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3 **MINUTES OF THE SPECIAL MEETING OF**
4 **THE MINNEHAHA CREEK WATERSHED DISTRICT**
5 **BOARD OF MANAGERS**
6

7 **January 7, 2015**
8

9 **CALL TO ORDER**

10
11 The special meeting of the Minnehaha Creek Watershed District Board of Managers Retreat was
12 called to order by President Sherry White at 4:00 p.m. at the District Offices, 15320 Minnetonka
13 Boulevard, Minnetonka, Minnesota 55345.
14

15 **MANAGERS PRESENT**

16
17 Sherry Davis White, Pam Blixt, James Calkins, Brian Shekleton, Richard Miller, Jeffrey Casale
18 and William Olson.
19

20 **MANAGERS ABSENT**

21
22 None.
23

24 **OTHERS PRESENT**

25
26 Jeff Spartz, Interim District Administrator; Telly Mamayek, District Communications and
27 Education Director; Darren Lochner, District Education Program Manager, Trevor Born, District
28 Communications Coordinator; David Mandt, District Operations and Support Services Director;
29 Jen Scharlow, Technical Support Service Specialist; Debora Smith, District Office
30 Administrator; Tom Dietrich, District Permitting Technician; Courtney Hall, District Permitting
31 Technician; Amanda Bednar, District Representative-Permitting; James Wisker, District
32 Planning and Projects Director, Renae Clark, District Planner-Project Manager; Becky
33 Christopher, District Lead Planner-Project Manager; Michael Hayman, District Planner-Project
34 Manager; Tiffany Schaufler, District Project and Land Program Manager; Laura Domyancich,
35 District Project and Land Technician; Craig Dawson, District Research and Monitoring Director;
36 Eric Fieldseth, District AIS Program Manager; Yvette Christianson, District Water Quality
37 Manager; Kalley Kreatz, District Water Quality Technician; Jill Bjorklund, District
38 Representative-AIS; Brianna Haugen, District Representative-Water Quality; David Unmacht,
39 Springsted; and Louis Smith, District Counsel.
40

41 **REVIEW OF AGENDA**

42
43 President White noted that the purpose of this special meeting was to conduct the interviews of
44 the finalist candidates for the position of District Administrator. She briefly reviewed the
45 schedule and noted that following the interview process, the Board of Managers would
46 reconvene for discussion and next steps. Thereafter, three committees comprised of the Board of

47 Managers, a staff team, and community members interviewed the four finalists: Jay Riggs, Brentt
48 Michalek, Paul Nelson, and Lars Erdahl.

49

50 **BOARD DISCUSSION AND DELIBERATION**

51

52 Following the interview process, President White reconvened the Board of Managers at
53 10:29 p.m. The Board of Managers received reports on the interviews of the candidates from Jeff
54 Spartz on behalf of the Staff Committee and Bill Bushnell on behalf of the Community
55 Committee.

56

57 Mr. David Unmacht appeared before the Board of Managers and stated that he felt the process
58 had worked very well, and that it was a very positive sign that the staff was so invested in this
59 process. Mr. Unmacht stated that at this point, the question before the Board of Managers is
60 whether it has enough information to decide on a candidate, and if not, what additional
61 information is needed.

62

63 President White asked if the managers have enough information. Manager Miller replied that he
64 did. President White asked if any managers required additional information, and no managers so
65 indicated.

66

67 Mr. Unmacht then stated that with the Board of Managers ready to proceed with the decision,
68 comments by each of the members of the Board on the candidates would be in order. The
69 managers proceeded to discuss their reflections on each of the finalist candidates.

70

71 Following this discussion, Mr. Unmacht invited the managers each to take turns stating their top
72 preference for one or two candidates. The managers discussed the process for expressing these
73 preferences. Manager Calkins stated that he felt this has been a good process, although members
74 of the work groups would have a better feel for the candidates. Manager Calkins noted that some
75 of the information he had just received on the day of the meeting, and while he could narrow to
76 two candidates, he was not sure which would be best. Manager Miller stated that he had not met
77 any of the candidates before this meeting, but felt comfortable proceeding with expressing his
78 vote. Manager Casale stated that he was ready to make a choice, but would also be pleased to
79 hear Manager Calkins' top two preferences. Manager Olson stated that he felt that voting at this
80 meeting probably was not going to give the District the answer that the Board wants. He stated
81 that he would like to review the information and perhaps interview the individuals again.

