themselves in terms of the quality of the person they had gotten. He believed in the end that was what was going to matter the most.

Ms. Snider indicated they could have a well-qualified person for a job that does not do the best job. Lewis responded she was right. Ms. Snider stated she was sure Commissioner Look was well qualified, but that was not a guarantee he was going to do the best job. Lewis responded that was not a guarantee and it was always a risk when you hire people. He indicated an applicant could make it look great, they could sound great and everything else. It doesn't guarantee that it was going to work out.

Ms. Snider stated her next question was for future City positions, would those jobs be posted like they should. Lewis responded he assumed they would be, but he could not guarantee it forever because he probably wouldn't be here anyway, but he would imagine so. He stated it was an unusual thing to just have somebody pop up who seemed to be so inordinately qualified. It surprised him a lot and he did not expect it to happen at all. Lewis stated he expected in the future that they would go through advertising, sorting through resumes, pre-interviews, and then final interviews. He indicated it just so happened that this person popped up and he could not image doing any better than this.

An audience member asked Lewis if he was the only one that decided it. He asked Lewis if he had talked to the other guys. Lewis responded he was not going to reveal that because he promised he

would not reveal it to the person, but the City Council had to vote. Lewis stated he did not run the people here and is not their boss or anything else so if they did not care for the person, they could have said no and opened the process and do it another way.

Ms. Snider stated to get back to her questions about transparency. Lewis said it was one of those words and every word in the English language would be defined a number of ways depending on the person. Lewis stated if there was a dictionary definition it meant clear, that was literally what transparency meant, can be clearly seen through, open, and honest, is the definition of transparency.

An audience member stated it was being open and honest.

Ms. Snider stated Lewis was still not answering her. Lewis noted he did not have a dictionary in front of him. DeRoche stated they were just going round and round. Lewis asked if they had anything else tonight besides that process.

An audience member made an inaudible comments to which Lewis responded he tried three times and he did not know how many times he could try it.

Jill Anderson stated she wanted to make it clear that there were some accusations by the Mayor saying he was targeted in emails. Ms. Anderson read the emails she sent: "Good Evening, can you please help me understand the info I'm seeking about replacing the City Administrator? Evidently, it was discussed at the most recent meeting, but there's been nobody online to watch." Lewis stated to Ms. Anderson that her premise was false. He said Ms. Anderson attacked him on Facebook – the East Bethel Facebook sites, and he did not say she had done it by email.

Ms. Anderson stated the premise. Lewis stated the premise Ms. Anderson started with was incorrect and she attacked him on Facebook.

Ms. Anderson stated she had asked if Davis was leaving because he ended his contract early or was he being let go. She indicated "no response." Ms. Anderson continued reading the e-mail she had sent: "Good Evening, can you understand the info I'm hearing about replacing the City Administrator" Lewis stated to Ms. Anderson that it doesn't matter if she reads all of it because her premise was incorrect. He noted Ms. Anderson said he did not respond because Ms. Anderson was clearly attacking him already.

Ms. Anderson stated she had two questions for Lewis. First, when did the Council meet to discuss not renewing Davis's contract. She noted she had watched every Council meeting from January 1 until Davis announced his resignation, and she did not see where the Council discussed it as a group. She asked when did the Council discuss it. Lewis responded he did not recall. Mundle stated there was no meeting.

Ms. Anderson stated she wanted to understand how that happened. She indicated they did not meet as a group publicly, so she assumed they possibly violated the open meeting law because she did not know how Davis would have been informed they were not renewing his contract when the Council did not discuss this in public.

Ms. Anderson stated then Commissioner Look became a candidate on Thursday, his name was public and the Council chose to violate 1343 Subdivision. Lewis stated their attorney did not tell him anything about that and he went by what the attorney told him and he did not go by anybody else.

Ms. Anderson stated to be clear, 1343, Subdivision 3, required that the candidate for a position was public information. That gave their constituents the time. Lewis stated the City Attorney did not tell him that and he goes by the City Attorney. Ms. Anderson responded probably because Lewis did not tell the City Attorney anything.

Ms. Anderson thanked them for answering her questions tonight. Lewis stated she just assumed the conclusion.

Ms. Marsh asked an inaudible question. DeRoche responded No, absolutely not. DeRoche indicated that Commissioner Braastad had appointed him to the Anoka County Commission Advisory Board 12 years ago. He stated he did not know Commissioner Look. Commissioner Braastad stated DeRoche was correct and he served well.

Oskar Granquist stated he believed everybody in this room would agree that it would have been a good night to have the City Attorney at this meeting to mitigate some of these questions and maybe defuse it. He stated it was very common practice in small or large municipalities and City agencies to recruit following best practices; to recruit talent that met the qualifications to fit a specific position. He noted in this instance, the position of City Administrator needed a very unique set of skills. He stated the City Administrator had to be politically astute; had to understand Codes; had to be able to interact with contractors, engineering firms, law enforcement, first responders; and they were basically the umbrella that encompassed everything about the community. Mr. Granquist stated those are the types of skill sets, although he agreed with what people were saying that maybe it should have been put in the paper and let people apply for it. He stated it's a very common practice in this Country. He gave an example of people living in Los Angeles and if they want to bring in a City Manager that was in New York because they had the skill sets and they were going to take that community forward, they would embrace those types of candidates. He indicated they were not neglecting their home roots. It was the qualifications of this specific position and sometimes it needed an outside different elevation.

