Carson City Agenda Report

Date Submitted: 4-8-14 **Agenda Date Requested:** 4-17-14 Time Requested: 15 minutes **To:** The Board of Supervisors From: Heather Renschler, Ralph Andersen & Associates Subject Title: (Action Item:) Discussion and possible action to select and affirm the names of candidates to continue to proceed through the City Manager hiring process. **Staff Summary:** The Board of Supervisors will select and affirm the names of the candidates it wishes to interview on May 2, 2014. As supporting material, the Mayor and Supervisors are provided with the questions and ratings given by each City Manager Advisory Panel member to the answer provided by the candidate during the April 1, 2014 interview. The Citizen Advisory Panel interviews and rating sheets can be found at: http://www.carson.org/index.aspx?page=5879 The candidates interviewed by the panel were: Jim Nichols, Stacey Giomi, Tim Hacker, Nick Marano and Jeff Fontaine. Type of Action Requested: (check one) () Resolution () Ordinance (X)Formal Action/Motion () Other (Presentation) **Does this Action Require a Business Impact Statement:** (__)Yes (X) No Recommended Board Action: I move to select and affirm the following names of candidates to continue to proceed through the City Manager hiring process: **Explanation for Recommended Board Action:** Applicable Statute, Code, Policy, Rule or Regulation:

Fiscal Impact: N/A

Explanation of Impact: N/A

Advisory Panel interviews and rating sheets can be found at: http://www.carson.org/index.aspx?page=5879

Prepared By: Melanie Bruketta, Hl	R Director/	
Reviewed By:		
(Interim City Manager) (Finance Director) (District Attorney)	nht	Date: 4/8/14 Date: 4/8/14
Board Action Taken:		
Motion(s):	1)	Aye/Nays
	2)	
(Vote Recorded By)		

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Summary of Interview Questions

Total Time Allotment: 70 minutes with 5 minutes for transition

<u>Introduction (Approximate Time = 5 Minutes)</u>

1. We have already reviewed your career experience and education as part of this selection process. So with limited time, please don't recap your experience but rather tell us what excites you about this position and why do you believe your skills are a good match for Carson City? Please be sure to tell us "Why Carson City" and "Why Now"?

General Questions (Approximate Time - 11 Questions x 2 Minutes = 22 Minutes)

- 2. Please tell us about your experience and philosophy regarding collective bargaining and employee relations.
- 3. What is your approach and philosophy on how the City can create a more efficient and customer friendly organization?
- 4. What is the most effective way to reduce the cost of City personnel?
- 5. What are some of the performance measures that are important in leading a public sector organization? And what can public sector entities learn from the corporate sector?
- 6. Please explain your understanding of the separation of powers between the courts and local government. Can you provide an example of how you have resolved a potential dispute involving the courts and local government; and, if no such experience, how would you propose doing so?
- 7. What level of experience or role have you had dealing with (a) a new development (b) redevelopment? Please include how you ensure the most cost effective delivery of projects.
- 8. How do you think tax dollars generated by the redevelopment areas should be allocated and what process would you suggest for determining this? Additionally, please assess your level of expertise in dealing with the financial aspect of development and redevelopment projects.
- 9. As the City Manager, you have oversight of the appointed Department Directors. As a manager of people, tell us how you evaluate performance and hold your direct reports accountable. Please also tell us about your approach to dealing with people who may not be your direct report, for example, elected officials.
- 10. Give us a sense of your level of regional involvement and what we can expect from your leadership as the City Manager?
- 11. Working on legislation and testifying at the State Capitol are part of the responsibilities as City Manager. Tell us about your experience in this arena?
- 12. Being a City Manager can be demanding and stressful. How do you relax and unwind?

<u>Interview Architect Questions (Approximate Time – 8 Questions x 5 Minutes = 40 Minutes)</u>

- 13. Lead us through your decision-making process on a difficult problem you worked on.
- 14. Tell us about a time you managed a reorganization.

The Consolidated Municipality of Carson City City Manager Advisory Panel Interviews Summary of Interview Questions Page 2

- 15. Tell us about a time when you avoided conflict.
- 16. Tell us about a time you had to decide between planning and acting.
- 17. Tell us about a time you worked with multiple groups or people who had different interests.
- 18. Describe how you find out what's going on in your organization.
- 19. Tell us about a time you were implementing a strategy and had to reverse or change direction.
- 20. Tell us about a time when you had to lead an open debate (in a public setting) on a tough issue.

Closing (Approximate Time = 3 Minutes)

21. That brings us to the end of our formal questions. Is there anything further that you would like to add in closing so we better understand the leadership, management skills and career experience you would bring to Carson City?

Carson City, a Consolidated Municipality City Manager

City Manager Advisory Committee Members

Committee Member Identification Number and Title / Organization

403 - Mike Dzyak Community Member

897 – Sheena Shrum Executive Director, Builders Association of Western Nevada

567 - Richard Stokes Superintendent, Carson City School District

930 – Ronni Hannaman Executive Director, Carson City Chamber of Commerce

114 – Joel Dunn Executive Director, Carson City
Convention and Visitors Bureau

318 - Chet Burton President, Western Nevada College

497 - Chris Bayer Arts Coalition

219 - Ken Sandage Sheriff's Supervisory Association

621 - Nick Providenti Director of Finance, Carson City

728 – Max Cortes Court Administrator, Carson City Municipal Courts

513 - Alan Glover Clerk/Recorder, Carson City

Facilitated by

Melanie Bruketta Human Resources Director, Carson City Heather Renschler Consultant, Ralph Andersen & Associates

Summary of Recap of Responses by Question

Questions:		#1-ln	trodu	ction	
	JN	SG	TH	NM	JF
Rater					
114	3	3	3	3	3
219	3	3	4	4	3
318	3	4	3	4	4
403	3	3	3	3	3
497	2	4	3	3	3
513	3	4	3	4	4
567	3	4	4	4	4
621	4	4	4	4	4
728	4	4	4	3	3
897	4	5	4	4	5
930	3	3	3	3	3
Average Rating:	3.2	3.7	3.5	3.5	3.5

#2-Employee Relations						
JN	SG	TH	NM	JF		
3	4	3	4	3		
3	4	3	4	3		
4	5	4	3	2		
4	5	3	3	3		
3	4	3	3	3		
4	4	3	4	3		
3	3	3	4	2		
4	5	4	4	3		
4	5	4	4	3		
5	4	4	4	4		
3	3	3	4	2		
	•					
3.6	4.2	3.4	3.7	2.8		

#3-Customer Focus					
JN	SG	TH	NM	JF	
3	3	3	4	3	
3	3	4	5	3	
3	3	4	4	3	
3	4	3	4	3	
4	3	3	4	3	
4	4	4	4	4	
3	3	3	4	3	
4	4	4	4	3	
5	4	3	3	3	
5	3	4	5	3	
3	3	4	4	3	
3.6	3.4	3.5	4.1	3.1	

#4-Reduce Cost						
JN	SG	TH	NM	JF		
3	3	3	3	3		
3	3	3	4	3		
4	3	3	4	4		
2	4	3	4	3		
3	3	3	4	3		
4	4	3	4	3		
3	3	3	4	3		
3	4	3	4	4		
5	3	3	5	3		
5	2	5	3	2		
2	3	4	4	3		
3.4	3.2	3.3	3.9	3.1		

#	5-Per	f. Mea	asure	s	
JN	SG	TH	NM	JF	
2	4	3	3	3	
3	3	3	3	3	
3	4	2	4	3	
3	4	3	4	3	
4	4	2	3	3	
4	4	3	4	4	
3	3	4	3	3	
4	4	2	4	3	
4	4	4	4	3	
3	2	3	3	4	
2	3	3	4	3	
3.2	3.5	2.9	3.5	3.2	

#6-Courts						
JN	SG	TH	NM	JF		
3	4	3	2	3		
3	3	3	3	2		
3	3	3	2	2		
2	4	3	3	3		
4	3	2	3	3		
4	5	4	3	3		
3	2	3	3	3		
3	5	4	2	3		
4	4	3	3	4		
4	3	4	1	4		
3	3	3	3	2		
3.3	3.5	3.2	2.5	2.9		

#7-Development/Redev						
JN	SG	TH	NM	JF		
4	2	4	4	3		
3	2	3	5	2		
4	2	3	3	2		
4	2	5	3	3		
4	3	4	3	3		
3	3	3	4	3		
3	2	3	4	3		
2	2	4	3	2		
5	2	4	4	3		
5	2	4	4	1		
3	2	4	5	3		
3.6	2.2	3.7	3.8	2.5		

