



**PROCEEDINGS OF THE BELOIT CITY COUNCIL**  
**Special Meeting**  
**100 State Street, Beloit, WI 53511**  
**Friday, January 9, 2015**

Presiding: Mark Spreitzer  
Present: Sheila De Forest, Charles M. Haynes, Regina Hendrix, Chuck Kincaid (arrived at 8:30 a.m.), Ana Kelly (arrived at 8:34 a.m.), and David F. Luebke (arrived at 8:25 a.m.)  
Absent: None


1. President Spreitzer called the meeting to order at 8:16 a.m. in the Forum at Beloit City Hall.
2. The City Council reviewed the interview questions and format of the interviews. The Council determined that Councilor Spreitzer would ask questions to the interviewees and the other Councilors may ask follow-up questions.
3. The City Council **interviewed three executive search firms** to conduct an executive recruitment for the position of Beloit City Manager
  - a. Heidi Voorhees, President and Co-owner of **GovHR USA**, began her presentation at 8:35 a.m. She indicated that, if hired, Karl Nollenberger will be the principal consultant on this project but that each recruitment is a team effort.
  - b. Sharon Klumpp, Senior Vice President and Project Team Leader, on behalf of **Waters & Company (Springsted)**, began her presentation at 10:00 a.m. Ms. Klumpp indicated that she would be the principal consultant.
  - c. Bob Slavin, President of **Slavin Management Consultants**, began the presentation at 12:32 p.m. He introduced Dave Krings who will be co-managing the project.
4. The City Council discussed the three executive search firms. Councilor Spreitzer began the discussion by asking the rest of the Councilors about their thoughts on the three firms. Councilor Kelly said that she liked the GovHR USA presentation but she noted that Heidi Voorhees would not be the principal. Ms. Marshall was able to contact GovHR USA to determine when Mr. Nollenberger would be returning from overseas (January 20<sup>th</sup>) and how many other recruitments he currently has (one). Councilor De Forest said that she liked Waters and GovHR because of the customization offered. She noted that the proposed cost of the recruitment was about even for each firm. Councilors Spreitzer, Luebke, Haynes, and Hendrix indicated that GovHR was their top choice. The Council asked Ms. Marshall if she would contact GovHR to see if Ms. Voorhees could serve as the principal for this recruitment.

The Councilors briefly discussed their vision for the recruitment process including discussions with the business community and two additional public meetings (one during the day and one at night) and an electronic survey to determine the needs and desires of the public for the position at the beginning of the process.

Ms. Marshall indicated that she was unable to speak with Ms. Voorhees directly but that the co-owner of GovHR USA indicated that Ms. Voorhees would be overseeing the recruitment and would step in at any time if the Council was unhappy with Mr. Nollenberger's performance. Councilor Luebke made a motion to adopt the resolution authorizing the City Manager to enter into an agreement with GovHR USA for the City of Beloit **City Manager Recruitment Process**. Councilor Haynes seconded, and the motion carried 7-0.  
File 8671

Councilor De Forest said that she wants to make sure the Council has input on the location and structure of the public input meetings. Councilor Spreitzer indicated that Ms. Marshall would be the point of contact for the City regarding this matter.

5. At 2:50 p.m., Councilor Kincaid made a motion to adjourn the meeting. Councilor Kelly seconded, and the motion carried.



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Rebecca Houseman LeMire, City Clerk

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Date Approved by Council: January 20, 2015