82 Following further discussion of the available information and process, President White directed
83 legal counsel to poll the managers for their preferences. Upon roll call, the managers' expression
84 of preferences were as follows:

85

86	Olson:	Erdahl, Riggs
87	Casale:	Erdahl
88	Blixt:	Michalek, Riggs
89	Miller:	Erdahl
90	Shekleton:	Michalek, Erdahl

Minutes of the Special Meeting
Minnehaha Creek Watershed District
Board of Managers
1-7-2015

91 Calkins: Riggs, Nelson
92 White: Erdahl, Michalek
93

94 Manager Shekleton stated that he felt the strongest board support was for Mr. Erdahl.
95 Manager Blixt stated that she would not vote for anyone at this time until the composition
96 of the Board is resolved in the next two months. She stated that it was her preference to
97 postpone a decision until that time. Following further discussion, President White
98 directed that legal counsel poll the members of the Board of Managers for their
99 preference of a single candidate. Upon roll call, the managers expressed their single
100 candidate preferences as follows:

101
102 Olson: Erdahl.
103 Casale: Erdahl.
104 Blixt: Abstain.
105 Miller: Erdahl.
106 Shekleton: Erdahl.
107 Calkins: Abstain.
108 White: Erdahl.
109

110 Mr. Smith noted five votes for Mr. Erdahl and two abstentions.
111

112 ***It was moved by Manager Shekleton, seconded by Manager Miller, to direct Mr.***
113 ***Unmacht and Mr. Smith to meet with Mr. Erdahl for the purpose of developing a***
114 ***proposed employment agreement that is acceptable to Mr. Erdahl and meets the***
115 ***interest of the District.***
116

117 Manager Calkins stated that the composition of the Board of Managers in two or three
118 months does not matter as much as the fact that the Board is not getting along. Manager
119 Calkins stated that this selection is the most important decision the Board makes, and he
120 continues to believe that the Board made a very bad decision in discharging the previous
121 administrator. He stated that he felt that rather than move forward, the interest of the
122 District requires the Board to deal with the ramifications of its earlier decision. He stated
123 that moving on without dealing with these issues was bad government and an abdication
124 of responsibility.
125

126 Manager Shekleton stated that he appreciated the thoughtful deliberation about the candidates.
127 He stated that as to Manager Calkins desire to address the Board's differences, that Manager
128 Calkins had not attended the May board retreat for that purpose, and that the retreat in October
129 resulted in a process that only made the Board's wounds deeper. He noted that Manager Calkins
130 had consistently voted against mediation, and that the current state of board relations is not for a
131 lack of effort by others. Manager Shekleton thanked Manager Calkins for his participation and
132 engagement in the interview process.
133

Minutes of the Special Meeting
Minnehaha Creek Watershed District
Board of Managers
1-7-2015

134 Upon roll call vote, on the motion to direct Mr. Unmacht and Mr. Smith to develop a proposed
135 employment agreement with Mr. Erdahl, the managers voted as follows:

136
137 Olson: No
138 Casale: Yes
139 Blixt: No
140 Miller: Yes
141 Shekleton: Yes
142 Calkins: No
143 White: Yes

144
145 President White stated that the motion carried, 4-3.

146
147 Mr. Unmacht stated that he would proceed to contact applicants Nelson, Riggs, and Michalek to
148 notify them that they were not the preferred choice of the Board of Managers. He stated that he
149 would contact Mr. Erdahl to notify him that he had been selected to develop an employment
150 agreement.

151
152 **ADJOURNMENT**

153
154 There being no further business, the meeting of the Board of Managers was adjourned at
155 11:48 p.m.

156
157 Respectfully submitted,

158
159
160
161 Jeffery Casale
162 Secretary