Questions:	#	‡8-Ta	x Allo	catio	า
	JN	SG	TH	NM	JF
Rater					
114	2	3	3	3	3
219	3	3	4	5	3
318	3	4	3	4	3
403	3	3	4	4	3
497	4	4	4	5	3
513	3	4	3	4	3
567	3	2	3	4	3
621	2	3	4	4	3
728	3	3	4	4	3
897	4	4	4	4	3
930	3	3	4	3	3
Average Rating:	3	3.3	3.6	4	3

#9	#9-Eval Performance					
JN	SG TH NM JF					
3	3	3	3	3		
4	3	4	4	3		
5	4	4	3	3		
5	3	3	3	3		
4	4	3	4	3		
4	5	4	5	4		
3	3	3	4	3		
5	5	4	4	3		
5	4	4	3	4		
5	3	3	5	3		
4	3	4	4	2		
4.3	3.6	3.5	3.8	3.1		

#10-Reg. Involvement					
JN	SG	TH	NM	JF	
3	4	3	3	4	
3	4	4	4	3	
4	5	4	2	4	
4	4	4	4	3	
3	3	4	3	4	
4	5	3	3	5	
3	3	3	4	3	
4	5	4	3	4	
3	4	4	3	4	
4	4	5	4	5	
3	3	4	4	3	
<u> </u>					
3.5	4	3.8	3.4	3.8	

#11-Legislation						
JN	SG	TH	NM	JF		
2	4	3	3	4		
3	4	4	4	4		
2	4	4	4	5		
1	5	3	3	5		
3	4	4	3	4		
3	5	4	4	5		
3	4	3	4	4		
2	5	5	4	4		
3	3	5	4	5		
3	5	5	5	5		
2	3	5	5	4		
-						
2.5	4.2	4.1	3.9	4.5		

#	#12-Relax/Unwind						
JN SG TH NM JF							
3	3	3	3	3			
4	4	4	5	4			
4	5	4	4	4			
3	3	3	3	3			
3	3	3	3	3			
5	4	4	4	4			
3	3	3	3	3			
3	5	4	4	4			
5	4	4	4	4			
5	5	5	5	5			
3	3	3	3	3			
	•						
3.7	3.8	3.6	3.7	3.6			

#13-Decision Making						
JN	SG	TH	NM	JF		
4	3	3	3	3		
3	4	4	5	4		
4	3	4	4	4		
5	3	5	4	4		
4	4	4	3	4		
4	4	4	4	5		
3	3	3	4	4		
4	4	4	4	4		
5	5	5	4	5		
5	2	4	4	2		
4	3	3	4	4		
4.1	3.5	3.9	3.9	3.9		

#14-Reorganization						
JN	SG	TH	NM	JF		
3	3	3	3	3		
3	3	3	5	4		
4	3	3	4	3		
3	3	4	5	4		
4	3	4	3	3		
4	4	4	3	4		
3	3	3	3	4		
3	3	3	3	3		
4	4	4	4	5		
4	3	5	5	3		
3	3	3	4	3		
3.5	3.2	3.5	3.8	3.5		

Questions:	#	15-Av	oid C	onfli	ct
	JN	SG	TH	NM	JF
Rater					
114	3	3	3	3	3
219	3	3	4	5	3
318	2	3	2	4	4
403	2	2	4	5	3
497	3	5	4	5	3
513	4	5	3	5	4
567	4	4	3	4	3
621	3	5	3	4	3
728	5	3	3	3	4
897	5	2	4	4	3
930	4	2	3	4	3
_					
Average Rating:	3.5	3.4	3.3	4.2	3.3

#16-Planning vs. Acting						
JN	SG	TH	NM	JF		
3	3	2	3	3		
3	3	3	3	3		
3	4	3	3	3		
3	4	3	3	3		
3	4	2	3	2		
4	5	3	3	4		
3	3	3	3	3		
3	4	2	3	3		
3	4	4	3	4		
4	4	3	4	2		
4	3	3	4	3		
•						
3.3	3.7	2.8	3.2	3		

#17-Multiple Groups					
JN	SG	TH	NM	JF	
3	3	3	3	3	
3	3	3	4	4	
3	4	3	4	4	
4	4	3	5	3	
4	4	3	4	4	
3	4	3	5	4	
3	3	3	3	3	
3	4	3	4	4	
3	4	3	4	5	
4	4	4	4	5	
4	3	3	4	3	
			-		
3.4	3.6	3.1	4	3.8	

#18-In the know							
JN	IN SG TH NM JF						
4	3	3	2	3			
4	3	4	4	3			
4	4	2	3	4			
4	3	3	4	3			
4	4	3	4	3			
3	4	4	4	4			
3	3	3	3	3			
4	5	4	3	3			
5	4	4	3	4			
5	4	4	4	3			
4	3	4	4	3			
4	3.6	3.5	3.5	3.3			

#19	#19-Reverse Strategy						
JN	JN SG TH NM JF						
3	3	3	3	3			
3	3	3	4	3			
2	4	3	3	3			
2	2	2	2	3			
3	3	3	2	2			
3	4	4	3	4			
3	3	3	3	3			
3	4	3	4	3			
3	3	3	3	5			
5	3	3	4	3			
4	3	3	5	3			
3.1	3.2	3	3.3	3.2			

#	#20-Open Debate							
JN	JN SG TH NM JF							
3	3	3	3	3				
3	3	3	4	3				
3	4	2	4	4				
2	3	3	4	3				
4	4	3	3	3				
3	4	3	4	4				
4	3	3	3	3				
2	5	3	4	3				
4	4	3	4	5				
5	4	3	4	2				
4	2	4	4	3				
3.4	3.5	3	3.7	3.3				

	#21-Closing							
JN	SG	TH	NM	JF				
3	3	3	3	3				
3	4	4	5	3				
3	4	3	4	4				
3	3	3	4	3				
3	4	4	4	3				
4	4	3	3	4				
3	4	3	3	3				
3	5	4	4	3				
4	4	4	4	5				
5	3	4	5	3				
3	2	3	5	3				
		-	-	-				
3.4	3.6	3.5	4	3.4				

	JN	SG	TH	NM	JF
Total Average:	3.4	3.5	3.4	3.7	3.3

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	114	······································	Positi	on: City Manage		
Candidate:	Jim Nichols		Date:	Tuesday, Ap	ril 1, 2014	
						
			Overall Com	petency Rating		
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction			B			
2. Employee Relations			B			
3. Customer Focus			Z			
4. Reduce Cost			X			
5. Performance Measures		Ø				
6. Courts			IX			
7. Development/Redevelopmen	nt 🗆			Ø		
8. Tax Allocation		X				
9. Evaluate Performance			X	П		
10. Regional Involvement			Ø			
11. Legislation		Ø				
12. Relax/Unwind			Ø	0	П	
13. Decision Making				Ø		
14. Reorganization	П		Ø		П	
15. Avoid Conflict			X			
16. Planning vs. Acting			Ø			
17. Multiple Groups			×			
18. In The Know				X		
19. Reverse Strategy			M			
20. Open Debate			Ø			
21. Closing			Ø		П	П

Any Comments:

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	2	19	Position	on: City Manager	City Manager			
Candidate:	Jim 1	Vichols	Date:	Tuesday, Apr	il 1, 2014			
Questions	1 - Clearly misses	2 - Less than	3 – Meets	etency Rating 4 - Exceeds	4 - Exceeds 5 - Far exceeds Overview			
1. Introduction	requirement	requirements	requirements	requirements	requirements			
2. Employee Relations								
3. Customer Focus			Ø					
4. Reduce Cost			X					
5. Performance Measures)ZI					
6. Courts)ZL					
7. Development/Redevelopment			/A					
8. Tax Allocation			\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	Ö				
9. Evaluate Performance				X				
10. Regional Involvement			也					
11. Legislation			X					
12. Relax/Unwind				X				
13. Decision Making			A					
14. Reorganization			Ø.					
15. Avoid Conflict			123					
16. Planning vs. Acting			Ø					
17. Multiple Groups		П	₹					
18. In The Know				Æ				
19. Reverse Strategy			×					
20. Open Debate			\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\					
21. Closing			Ž					

Any Comments:

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	3/8				Position:	City Manager			
Candidate:	Jim	~ Nichols		Date:	Tuesday, Apr	il 1, 2014			
.						L			
		T		Overall	Competer	ncy Rating			
Questions		1 - Clearly misses requirement	2 - Less than requirements	3 – Meets requirement		4 - Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction				Ø		П			
2. Employee Relations						Ø			
3. Customer Focus				Ø					
4. Reduce Cost						郊			
5. Performance Measures				Ø					
6. Courts				ÌX					
7. Development/Redevelopr	ment					应			
8. Tax Allocation				Ø					
9. Evaluate Performance							Œ		
10. Regional Involvement						Ø			
11. Legislation			Ø						
12. Relax/Unwind						Ø			
13. Decision Making						囡			
14. Reorganization						Z I			
15. Avoid Conflict			Ø						
16. Planning vs. Acting				図					
17. Multiple Groups				Ø					
18. In The Know						Ø			
19. Reverse Strategy			Ø						
20. Open Debate			`\			Ø			
21. Closing						Ø			
Any Comments: 600									
Pre	vions	5065.							

