

City of Troy, Missouri
City Administrator Recruitment Workshop
800 Cap Au Gris, Troy, MO 63379
Monday, December 4, 2023
6:30 P.M.

Present for the Board of Aldermen Workshop were Aldermen Steve Jones, Rachel Dunard, Gary Leifert, Harold Horner, David Norman, and Mayor Ron Sconce. Alderman Kay Diekemper was absent. Also present were City Attorney Brian Sinclair and City Clerk Tonya Hawkins.

Mayor Sconce opened the workshop at 6:30 p.m. He told aldermen this is their time to discuss what they learned since the last workshop on November 13, 2023. He expressed that if they want to go out for RFP, they will have to budget for recruitment services.

Alderman Horner said he talked to Lincoln County Economic Development Director Julie Rodgers, who said the Missouri Municipal League could assist for free. He said the Troy Police Department could conduct background checks for potential administrators. Aldermen Jones and Dunard said they agree with starting with MML. Alderman Dunard said Frontenac just completed a search for a city administrator without a recruitment firm. She said a committee could be formed to review applications.

Alderman Leifert said board members could try, but recruitment firms review candidates' credentials before applications get to aldermen. Alderman Dunard said she did not think the city would receive more than 30 applications for the position. Alderman Leifert directed aldermen's attention to an email from Art Davis, of Baker Tilly, expressing a tough market currently and the need for competitive pay and good governance to attract an increased number of candidates.

Aldermen discussed the levels of education they would require for a city administrator.

Aldermen discussed salary ranges. Mayor Sconce explained that Finance Director Linda Flinn estimated between \$103,000 to \$153,000 with benefits for an administrator. He said she cut the funds in half for the current budget. Aldermen discussed that administrators would likely negotiate terms in a contract for additional benefits.

Attorney Sinclair asked if funds budgeted for the city administrator could be used for a recruitment firm. Alderman Dunard said she would hate to spend money for recruitment. However, because the city is starting brand new after 16 years, it may be necessary, she said.

Aldermen discussed placing an item on the December 18, 2023, agenda to consider an RFP for recruitment firms. Aldermen discussed holding a workshop on January 11, 2024.

The workshop adjourned at 7:27 p.m.

ATTEST:

City Clerk

Mayor Sconce