

May 27, 2025

CITY COMMISSION
SPECIAL MEETING
CITY MANAGER CANDIDATE INTERVIEWS
TUESDAY, MAY 27, 2025
12:30 p.m.
AGENDA

A. Call to order Special Meeting, roll call

The special meeting of the City of Munising was duly called and held on Tuesday, **May 27, 2025**, in the City Commission meeting room of City Hall. Mayor Berry called the meeting to order at 12:30 p.m.

PRESENT: Commissioners: Wilkinson, DesJardins, Burge, Prunick and Mayor Berry
ABSENT: None

B. Public Comments (non-agenda items)

There were no public comments.

C. Approval of Interview Questions

Moved by Commissioner DesJardins to approve the suggested interview questions as presented. Support by Commissioner Prunick.

Approved: Yeas: Commissioners: Wilkinson, DesJardins, Burge, Prunick and Mayor Berry
Nays: None

Suggested Interview Questions
City of Munising

Candidate _____ Interviewer _____
Overall impression and personal ranking _____

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- Brief Introductions by Mayor Berry
- Welcome ...
 - Several questions; allotting 50 to 60 minutes to get to know you and for you to get to know us
 - We will each ask you a series of questions. Any council member may have follow-up questions
 - Provide you with time at the end to ask questions you may have and make a closing statement
1. Tell us why you want to be the city manager in Munising and point out what particular skills and experience you possess that make you a good fit for us.
 2. If offered the position of city manager how will you go about getting to know the community and staying connected with the stakeholders and residents, and promote a sense of community?
 3. The City of Munising is a small community with a unique personality and solid traditions. What should every aspiring city manager know about working in small towns and what special personality traits do you possess that will make your tenure in this one successful?
 4. When we call on the employees who have worked with you over the years, what will they tell us about you? Tell us one phrase that the employees or your peers would use that your bosses or elected officials might not.
 5. Are you more of a leader or a manager? Tell us how that descriptor informs the kind of administrator you are.
 6. A manager is often in the midst of tugs-of-war between departments or employees, residents, elected officials, neighborhoods, or all those groups at once. What is your go-to strategy in dealing with conflict or divisive priorities?
 7. Tell us about one of the most complicated projects you brought to your community or managed. How many partners and funding streams were involved, and how did you keep everything on track?
 8. How do you handle the negative social media that often criticizes the city commission and various city operations?
 9. There are many strategies for economic and community development. What do you see as our most pressing development issues and what approaches might you suggest for the city?
 10. How successful have you been in securing grant funds in the past? And, looking at the state and federal landscape going forward, what projects with external funding streams would you be concentrating on here?
 11. From what you have learned about us, what do you think our two biggest challenges will be in the next three years? How would you tackle them and what processes would you follow?

12. What is the most important skill or talent a manager can have when it comes to council-manager relationships? Can you tell us a time when you had to rely on that skill to build or improve relationships?
13. What did it look like the last time an elected official, employee or resident tried to push you to change a position you were holding? What determines when you hold your ground, versus switching directions?
14. How will you go about challenging the city process for improvement and innovation?
15. Give an example of a personal or work-related issue where your integrity or character was challenged. How did you respond?
16. What would be your strategy for new business recruitment in the city?
17. What is your experience with DPW operations?
18. Do you have zoning administrator experience?
19. What is your experience with working with unions and union negotiations?

Summarized impressions:

Positives:

Negatives:

D. Commence Interview: Joseph Darter (candidate #2)

The City Commission asked the listed questions to Joseph Darter.

E. Commissioner Discussion

Joseph Darter had lots of Watershed experience some overseeing of about four or five employees.

F. Public Comment

There were no public comments.

G. Adjournment

Moved by Commissioner DesJardins to adjourn the meeting and immediately reconvene. Support by Commissioner Wilkinson.

Approved: Yeas: Commissioners: Wilkinson, DesJardins, Burge, Prunick and
Mayor Berry
Nays: None

The meeting adjourned at 1:30 p.m. and also reconvened at 1:30 p.m.

The Commission all remained seated.

CITY COMMISSION
SPECIAL MEETING
CITY MANAGER CANDIDATE INTERVIEWS
TUESDAY, MAY 27, 2025
1:45 p.m.
AGENDA

A. Call to order Special Meeting, roll call

All remained seated.

B. Public Comments (non-agenda items)

There were no public comments.

C. Approval of Interview Questions

Already approved with first interview.

D. Commence Interview: Kyle Harris (candidate #1)

The City Commission proceeded to ask Kyle Harris the approved questions. He was very energetic answering all questions and when he didn't know the answer

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he told the Commission so. He does have a background as City Manager and many aspects of the job.

E. Commissioner Discussion

The Commission liked him so far he was the top pick.

F. Public Comment

There were no public comments.

G. Adjournment

Moved by Commissioner Wilkinson to adjourn this part of the meeting and immediately reconvene. Support by Commissioner DesJardins.

Approved: Yeas: Commissioners: Wilkinson, DesJardins, Burge, Prunick and
Mayor Berry
Nays: None

The special meeting of the City Commission adjourned at 2:36 p.m. and also reconvened at 2:36 p.m.

The Commission all remained seated.

CITY COMMISSION
SPECIAL MEETING
CITY MANAGER CANDIDATE INTERVIEWS
TUESDAY, MAY 27, 2025
3:00 p.m.
AGENDA

A. Call to order Special Meeting, roll call

All remained seated.

B. Public Comments (non-agenda items)

There were no public comments.

C. Approval of Interview Questions

This was already done.

D. Commence Interview: David Rappaport (candidate #8)

The City Commission asked the approved questions of David Rappaport. It was clear he had not been a City Manager and would need lots of help to get a grasp on things.

E. Commissioner Discussion

The Commission did not feel that David Rappaport was qualified for the position.

F. Extend a conditional offer of employment to _____ for the position of city manager conditioned on successful completion of a background check and a tentative employment agreement.

Moved by Commissioner Wilkinson to extend a conditional offer of employment to Kyle Harris for the position of City Manager conditioned on successful completion of a background check and a tentative employment agreement. Support by Commissioner Prunick.

Approved: Yeas: Commissioners: Wilkinson, DesJardins, Burge, Prunick and
Mayor Berry
Nays: None

G. Create an ad-hoc committee to initiate negotiations on terms of a mutually acceptable employment agreement.

Moved by Commissioner DesJardins to create an ad-hoc committee comprised of Mayor Berry, Commissioner Prunick and Sue Roberts, to initiate negotiations on terms of a mutually acceptable employment agreement. Support by Commissioner Burge.

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Approved: Yeas: Commissioners: Wilkinson, DesJardins, Burge, Prunick and
Mayor Berry
Nays: None

H. Public Comment

There were no public comments.

I. Adjournment

Moved by Commissioner Prunick to adjourn the special meeting of the City Commission. Support by Commissioner DesJardins.

Approved: Yeas: Commissioners: Wilkinson, DesJardins, Burge, Prunick and
Mayor Berry
Nays: None

The special meeting of the City Commission adjourned at 3:43 p.m.

Chris Berry, Mayor

Sue Roberts, City Clerk