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Position: City Manager

403

Advisory Panel Member:

L				1 OSA	Oity Manager	·····	
Candidate:	Jim	Nichol	5	Date:	Tuesday, Ap	il 1, 2014	
	<u></u>	7					
Questions		Overall Competency Rating					
Questions		1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction				Z)			
2. Employee Relations					Ø		
3. Customer Focus				Ø			
4. Reduce Cost			X				
5. Performance Measures				M			
6. Courts			Z				
7. Development/Redevelopm	nent				X		
8. Tax Allocation				×			
9. Evaluate Performance					П	X	
10. Regional Involvement					Ø		
11. Legislation		X I		П			
12. Relax/Unwind				Ø			
13. Decision Making						Ø	
14. Reorganization				Ø			
15. Avoid Conflict			Ø				
16. Planning vs. Acting						П	
17. Multiple Groups					Ø		
18. In The Know					X		
19. Reverse Strategy			X				
20. Open Debate			X			П	
21. Closing				Ø			
Any Comments: Good Not as	Cano	lidate, 9	ood people	skills .	d good and have like	alytical t	hinking.
VVV 1 7 3	, , , , ,	-/-	,		1. 10	-	

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	el Member: 497				City Manager			
Candidate:	chols		Date	Tuesday, Ap	ril 1, 2014			
Questions				petency Rating				
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 - Exceeds requirements	5 - Far exceeds requirements	Overuses		
1. Introduction								
2. Employee Relations			ZĮ.					
3. Customer Focus				Æ				
4. Reduce Cost			N					
5. Performance Measures				Æ				
6. Courts				C⊠				
7. Development/Redevelopment				Æ				
8. Tax Allocation				A				
9. Evaluate Performance				₩				
10. Regional Involvement			Ø.					
11. Legislation			M					
12. Relax/Unwind			ĺΣ					
13. Decision Making				Ø				
14. Reorganization								
15. Avoid Conflict			Z					
16. Planning vs. Acting			Ø					
17. Multiple Groups								
18. In The Know								
19. Reverse Strategy			Ø					
20. Open Debate				Ø				
21. Closing			⊅ i.					
Any Comments: Good planner. Level headed. Strategy tinudrement Hands-on.								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Position:

City Manager

513

Advisory Panel Member:

Candidate:	Nicho	ls	Date:	Tuesday, Apr	ii 1, 2014		
Ougations		Overall Competency Rating					
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction			Z :				
2. Employee Relations				Ø.			
3. Customer Focus				Ø :			
4. Reduce Cost				Ø.			
5. Performance Measures				.			
6. Courts							
7. Development/Redevelopment							
8. Tax Aliocation			<u> </u>				
9. Evaluate Performance							
10. Regional Involvement				Ø			
11. Legislation			Ø.				
12. Relax/Unwind					Ø		
13. Decision Making							
14. Reorganization				দ্র			
15. Avoid Conflict				Ø			
16. Planning vs. Acting				₹.	П		
17. Multiple Groups			Ø				
18. In The Know			Ø				
19. Reverse Strategy			Ø				
20. Open Debate			Ø				
21. Closing				Ø			

#8 Didnotfull explains how he would work with elected officials #17 No discussion about work with citizen groups

#20 Topic-quite sometime 1.70. #21 Strong Candidate

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	567	Position:	City Manager
Candidate:	JIM NICHOLS	Date:	Tuesday, April 1, 2014

			Overall Com	petency Rating		
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction			Ø			
2. Employee Relations			Ø			
3. Customer Focus			Ø			
4. Reduce Cost			Ø	О		
5. Performance Measures			Ø			
6. Courts			Ø			
7. Development/Redevelopment		П	Ø			
8. Tax Allocation			Ø			
9. Evaluate Performance			Ø			
10. Regional Involvement			Ø			
11. Legislation			Ø			
12. Relax/Unwind			Ø	П		
13. Decision Making			Ø			
14. Reorganization	Loose L		Ø			
15. Avoid Conflict				Ø		
16. Planning vs. Acting			Ø		П	
17. Multiple Groups			Ø			
18. In The Know			Ø			П
19. Reverse Strategy			Ø			
20. Open Debate				Ø	П	
21. Closing			Ø			

Any Comments: Jun Nuchola Speaks well and is thoughtful. His mannerisms are what nost would consider to be professional. He has good experience but Seems to have held many Jobs. He soons to be a collaborative person and seems to value relationshys.

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

G	121		Positi	on: City Manage	r	
Candidate:	n Nicha	ols	Date:	Tuesday, Ap	ril 1, 2014	
	7		7.9			
Questions	1 Classity miners	T	T	petency Rating		
4433,51.0	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction				Ø		
2. Employee Relations				Ø		
3. Customer Focus				Ø	П	
4. Reduce Cost			Ø			
5. Performance Measures				Ø		
6. Courts			Ø			
7. Development/Redevelopment		Ø				
8. Tax Allocation		×				
9. Evaluate Performance					a	
10. Regional Involvement				B		
11. Legislation		Ø		П		
12. Relax/Unwind			囡			
13. Decision Making	П	П		図	. 0	
14. Reorganization			Ø	П		
15. Avoid Conflict		Table 1	Ø			П
16. Planning vs. Acting			Ø		П	
17. Multiple Groups			Ø			
18. In The Know				Ø		
19. Reverse Strategy	П		Ø			
20. Open Debate		囡				
21. Closing			A		П	
Any Comments:						······································

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Recap of Responses

Advisory Panel Member: 728 Position: City Manager								
Candidate: Tan	ames R. Nichols Date: Tuesday, April 1, 2014							
Questions	1 – Clearly misses	2 – Less than	Overall Comp 3 – Meets	petency Rating 4 - Exceeds	5 – Far exceeds			
	requirement	requirements	requirements	requirements	requirements	Overuses		
1. Introduction								
2. Employee Relations		П		0				
3. Customer Focus								
4. Reduce Cost					2			
5. Performance Measures				D		П		
6. Courts				Ø				
7. Development/Redevelopment					D D			
8. Tax Allocation								
9. Evaluate Performance		П						
10. Regional Involvement								
11. Legislation					П			
12. Relax/Unwind								
13. Decision Making		П		П				
14. Reorganization				Z				
15. Avoid Conflict					Ø			
16. Planning vs. Acting			2					
17. Multiple Groups		П	DZ	П				
18. In The Know				Canada S				
19. Reverse Strategy			D					
20. Open Debate			D	D/				
21. Closing	П		П	D/				

Any Comments:

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews

Recap of Responses

Position: City Manager

897

Advisory Panel Member:

employees.

		' ' 			L	·····				
Candidate:	Jin	n Nic	4015	Date:	Tuesday, Ap	ril 1, 2014				
				0 "0						
Questions		Overall Competency Rating 1 - Clearly misses 2 - Less than 3 - Meets 4 - Exceeds 5 - Far exceeds								
		requirement	requirements	requirements	requirements	requirements	Overuses			
1. Introduction		D			团					
2. Employee Relations						Ø				
3. Customer Focus					П	Ø				
4. Reduce Cost						Ø				
5. Performance Measures				凶			П			
6. Courts					図					
7. Development/Redevelop	ment					□ □				
8. Tax Allocation					Ø					
9. Evaluate Performance						团				
10. Regional Involvement					A					
11. Legislation			O	図						
12. Relax/Unwind						Ø				
13. Decision Making						2.				
14. Reorganization					Ø					
15. Avoid Conflict						Ø				
16. Planning vs. Acting					M					
17. Multiple Groups					Ø		U			
18. In The Know						函				
19. Reverse Strategy						V				
20. Open Debate						Ŋ				
21. Closing						Ø				
Any Comments:		-				· · · · · · · · · · · · · · · · · · ·				

works with community to problem solve.

