
The Mandan City Commission met in Special Session at noon on November 23, 2015 in the Ed “Bosh” Froehlich Meeting Room at City Hall, Mandan, North Dakota. Present were Mayor Van Beek, Commissioners Tibke, Rohr, Laber, and Braun. Department Heads present were Finance Director Welch, Police Chief Bullinger, City Attorney Brown, Business Development & Communications Director Huber, and City Administrator Neubauer.

B. APPROVAL OF AGENDA: Commissioner Laber moved to approve the Agenda as presented. Commissioner Tibke seconded the motion. The motion received unanimous approval of the members present. The motion passed.

C. NEW BUSINESS:

Consider selection of Police Chief and next steps. Mayor Van Beek reviewed the process of the search for the new Police Chief:

- Monday June 15, application closing date, we received 17 applications, two from North Dakota and fifteen from various parts of the country.
- Narrowed the list from 17 applicants to 8
- Monday June 22, set of 5 questions sent to 8 applicants with due date July 10
- July 10, received responses to the set of 5 questions
- Set up 4 teams to review & rate responses
Included members from the Emergency Services Community and the community at large. Steve Nardello (Fire) & Mike Wardzinski (teaches Criminal Justice Minot State), Tracy Porter (CFO, NISC) former park board president & Terry Kraft (American Family Ins) and former park board member.
- When combing the scores of the four teams and looking at the teams ratings individually, there was a delineation between the top five candidates and the bottom three.
- Pre-Employment background report was performed on the 4 candidates (one withdrew)
- October 22 – Four candidates were interviewed via Skype.
 - Participating in the interviews were Mayor Van Beek, Commissioner Rohr, Kevin Wilson, Human Resources, Jim Neubauer,
 - Members from the community Jane Porter, Finance Director at North Dakota Association of Rural Electric Cooperatives, along with former City Commissioners that held the Police Department Portfolio Tom Kelsch and Stan Scott also assisted in this process.
 - After the Skype Interviews, one candidate withdrew his name from consideration.
- November 14 - Candidates underwent assessment testing and interviews. Candidates partook in assessment exercises beginning at 8:30 a.m. Evaluating the testing in the morning were 4 members from the Law Enforcement Community, Lonnie Grabowski, Pat Heinert, Greg Smith and Dave Dravitch.
- The Mandan City Commission began candidate interviews at 1 p.m. Along with the City Commission also sitting in on the interviews were Tom Kelsch, Stan Scott, Jane Porter and Todd Humphrey.

I want to thank Commissioner Rohr and Kevin Wilson for their work in putting together the assessment process; all in all I think things went very well.

We also want to thank those members of the community that assisted in this process; their input has been very valuable and insightful. Those members again, are Mike Wardzinski, Tracy Porter, Terry Kraft, Tom Kelsch, Stan Scott, Jane Porter, Marci Narum, Lonnie Grabowski, Pat Heinert, Greg Smith, Dave Dravitch and Todd Humphrey.

The three candidates are Scott Connor, Paul Leingang, and Jason Ziegler.

Conner, Ft. Sumner, New Mexico, is currently the De Baca County Sheriff/Chief of Police with 18 years of law enforcement experience.

Leingang is currently the Deputy Police Chief in Mandan and has 35 years of law enforcement experience.

Ziegler, from St. Cloud, Florida, is currently a Lieutenant in Community Services with the Osceola County Florida Sheriff's office the over 25 years of experience in law enforcement.

Commissioner Rohr also wished to also thank City Administrator Neubauer for his assistance in this process.

Commissioner Laber moved to ask Jason Ziegler if he would like the position of Chief of Police for our community. Commissioner Tibke seconded the motion.

Commissioner Laber apologized for not being at the interviews due to a death in the family. She indicated that she had watched the interviews and reviewed all the background information; as well as all the written information. In her opinion of hiring people and what she thinks is important to our community, Jason Ziegler stood out for her. She feels that he will stand out in our community and be a great fit.

Commissioner Rohr stated that it was a difficult decision in that Paul Leingang worked for him and he has a lot of great assets. One of the things that are important is that you have a great administrative partnership such as the Chief of Police and Deputy Chief. The Chief of Police has to be able to depend on the Deputy Chief if you are gone and they take over in your absence. Paul Leingang brings his experience and a lot of contacts and he's been active in the community.

Commissioner Braun agreed that these are three qualified candidates. He believes that Mr. Ziegler has a sense of energy to him, as well as being charismatic when he was interviewed. But that can't be the only reason that you pick someone. Following the process of listening to the candidates, and going through the information packets that we had, he narrowed it down to Paul Leingang and Jason Ziegler. He feels Paul has a little more maturity and eloquence. There was thoughtfulness to the way he answered the

questions. Besides the 35 years' experience and being part of this community, there's a strong sense of loyalty and devotion. Then with Jason he's excited with what he wants to do with the department. In looking at their backgrounds, with Paul working here, do we want to change or stay with what we have? Commissioner Braun believes that to be a great leader you have to be a great follower. He feels that Paul could take this department to new levels.

Mayor Van Beek thanked the Commissioners for their time in this selection. This was a very big decision for our city and our community.

Roll call vote: Commissioner Tibke: Yes; Commissioner Laber: Yes; Commissioner Braun: No; Commissioner Rohr: Yes; Commissioner Van Beek: Yes. The motion carries 4-1.

We will extend the offer to Jason Ziegler and discuss the next steps. He stated that we had three truly very qualified candidates.

D. ADJOURN

There being no further actions to come before the City Commission, Commissioner Braun moved to adjourn the meeting at 5:43 p.m. Commissioner Tibke seconded the motion. The motion received unanimous approval of the members present. The motion passed.

/s/ James Neubauer

James Neubauer,
City Administrator

/s/ Arlyn Van Beek

Arlyn Van Beek,
President, Board of City
Commissioners