Mr. Granquist stated when he was brought into the EDA, one of the strong skill sets he brought was running very large economic strategic developments in huge communities, with multi-million-dollar projects. He noted that going into a semi-rural area, they were transitioning, just like they did on the tech corridor. He indicated as Commissioner Braastad had mentioned all the work that has been in play for 7-10 years with MnDOT, the State and the Feds, on the reduced conflict intersections. They all know they didn't turn out to be a positive thing and it caused a lot of confusion, so when they are looking at transitioning and moving a community forward, it made sense that somebody had those political connections when they were going to want to be listened to when they needed funding to improve the schools, the walkways, the road transportation, the infrastructure system, and the power grids.

Mr. Granquist indicated he had the fortune to really be able to relate to what the City Manager position does. He stated they have to be a chameleon, had to understand construction, engineering, infrastructure, politics, etc. He stated he would guarantee if you walked in those shoes and really wanted that job, after two weeks, they would probably say, "I don't need this crap. There's too much crap to deal with." He indicated it took a very special DNA to walk in those boots.

Mr. Granquist stated Davis had done a phenomenal job and he had learned a lot from Davis by listening to his conversation and during the off-campus conversation they had had. He indicated his background, as well as many of the Councilmembers, the Mayor, and a lot of people in this room had a lot of talent and he believed the common denominator was that nobody liked how this was rolled out, but it was common practice.

Mr. Granquist indicated in a smaller community, it was more transparent when something like this happened because in a huge city, you get lost in the shuffle. You don't see the politics as clearly, but in a smaller community it was right in front of them. He stated it was very common practice for this type of search of this type of role to happen this way.

Lewis stated they had 10 minutes left in the meeting.

Sazzy Calhoun, Fillmore Street, stated she did not have a question, but rather a concern. She hoped this could all be worked out. She noted there always seemed to be audio visual issues when there were Council meetings, such as the recent Planning Commission meeting. Lewis stated she was right. Ms. Calhoun asked at what point this would be worked on as it should and who handled this. She indicated there was some disconnect with everything and it would be great if this could be sorted out. Davis responded the issues with Channel 10 were that they had electrical drivers which did the uploads in the transmission. There was a power outage which fried two of them and they are now waiting for the parts to come in. Davis indicated the City had an old system, so it made it more difficult to get those parts on a speedier basis and staff was looking into this. He stated they have also had discussions about bringing to the Council the possibility of a total upgraded system. He noted the current system was a combination of a number of different manufacturers, pieces, and parts, and sometimes the interfaces do not work exactly the way they should. He was sure this would be something that will be discussed for next year as a budget item.

Ms. Calhoun stated they might not like how all this went down, but it did and she believed they needed to embrace Commissioner Look and not make him feel like he is not wanted or needed because he was. She indicated they need to try and put it all behind them and move forward because if they don't, they are going to hurt themselves as a City. She stated they don't have to like what the Council did, but they have to deal with it and move forward and welcome Commissioner Look.

Andrew Corniea stated he appreciated the Councilmembers and noted everybody was talking about Commissioner Look, but nobody has been talking to him. He noted he didn't watch the Council meetings because he could not hear them as he was normally deaf, and he had two kids that play hockey, so he didn't have much time. He asked Commissioner Look if he would give a presentation of his background as he had only had people tell him about it or what he saw on Facebook. Lewis noted Commissioner Look gave very good introductory remarks at Monday night's Council meeting that Mr. Corniea might want to listen to. He noted the meeting was up on the City's media center. DeRoche stated he watched the meeting today and it was very clear.

Lewis stated they had 4 minutes left in the meeting.

Commissioner Braastad thanked Davis for his years of service and stated it had been a pleasure to work with him. She wished Davis the best and hoped they could stay in touch. She inquired about Davis's going away party. Lewis stated there would be an acknowledgement gathering on November 27 from 3 to 5 p.m. and everyone in the City was invited.

Davis thanked Commissioner Braastad and indicated they would stay in touch. He stated he appreciated all of the kind words tonight and it had been his pleasure to work with the finest group of people he had ever been around and he wished everyone the best. Davis indicated he would still be around if anybody ever needed him.

7.0 – Adjourn

Mundle stated I'll make a motion to adjourn. DeRoche stated I'll second. To the motion, all in favor say aye. **All in favor.** Lewis asked any opposed?

Lewis thanked everyone, including Davis and the City staff, for being at this meeting. He indicated it was a good turnout and he thanked everyone for that.

That motion passes. **Motion passes unanimously.**

Town Hall Meeting adjourned at 9:00 PM.

Submitted by:

Kathy Altman

TimeSaver Off Site Secretarial, Inc.