APPeals to work well & form strong relationships with

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	30		Po	osition:	City Manager	•	
Candidate:	Nichols		Da	ete:	Tuesday, Api	ril 1, 2014	
	1 10 0001	·		İ			
			Overall C	ompeten	cv Rating		
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	1	I – Exceeds equirements	5 – Far exceeds requirements	Overuses
1. Introduction			X				
2. Employee Relations			対				
3. Customer Focus		П	本				
4. Reduce Cost							
5. Performance Measures		反					
6. Courts			这				
7. Development/Redevelopment			Ŕ				
8. Tax Allocation			K				
9. Evaluate Performance					(K)		
10. Regional Involvement			Ø		回		
11. Legislation		M			П		
12. Relax/Unwind			X				
13. Decision Making					×		
14. Reorganization			7				
15. Avoid Conflict					郊		
16. Planning vs. Acting					I		
17. Multiple Groups					凶	П	
18. In The Know					À	П	
19. Reverse Strategy					DA .		
20. Open Debate					B		
21. Closing		П	图				
Any Comments:					1		
	1						

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	14		Position	on: City Manager			
Candidate: 57	accy Gio	m'ı	Date:	Tuesday, Apr	Tuesday, April 1, 2014		
Questions	1 Clearly miners			etency Rating			
	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 - Far exceeds requirements	Overuses	
1. Introduction		П	12				
2. Employee Relations		П		B			
3. Customer Focus			Q -				
4. Reduce Cost			D				
5. Performance Measures				B.		П	
6. Courts				D.			
7. Development/Redevelopment		Ø					
8. Tax Allocation			8				
9. Evaluate Performance			21				
10. Regional Involvement				2		П	
11. Legislation							
12. Relax/Unwind			A				
13. Decision Making			N N			П	
14. Reorganization			□				
15. Avoid Conflict			Q				
16. Planning vs. Acting			M		П		
17. Multiple Groups			B				
18. In The Know			D		П		
19. Reverse Strategy			ÆÍ.				
20. Open Debate			凶				
21. Closing			8			D	
Any Comments:							

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	21	9	Position	on: City Manager		
Candidate:	STACI	Com	Date:	Tuesday, Apr	il 1, 2014	
				,		
Questions	1 - Clearly misses	2 - Less than	Overall Comp 3 – Meets	petency Rating 4 - Exceeds	5 – Far exceeds	· · · · · · · · · · · · · · · · · · ·
	requirement	requirements	requirements	requirements	requirements	Overuses
1. Introduction			A			
2. Employee Relations				Ø		
3. Customer Focus			Æ ()			
4. Reduce Cost			45			
5. Performance Measures			K-			
6. Courts			Ø			
7. Development/Redevelopment		X	13			
8. Tax Allocation		<u> </u>	χ			
9. Evaluate Performance			Ø	Ō		
10. Regional Involvement			194	A		
11. Legislation				A		
12. Relax/Unwind				K		
13. Decision Making		Total Control	ū	A		
14. Reorganization			M			
15. Avoid Conflict			Ø			
16. Planning vs. Acting			Ø			
17. Multiple Groups		П	A □			
18. In The Know			R			
19. Reverse Strategy			Z			
20. Open Debate			网			
21. Closing				Ø		

Any Comments:

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Recap of Responses

Advisory Panel Member: 3/	8			Position:	City Manager		
Candidate:	ocey Giz	om;		Date:	Tuesday, Apr	il 1, 2014	
					<u> </u>		
			Overa	Il Compete	ency Rating	***************************************	
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Mee requireme		4 – Exceeds requirements	5 - Far exceeds requirements	Overuses
1. Introduction					Σ <u>Ι</u>		
2. Employee Relations		П				Ø	
3. Customer Focus			図				
4. Reduce Cost			図				
5. Performance Measures					Ø		
6. Courts			図				
7. Development/Redevelopment		M					
8. Tax Allocation					Ø		
9. Evaluate Performance					Ø		
10. Regional Involvement)ŽI	
11. Legislation					Ø	П	
12. Relax/Unwind						Ø	
13. Decision Making			鱼			П	
14. Reorganization			Ø				
15. Avoid Conflict			Ø				
16. Planning vs. Acting			П		Ø		
17. Multiple Groups					Į Z į	О	
18. In The Know					Ø		
19. Reverse Strategy					図	O	
20. Open Debate					×		
21. Closing		П)XI		
Any Comments: Ties to C Used good Bandwi	tent tent						

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:		403		Position	on: City Manager			
Candidate:	Stac	ey Gio.	ጣ i	Date:	Tuesday, Apri	Tuesday, April 1, 2014		
				Overall Com	etency Rating			
Questions		Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction				Ø				
2. Employee Relations								
3. Customer Focus					V			
4. Reduce Cost					(X)			
5. Performance Measures					Ø			
6. Courts		П	П	П	X			
7. Development/Redevelopm	ent		Ø		П			
8. Tax Allocation				M				
9. Evaluate Performance				Ø				
10. Regional Involvement					X			
11. Legislation						Ø		
12. Relax/Unwind			IJ	Ø				
13. Decision Making				X				
14. Reorganization				X				
15. Avoid Conflict			Ø					
16. Planning vs. Acting					X			
17. Multiple Groups					Xi			
18. In The Know				X				
19. Reverse Strategy			Ø					
20. Open Debate				Ø				
21. Closing				\(\overline{\Omega}\)				
Any Comments: Good Good employ. 95 I would	d Ca	ndidate	, local +	ies, woo	-King Ki	nowlede o	f state ba.	
Good employ.	ee si	lation ski	11s. Not	as forthco	ming with	h specific	examples	
95 I would	have	e liked			4		, .	

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	411			Position:	City Manager	City Manager			
Candidate:	Gián			Date:	Tuesday, Apri	Tuesday, April 1, 2014			
					ency Rating				
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Mee requirem	1	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction					R				
2. Employee Relations					Ø				
3. Customer Focus			R						
4. Reduce Cost			K		Local Control				
5. Performance Measures					Ø				
6. Courts			粒						
7. Development/Redevelopment			风						
8. Tax Allocation									
9. Evaluate Performance					M				
10. Regional Involvement			Ø						
11. Legislation					Ø				
12. Relax/Unwind			×	'					
13. Decision Making					△				
14. Reorganization			Ø						
15. Avoid Conflict						X			
16. Planning vs. Acting					×	П			
17. Multiple Groups					Q				
18. in The Know					Ø				
19. Reverse Strategy			Ø						
20. Open Debate					Q	П			
21. Closing		П			X				
Any Comments: Warm p Passionate as	bout Co	ing. Val	nes a	Pl	ans for	action	1 •		

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Candidate: Date: Tuesday, April 1, 2014								
Questions 1 - Clearly misses requirement requirements requirements requirements 1. Introduction 2. Employee Relations 1 - Clearly misses requirements 2 - Less than requirements 3 - Meets requirements 4 - Exceeds requirements 5 - Far exceeds requirements 1 - Clearly misses requirements 1 - Exceeds requirements 1 - Exceeds requirements 1 - Clearly misses requirements 2 - Less than requirements 4 - Exceeds requirements 5 - Far exceeds requirements 1 - Clearly misses requirements 1 - Clearly misses requirements 1 - Clearly misses requirements 2 - Less than requirements 3 - Meets requirements 5 - Far exceeds 1 - Clearly misses requirements 2 - Less than requirements 3 - Meets requirements 4 - Exceeds 5 - Far exceeds 6 - Far exceeds 7 - Far exceeds 9 - Far exceeds 1 - Clearly misses requirements 2 - Far exceeds 3 - Meets requirements 4 - Exceeds 5 - Far exceeds 6 - Far exceeds 7 - Far exceeds 7 - Far exceeds 9 - Far ex								
Questions 1 - Clearly misses requirement requirements requirements requirements 1. Introduction 2. Employee Relations 1 - Clearly misses requirements 2 - Less than requirements 3 - Meets requirements 4 - Exceeds requirements 5 - Far exceeds requirements 1 - Clearly misses requirements 1 - Exceeds requirements 1 - Exceeds requirements 1 - Clearly misses requirements 2 - Less than requirements 4 - Exceeds requirements 5 - Far exceeds requirements 1 - Clearly misses requirements 1 - Clearly misses requirements 1 - Clearly misses requirements 2 - Less than requirements 3 - Meets requirements 5 - Far exceeds 1 - Clearly misses requirements 2 - Less than requirements 3 - Meets requirements 4 - Exceeds 5 - Far exceeds 6 - Far exceeds 7 - Far exceeds 9 - Far exceeds 1 - Clearly misses requirements 2 - Far exceeds 3 - Meets requirements 4 - Exceeds 5 - Far exceeds 6 - Far exceeds 7 - Far exceeds 7 - Far exceeds 9 - Far ex								
1. Introduction	 -							
2. Employee Relations	ies							
The second secon								
o. Oustomer rocus								
5. Performance Measures								
6. Courts								
7. Development/Redevelopment								
8. Tax Allocation								
9. Evaluate Performance								
10. Regional Involvement								
11. Legislation								
12. Relax/Unwind								
13. Decision Making								
14. Reorganization								
15. Avoid Conflict								
16. Planning vs. Acting								
17. Multiple Groups								
18. In The Know								
19. Reverse Strategy								
20. Open Debate								
21. Closing								

Any Comments:

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	567		Position	n: City Manager			
Candidate:	567 Stocey Gio	mi	Date:	Tuesday, Apr	Tuesday, April 1, 2014		
			Overall Compe	etency Rating			
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction				Ø			
2. Employee Relations		П	Ø				
3. Customer Focus			Ø				
4. Reduce Cost		П	Д				
5. Performance Measures			Ø				
6. Courts		Ø			П		
7. Development/Redevelopmen		Ø					
8. Tax Allocation		Ø					
9. Evaluate Performance			Ø				
10. Regional Involvement			Ø		П		
11. Legislation				Ø			
12. Relax/Unwind			Ø				
13. Decision Making			Ø				
14. Reorganization			ZÍ I				
15. Avoid Conflict				Ø			
16. Planning vs. Acting			Ø				
17. Multiple Groups			Ø				
18. In The Know			Ø				
19. Reverse Strategy			Ø				
20. Open Debate			Ø				
21. Closing				Ø			
Any Comments: STacey Spents well and has a genuine manner about him. We know him as a decent and reliable member of our Community. He Spoke often about the importance of relationships and Commitment to the people who live in Causan ity. He knows the local players and most of the System. I think he is capable							

learning the aspecto (Re-development) that he doesn't know.

S A M P L E

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	Giomi		Posit	ion: City Manager	·	4,4
Candidate:	621		Date:	Tuesday, Ap	ril 1, 2014	
<u> </u>	<u> </u>				-	
		7		petency Rating		
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction				Ø		
2. Employee Relations	Lai				Ø	
3. Customer Focus				Ø		
4. Reduce Cost				Ø		
5. Performance Measures				8		
6. Courts		. []			8	П
7. Development/Redevelopmen	t 📗	Ø				
8. Tax Allocation			Ø		П	
9. Evaluate Performance		П		П	Ø	
10. Regional Involvement					13	
11. Legislation					Ď.	
12. Relax/Unwind					8	
13. Decision Making				Ø		
14. Reorganization			Ø		П	
15. Avoid Conflict					8	
16. Planning vs. Acting				8		
17. Multiple Groups		П		8		
18. In The Know				П	B	
19. Reverse Strategy				囡		
20. Open Debate					图	
21. Closing					8	
Any Comments:						

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	28		Positio	on: City Manager	City Manager			
Candidate:	28 cey Gi	omi	Date:	Tuesday, Apr	Tuesday, April 1, 2014			
	<i>U</i>							
Questions	1 – Clearly misses	2 – Less than	Overall Comp 3 – Meets	petency Rating 4 - Exceeds				
	requirement	requirements	requirements	requirements	5 - Far exceeds requirements	Overuses		
1. Introduction				d				
2. Employee Relations								
3. Customer Focus				Ø	П			
4. Reduce Cost			Ø					
5. Performance Measures				0				
6. Courts				D				
7. Development/Redevelopment		Ø						
8. Tax Allocation			4					
9. Evaluate Performance				0				
10. Regional Involvement								
11. Legislation			2					
12. Relax/Unwind			Ш	怛				
13. Decision Making				П	D.			
14. Reorganization				B	П			
15. Avoid Conflict			4					
16. Planning vs. Acting			İ		П	П		
17. Multiple Groups								
18. In The Know				1				
19. Reverse Strategy			Ø					
20. Open Debate				U ,				
21. Closing				Ø				
Any Comments:								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Recap of Responses

Advisory Panel Member: 5+	acey	Giom	Posi	ition: City Manager				
Candidate:	a Cey 897		Date	e: Tuesday, Apr	Tuesday, April 1, 2014			
Questions	1 – Clearly misses	2 - Less than	Overall Cor 3 – Meets	npetency Rating 4 - Exceeds	5 – Far exceeds	0		
1. Introduction	requirement	requirements	requirements	requirements	requirements	Overuses		
					M			
2. Employee Relations				Ø				
3. Customer Focus			☑.					
4. Reduce Cost		Ø						
5. Performance Measures		Ř			П			
6. Courts			区			П		
7. Development/Redevelopment		M			П			
8. Tax Allocation				図				
9. Evaluate Performance			Ø					
10. Regional Involvement				<u>V</u>				
11. Legislation		D			Ŋ			
12. Relax/Unwind					図			
13. Decision Making		囡	D`					
14. Reorganization			Ø					
15. Avoid Conflict		团						
16. Planning vs. Acting				图	O			
17. Multiple Groups				□ □				
18. In The Know				Ø	П			
19. Reverse Strategy			Ø					
20. Open Debate				M				
21. Closing	О	П	团					

Any Comments:

Focus on educating the Panel one xisting Process, not identifying new Process.

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	930	Position:	City Manager
Candidate:	STACEY GLOME	Date:	Tuesday, April 1, 2014

	Overall Competency Rating						
Questions	1 - Clearly misses	2 - Less than	3 - Meets	petency Hating 4 – Exceeds			
	requirement	requirements	requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction		П	Ø		П		
2. Employee Relations			Z .		П		
3. Customer Focus							
4. Reduce Cost			×				
5. Performance Measures			囡				
6. Courts			A				
7. Development/Redevelopment		NO.					
8. Tax Allocation			ĬŽI -				
9. Evaluate Performance			42				
10. Regional Involvement			図		П		
11. Legislation			A				
12. Relax/Unwind		П	//				
13. Decision Making			₩ ·		О		
14. Reorganization			DA.				
15. Avoid Conflict		XI.	П		П		
16. Planning vs. Acting			Ø				
17. Multiple Groups	П		Ø				
18. In The Know			Ø				
19. Reverse Strategy			8				
20. Open Debate		×			П		
21. Closing		K					

Any Comments:

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	114		Position	on: City Manager			
Candidate:	m Hacker		Date: Tuesday, April 1, 2014				
Overall Competency Rating							
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 - Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction	requirement	requirements	requirements	requirements	requirements		
2. Employee Relations			M	П			
3. Customer Focus			B				
4. Reduce Cost			28				
5. Performance Measures			Ø				
6. Courts			A				
7. Development/Redevelopment				Ø	О.		
8. Tax Allocation			图				
9. Evaluate Performance			Ø				
10. Regional Involvement					П		
11. Legislation			13				
12. Relax/Unwind			8				
13. Decision Making			B				
14. Reorganization			Ø				
15. Avoid Conflict			Ø				
16. Planning vs. Acting		Ø					
17. Multiple Groups		O	Ø				
18. In The Know			\(\rightarrow\)			О	
19. Reverse Strategy			B				
20. Open Debate			D				
21. Closing			M	П		D	
Any Comments:							

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	21	9	Position	n: City Manager		
Candidate:	Tim H	acker	Date:	Tuesday, Apr	il 1, 2014	
			Overall Compo	etency Rating		
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction			L	K		
2. Employee Relations			M			
3. Customer Focus				N.		
4. Reduce Cost			X			
5. Performance Measures			A			П
6. Courts			A			
7. Development/Redevelopment			M			
8. Tax Allocation				M		
9. Evaluate Performance				K		
10. Regional Involvement				100		
11. Legislation	П			A		
12. Relax/Unwind				M		П
13. Decision Making				1 (1)		
14. Reorganization			Д /		П	
15. Avoid Conflict				Z ^X		
16. Planning vs. Acting			M			
17. Multiple Groups			Ø			
18. In The Know				A		
19. Reverse Strategy			A			
20. Open Debate						
21. Closing				N		
Any Comments:						

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	318		Po	osition:	City Manager			
Candidate:	im Hacker		Da	ate:	Tuesday, April 1, 2014			
			Overall C	ompeter	ncy Rating			
Questions	1 - Clearly misses requirement	2 - Less than requirements	3 – Meets requirements		4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction		П	J ZÍ					
2. Employee Relations					囟			
3. Customer Focus					郊			
4. Reduce Cost			囟					
5. Performance Measures		対						
6. Courts			対					
7. Development/Redevelopment			Ø					
8. Tax Allocation			\bowtie					
9. Evaluate Performance					囟			
10. Regional Involvement					X			
11. Legislation		П			Ø			
12. Relax/Unwind					Ø			
13. Decision Making					X			
14. Reorganization			口口					
15. Avoid Conflict		Ø						
16. Planning vs. Acting			凶					
17. Multiple Groups			卤					
18. In The Know		每						
19. Reverse Strategy			Ø					
20. Open Debate		Ø						
21. Closing			Į KI					
Any Comments: Dishit use good examples on behaving questions Evergy level could be better that 5 trong experience in City management								
Energy level could be better,								
Has strong experience in C. to management								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

City Manager

Position:

Recap of Re	esponses
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403

Advisory Panel Member:

Candidate:	n Hacker		Date:	Tuesday, Apri	l 1, 2014	
			Overall Com	petency Rating		
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 - Far exceeds requirements	Overuses
1. Introduction			፟			
2. Employee Relations			☒ .			
3. Customer Focus			図			
4. Reduce Cost		П	M			
5. Performance Measures			⊠ -			
6. Courts			Ø			
7. Development/Redevelopment						
8. Tax Allocation				X		
9. Evaluate Performance	П	П	Ø			
10. Regional Involvement				Ø		
11. Legislation			X	İ		
12. Relax/Unwind			×			
13. Decision Making	П					
14. Reorganization		П		Ø		
15. Avoid Conflict						
16. Planning vs. Acting			Ø			
17. Multiple Groups			Ø			
18. In The Know			Ø			
19. Reverse Strategy		×				
20. Open Debate			Ø			
21. Closing			Ø			
Any Comments: Solid Candidate, great development a management skills.						

S A M P L E

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	197		Position	n: City Manager			
Candidate: Date: Tuesday, April 1, 2014							
	· · · · · · · · · · · · · · · · · · ·						
Questions	1 – Clearly misses	2 - Less than	Overall Compo	4 - Exceeds	5 – Far exceeds	Overuses	
1. Introduction	requirement	requirements	requirements	requirements	requirements		
2. Employee Relations			Ø				
3. Customer Focus			A				
4. Reduce Cost			A				
5. Performance Measures		Ø					
6. Courts							
7. Development/Redevelopment				A			
8. Tax Allocation				A			
9. Evaluate Performance			M				
10. Regional Involvement				囡			
11. Legislation				Ŕ			
12. Relax/Unwind							
13. Decision Making				₩.			
14. Reorganization				X			
15. Avoid Conflict				(DX			
16. Planning vs. Acting		DZ.					
17. Multiple Groups			Ø				
18. In The Know			Ø				
19. Reverse Strategy			Ø				
20. Open Debate			Ø				
21. Closing		П		I ZY			
Any Comments: 600 al driven. The 2s above seem to reflect not answering the guestion rather than bad answers. Very strong experience re redevelopment texpense management.							
Very strong experience le redeventione.							

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	Member: Tim HackER				City Manager			
Candidate:	13		Date:	Tuesday, Apr	Tuesday, April 1, 2014			
Constitute.		r		petency Rating		·		
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction			Ø					
2. Employee Relations			园.	П	П			
3. Customer Focus				र्ख				
4. Reduce Cost								
5. Performance Measures			<u> </u>					
6. Courts				Ø ·				
7. Development/Redevelopment		П	Ø.					
8. Tax Allocation			凶	Q				
9. Evaluate Performance			О.	d				
10. Regional Involvement			図					
11. Legislation				Ø				
12. Relax/Unwind				図				
13. Decision Making				团	П			
14. Reorganization				过				
15. Avoid Conflict			卤					
16. Planning vs. Acting			团					
17. Multiple Groups			团					
18. In The Know				Ø				
19. Reverse Strategy				团				
20. Open Debate			团/					
21. Closing			垃					
Any Comments:								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

1. Introduction	Advisory Panel Member: Tun	n Hacker		Position	: City Manager				
Cuestions	Candidate:	567 Date: Tuesday, April 1, 2014							
Cuestions									
2. Employee Pelations	Questions			3 – Meets	4 - Exceeds		Overuses		
3. Customer Focus	1. Introduction				Ø				
4. Reduce Cost	2. Employee Relations			Ø					
5. Performance Measures	3. Customer Focus		П	Ø					
6. Courts	4. Reduce Cost			Ø					
7. Development/Redevelopment □	5. Performance Measures			and the file	Ø				
8. Tax Allocation Image: Company of the company of	6. Courts			Ø					
9. Evaluate Performance	7. Development/Redevelopment			Ø					
10. Regional Involvement □ </td <td>8. Tax Allocation</td> <td></td> <td></td> <td>Ø</td> <td></td> <td></td> <td></td>	8. Tax Allocation			Ø					
11. Legislation □	9. Evaluate Performance			Ø					
12. Relax/Unwind □	10. Regional Involvement			Ø					
13. Decision Making	11. Legislation			Ø					
14. Reorganization □	12. Relax/Unwind	П		Ø					
15. Avoid Conflict Image: Avoid Conflict in the Know in	13. Decision Making			Ø					
16. Planning vs. Acting	14. Reorganization			Ø					
17. Multiple Groups □	15. Avoid Conflict			Ø					
18. In The Know □	16. Planning vs. Acting			72					
19. Reverse Strategy □	17. Multiple Groups			Ø					
20. Open Debate	18. In The Know			Ø					
	19. Reverse Strategy			Ø					
	20. Open Debate			Ø					
21. Closing	21. Closing			Ø	П	П			

Any Comments: Mr. Hacking appears colon and fairly Soft-spoken. He showed a Sense of huma in Some of his responses. He has good experience in public Service and has worked with State politicians. He seems very genume as one who has experienced a variety of Challenges and is willing to continue the work. He stakes me is a very own keeled individual.

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	621	621 Position: City Manager							
Candidate:	Tim Hack	Tim Hacker			Tuesday, April 1, 2014				
·									
Questions			Overall Compe						
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses			
1. Introduction				Ø	П	D			
2. Employee Relations				图					
3. Customer Focus		П		Ø					
4. Reduce Cost			Ø						
5. Performance Measures		Ø	ď		П				
6. Courts				Ø					
7. Development/Redevelopmen				X					
8. Tax Allocation				赵					
9. Evaluate Performance				X	П				
10. Regional Involvement		П		Ħ	П	П			
11. Legislation					B				
12. Relax/Unwind				প্র		П			
13. Decision Making				Ø					
14. Reorganization			図						
15. Avoid Conflict			Ø		П				
16. Planning vs. Acting		囡			П	П			
17. Multiple Groups			苺						
18. In The Know				S					
19. Reverse Strategy	П		Ø						
20. Open Debate			Ø						
21. Closing	П			Ø					
Any Comments: Very Knowledable W/ Local anyernment issues									

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	128		Position	n: City Manager	City Manager				
Candidate:	n Hack	er)	Date:	Tuesday, Apri	11, 2014				
			Overall Comp						
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses			
1. Introduction				Ø					
2. Employee Relations									
3. Customer Focus			Ø						
4. Reduce Cost									
5. Performance Measures									
6. Courts									
7. Development/Redevelopment									
8. Tax Allocation				Ø					
9. Evaluate Performance									
10. Regional Involvement				D					
11. Legislation					2				
12. Relax/Unwind				Ø		П			
13. Decision Making					D				
14. Reorganization				9					
15. Avoid Conflict			Q						
16. Planning vs. Acting				Ø	П	П			
17. Multiple Groups		О	Ø						
18. In The Know				0	П				
19. Reverse Strategy		Lean Lean	Ø						
20. Open Debate			Ø						
21. Closing				D/					
Any Comments:									

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

3 9 7 1 - Clearly misses		Date:	Tuesday, Apri	I 1, 2014				
				Tuesday, April 1, 2014				
	Overall Competency Rating							
requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses			
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		П	区					
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	П			Ø				
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О		A						
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		函						
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S A M P L E

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	930		Po	osition:	City Manager			
Candidate:	TIM YH	schu	Da	ate:	Tuesday, April	11, 2014		
Questions	4 01-4-1-1-1	0 1#	Overall C	Competer	ncy Rating 4 - Exceeds	5 - Far exceeds		
Questions	1 – Clearly misses requirement	2 – Less than requirements	requirements	s	requirements	requirements	Overuses	
1. Introduction			X					
2. Employee Relations)XI					
3. Customer Focus					X			
4. Reduce Cost					12			
5. Performance Measures			×	-				
6. Courts			K					
7. Development/Redevelopment								
8. Tax Allocation					M			
9. Evaluate Performance					X			
10. Regional Involvement					Ø			
11. Legislation						×		
12. Relax/Unwind			72					
13. Decision Making			超 一					
14. Reorganization			X					
15. Avoid Conflict)XI	-				
16. Planning vs. Acting			M					
17. Multiple Groups			逐					
18. in The Know					3			
19. Reverse Strategy			M					
20. Open Debate					本			
21. Closing			<u>A</u>					
Any Comments:								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:		Position	: City Manager	City Manager				
Candidate:	lick Marano		Date:	Tuesday, Apr	Tuesday, April 1, 2014			
	· • • • • • • • • • • • • • • • • • • •				,,	<u> </u>		
Quanting			Overall Compe			 		
Questions	1 – Clearly misses requirement	2 - Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction	П		Ø					
2. Employee Relations			Lac.	Q ·				
3. Customer Focus								
4. Reduce Cost								
5. Performance Measures			2			П		
6. Courts		N			П			
7. Development/Redevelopment				Ø				
8. Tax Allocation			/5	П				
9. Evaluate Performance		П	M					
10. Regional Involvement			×			. 🛮		
11. Legislation			Ø					
12. Relax/Unwind			A			П		
13. Decision Making			B	D				
14. Reorganization			₩ .					
15. Avoid Conflict								
16. Planning vs. Acting			M					
17. Multiple Groups			B		П			
18. In The Know		A	Long					
19. Reverse Strategy			₽					
20. Open Debate								
21. Closing			A		П			

S A M P L E

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:		21	9	Positi	ion: City Manage	r		
Candidate:	/	Vick	Marand	Date:	Tuesday, Ap	ril 1, 2014		
					petency Rating			
Questions		1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction								
2. Employee Relations					X			
3. Customer Focus			П			M		
4. Reduce Cost					X			
5. Performance Measures				Ø				
6. Courts				Ŕ				
7. Development/Redevelopment	nent					D		
8. Tax Allocation						K		
9. Evaluate Performance					DE .			
10. Regional Involvement					A.			
11. Legislation				П	\\ \\			
12. Relax/Unwind				П		×	П	
13. Decision Making						N		
14. Reorganization						K.		
15. Avoid Conflict						K		
16. Planning vs. Acting				Ø				
17. Multiple Groups				Ó	K			
18. In The Know					NZ			
19. Reverse Strategy					Ø			
20. Open Debate					Z			
21. Closing				П		N		
Any Comments: Nick Massano is A proven Leader and Clearly has The skills To Load This Community.								
	V - 10 1	' 						

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

318 Advisory Panel Member: Position: City Manager Nick Marano Candidate: Date: Tuesday, April 1, 2014 Overall Competency Rating Questions 1 - Clearly misses 3 - Meets 2 - Less than 4 - Exceeds 5 - Far exceeds Overuses requirement requirements requirements requirements requirements 1. Introduction Ø П 2. Employee Relations 囚 3. Customer Focus П П \square П 4. Reduce Cost \square П Ø 5. Performance Measures X Courts П 7. Development/Redevelopment 凶 П 8. Tax Allocation П M 9. Evaluate Performance 囟 П П П 10. Regional Involvement Ø П 11. Legislation П M П 12. Relax/Unwind Ø П 13. Decision Making П П \square П П 14. Reorganization П M П 15. Avoid Conflict 囟 16. Planning vs. Acting П X П 17. Multiple Groups П M П П 18. In The Know 図 П П 19. Reverse Strategy П M П 20. Open Debate 凶 П 21. Closing Ø П Any Comments: Time Managenet - Catting to Point

Number of Military references - Translate to Civilian Section my be an

Orly referre Print was Camp Penalletin

Made it Obvious he took time to Learn the Community and region to Propose

Son interview

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

417

Position: City Manager

Advisory Panel Member:		403		Position	n: City Manager	City Manager			
Candidate:	Nick	4 Margno	>	Date:	Tuesday, Apr	Tuesday, April 1, 2014			
					etency Rating				
Questions		1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction				⊠					
2. Employee Relations				Ø					
3. Customer Focus					Ø				
4. Reduce Cost					Ø				
5. Performance Measures					Ø				
6. Courts				Ø					
7. Development/Redevelop	ment								
8. Tax Allocation					X	. 🗆			
9. Evaluate Performance				Ø					
10. Regional Involvement		П			M				
11. Legislation			П	X		П			
12. Relax/Unwind		П		⊠ .					
13. Decision Making									
14. Reorganization						×			
15. Avoid Conflict						Ø			
16. Planning vs. Acting		П		Z					
17. Multiple Groups		П				Ø	D		
18. In The Know					Ø				
19. Reverse Strategy			Ø		О				
20. Open Debate		O			Ø				
21. Closing					Ø				
Any Comments: Smar	+ + we	ell rounder	d Candia	late					

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	497		Position	tion: City Manager				
Candidate:	k Mas	and	Date:	Tuesday, Apr	il 1, 2014			
	1		Overall Com	petency Rating				
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 - Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction		П	A			П		
2. Employee Relations			反	П	П			
3. Customer Focus				A				
4. Reduce Cost				B				
5. Performance Measures			D					
6. Courts			DE					
7. Development/Redevelopment			423					
8. Tax Allocation					12			
9. Evaluate Performance				A				
10. Regional Involvement			22			П		
11. Legislation			\ \\ \(\overline{\overlin					
12. Relax/Unwind			Ø Ø			П		
13. Decision Making			D	П				
14. Reorganization			Æ		П			
15. Avoid Conflict					42			
16. Planning vs. Acting			M					
17. Multiple Groups				ΔX				
18. In The Know				Q.				
19. Reverse Strategy		Ø			П			
20. Open Debate			Ø					
21. Closing				/X				
Any Comments: Forward thinking, detail or, ented, moral leader.								
A persuasive + consornerive parrner II pu embrace a dynamic vision of City growith improvement.								
a dynamic VI	sion of	Ciry 9	row it+	improve	ment.			

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member: Wick MARANO Position					Manager	
Candidate:	513		Da	ate: Tues	sday, April 1, 2014	
0				competency Ra		
Questions	1 – Clearly n requireme		3 – Meets requirements	4 – Exc requirer		
1. Introduction				E		
2. Employee Relations						
3. Customer Focus				E		
4. Reduce Cost				C		
5. Performance Measures				Q.	í · D	
6. Courts			Ø	· C		
7. Development/Redevelopment				☑		
8. Tax Allocation				ß		
9. Evaluate Performance					I Ø	
10. Regional Involvement			12			
11. Legislation				E		
12. Relax/Unwind				2		
13. Decision Making				G		
14. Reorganization			山山			
15. Avoid Conflict					I e	
16. Planning vs. Acting			卤			
17. Multiple Groups					I d	
18. In The Know				<u> </u>		
19. Reverse Strategy			Ø			
20. Open Debate				区		
21. Closing			占			
Any Comments:						

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	Advisory Panel Member: NJCK MARANO					City Manager			
Candidate:		567		Date:	Tuesday, Ap	ril 1, 2014			
		T		0	adana. Dalina				
Questions		1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	petency Rating 4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction					Ø				
2. Employee Relations			П		Ø				
3. Customer Focus					Ø				
4. Reduce Cost					D				
5. Performance Measures				Ø			П		
6. Courts				Ø			П		
7. Development/Redevelop	ment				ø				
8. Tax Allocation					Ø				
9. Evaluate Performance					Ø				
10. Regional Involvement					Ø				
11. Legislation					Ø				
12. Relax/Unwind				Z					
13. Decision Making					Ø				
14. Reorganization				Ø					
15. Avoid Conflict					囡				
16. Planning vs. Acting				Ø					
17. Multiple Groups		О		Ø					
18. In The Know				Ø					
19. Reverse Strategy				Ø	П				
20. Open Debate				Ø			П		
21. Closing			U	Ø					
Any Comments: I was very impressed by Mr. Mararo's internew. He is very engaging and is one who is a natural leader. I felt he could quickly gain the Confidence of others. He is obviously someone who believes in the power of uniting people to a Common Cause. I see him as a serious contend									
170011	ファ	-pa (o	- mone	n -mac	, , , , , ,	mas a semo	es Contena		

S A M P L E

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:		6	21	Position	on: City Manager	City Manager			
Candidate:	Λ	lick 1	Marano	Date:	Tuesday, Apr	il 1, 2014			
_									
				Overall Com	petency Rating				
Questions		1 - Clearly misse requirement	s 2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction					Ø				
2. Employee Relations					X				
3. Customer Focus					8				
4. Reduce Cost					Ø				
5. Performance Measures					这				
6. Courts			D35						
7. Development/Redevelopm	ent			Ø	П				
8. Tax Allocation					B				
9. Evaluate Performance					図				
10. Regional Involvement				⊠					
11. Legislation					Ø				
12. Relax/Unwind					Ø		П		
13. Decision Making		O			172				
14. Reorganization				Ø					
15. Avoid Conflict					Ø				
16. Planning vs. Acting				Ø					
17. Multiple Groups				П	Ø				
18. In The Know				凶					
19. Reverse Strategy					න්				
20. Open Debate					M				
21. Closing					Ø				
Any Comments:									

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	8		Positio	n: City Manager	City Manager			
Candidate:	K Mar	ano	Date:	Tuesday, Apri	il 1, 2014			
Constitute		· · · · · · · · · · · · · · · · · · ·		etency Rating				
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction								
2. Employee Relations								
3. Customer Focus			Ø					
4. Reduce Cost								
5. Performance Measures								
6. Courts			D		П			
7. Development/Redevelopment								
8. Tax Allocation				Q.				
9. Evaluate Performance								
10. Regional Involvement			P		П			
11. Legislation			D	a	П			
12. Relax/Unwind				D				
13. Decision Making	П	П		P				
14. Reorganization				Ø				
15. Avoid Conflict			D/					
16. Planning vs. Acting			D/					
17. Multiple Groups	П			Ø				
18. In The Know			a					
19. Reverse Strategy		П						
20. Open Debate				Ø				
21. Closing			П	Ø				
Any Comments:								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews

Recap of Responses

Advisory Panel Member: \(\int i\)	Advisory Panel Member: Nick Marano Position: City Manager								
Candidate:	897	7	Date:	Tuesday, Apr	il 1, 2014				
			· · · · · · · · · · · · · · · · · · ·	petency Rating					
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses			
1. Introduction	П			Ø					
2. Employee Relations				Q					
3. Customer Focus					I				
4. Reduce Cost			Ø						
5. Performance Measures			M						
6. Courts	Ø								
7. Development/Redevelopment				Ø					
8. Tax Allocation				Ø					
9. Evaluate Performance				П	☑				
10. Regional Involvement				Ø					
11. Legislation					Ø				
12. Relax/Unwind					囡				
13. Decision Making		П	П	Ŋ					
14. Reorganization				ر ت	M				
15. Avoid Conflict				N.					
16. Planning vs. Acting			П	Ø	П				
17. Multiple Groups				Ø					
18. In The Know				A					
19. Reverse Strategy				Q					
20. Open Debate				区					
21. Closing					Ø				

Any Comments: EXCITING NEW Ideas

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	side 1	harai	on: City Manager	City Manager			
Candidate:	side 1	50	Date:	Tuesday, Apri	Tuesday, April 1, 2014		
O				etency Rating			
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction	П		JX .				
2. Employee Relations						<u> </u>	
3. Customer Focus				X			
4. Reduce Cost							
5. Performance Measures							
6. Courts			M				
7. Development/Redevelopment					X		
8. Tax Allocation			₩				
9. Evaluate Performance				X			
10. Regional Involvement				X			
11. Legislation				Ū	(X)	П	
12. Relax/Unwind			×				
13. Decision Making				M	Entering Section 2		
14. Reorganization				如			
15. Avoid Conflict				X	П	П	
16. Planning vs. Acting				M			
17. Multiple Groups				F			
18. In The Know				N	П		
19. Reverse Strategy				Ū	Y		
20. Open Debate		П		X			
21. Closing				0	Ø		

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	114		Position	on: City Manager	City Manager			
Candidate: 5e	Candidate: Jeff Fontaine				il 1, 2014			
Questions	1 - Clearly misses	2 – Less than	Overall Comp 3 – Meets	etency Rating 4 - Exceeds	5 – Far exceeds			
	requirement	requirements	requirements	requirements	requirements	Overuses		
1. Introduction			B					
2. Employee Relations			Ø					
3. Customer Focus			X					
4. Reduce Cost			凶					
5. Performance Measures			Ø					
6. Courts			X					
7. Development/Redevelopment								
8. Tax Allocation								
9. Evaluate Performance			Ø					
10. Regional Involvement				Ø				
11. Legislation				Ŋ.	П			
12. Relax/Unwind								
13. Decision Making			, ISI∕					
14. Reorganization	П		Ď					
15. Avoid Conflict			図					
16. Planning vs. Acting	О		\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\		П			
17. Multiple Groups			Z					
18. In The Know			□ 2 					
19. Reverse Strategy			Ø					
20. Open Debate			石					
21. Closing			Q					
Any Comments:								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	219		Position	on: City Manager				
Candidate: JEFF FONTQINE				Tuesday, Apri	il 1, 2014			
				petency Rating				
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 - Far exceeds requirements	Overuses		
1. Introduction		П	102					
2. Employee Relations						<u> </u>		
3. Customer Focus		П	Z					
4. Reduce Cost								
5. Performance Measures			Ø			П		
6. Courts		ø						
7. Development/Redevelopment		Ø						
8. Tax Allocation			K			П		
9. Evaluate Performance			/X					
10. Regional Involvement			Ø		П			
11. Legislation		П	' 🗆	X				
12. Relax/Unwind				Ø				
13. Decision Making				N.				
14. Reorganization		10073		Ø				
15. Avoid Conflict								
16. Planning vs. Acting			Ø					
17. Multiple Groups				Z				
18. In The Know		В	W)		П			
19. Reverse Strategy)zď					
20. Open Debate			\ <u>\</u>					
21. Closing			Ø.					

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

		rioup or rioupor	.000	
Advisory Panel Member:	1	315	Position:	City Manager

Candidate:	f Forta:	~e	Date:	Tuesday, Apr	il 1, 2014	
Our stiere				petency Rating		
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction				<u> </u>		
2. Employee Relations			<u> </u>			
3. Customer Focus				d		
4. Reduce Cost			Ø			
5. Performance Measures				匣		
6. Courts			匣	П	П	
7. Development/Redevelopment			Ø			
8. Tax Allocation			Ø			
9. Evaluate Performance				IF		
10. Regional Involvement					E	
11. Legislation					Ø	П
12. Relax/Unwind				回		
13. Decision Making					Ø	
14. Reorganization				Ø		
15. Avoid Conflict				IM	П	
16. Planning vs. Acting			П	ď		
17. Multiple Groups				团		
18. In The Know				卤		
19. Reverse Strategy				र्छ	О	
20. Open Debate				回,		
21. Closing			П	Ø		

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member:	318				n: City Manager	City Manager			
Candidate:	Jeff Fontaine				Tuesday, Apri	ii 1, 2014			
_									
				Overall Compo					
Questions		1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction					Þ				
2. Employee Relations			Ø						
3. Customer Focus				K					
4. Reduce Cost					Ø				
5. Performance Measures				Ø			П		
6. Courts			Ø						
7. Development/Redevelopment	nent		XI						
8. Tax Allocation				A					
9. Evaluate Performance				凶					
10. Regional Involvement					×				
11. Legislation						X			
12. Relax/Unwind					赵				
13. Decision Making					Ø				
14. Reorganization				E					
15. Avoid Conflict					X				
16. Planning vs. Acting				Ø					
17. Multiple Groups					JX				
18. In The Know					X)				
19. Reverse Strategy				文	П				
20. Open Debate					滋				
21. Closing					×				
Any Comments: Know the Community and it Passitante what it fremhled a bit in Some Questions. Come back repeatedly to Custimur Sorvike Storng for Policitical Side									
Star on F	Polich	ical Side	•		, /				
These of									

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

403

Advisory Panel Member:		403		Position	: City Manager	City Manager			
Candidate:	Jef.	f Fontai	we_	Date:	Tuesday, Apri	11, 2014			
Questions		d Classicalisms	0 1 #	Overall Compe	tency Rating 4 - Exceeds	5 - Far exceeds	·		
Questions		1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	requirements	requirements	Overuses		
1. Introduction		О				О			
2. Employee Relations						П			
3. Customer Focus				Ø					
4. Reduce Cost			П	×					
5. Performance Measures				Ø					
6. Courts				XI ·					
7. Development/Redevelopment	nent								
8. Tax Allocation									
9. Evaluate Performance				Ø					
10. Regional Involvement		О	П	XI ·					
11. Legislation						Ø			
12. Relax/Unwind				凶					
13. Decision Making					X				
14. Reorganization					X ·				
15. Avoid Conflict				Ø					
16. Planning vs. Acting				Ø					
17. Multiple Groups				⊠ .	П				
18. In The Know			O	A					
19. Reverse Strategy				Ø	П				
20. Open Debate				X					
21. Closing				赵					

Any Comments: Good Candidate Good political experience.

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	497	Position:	City Manager
Candidate:	Fontaine	Date:	Tuesday, April 1, 2014

			Overall Comp	oetency Rating				
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses		
1. Introduction			Ø.					
2. Employee Relations								
3. Customer Focus			Æ					
4. Reduce Cost			Ø.					
5. Performance Measures		П	Ø					
6. Courts			(X)					
7. Development/Redevelopment			Ø					
8. Tax Allocation			Æ3 ·					
9. Evaluate Performance			⊠"					
10. Regional Involvement				包				
11. Legislation				123				
12. Relax/Unwind			Æ					
13. Decision Making				NA.				
14. Reorganization			Ø					
15. Avoid Conflict		П	AQ.					
16. Planning vs. Acting		R						
17. Multiple Groups								
18. In The Know			N N					
19. Reverse Strategy		A						
20. Open Debate			ΔZJ		П			
21. Closing			Q					

Any Comments: Very good understanding of state / local
governmental relationships. Cares about Casson.

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member: JEff Fontaine				on:	City Manager			
Candidate: S67				į	Tuesday, Apri	l 1, 2014		
<u></u>			0		a. Datina			
Questions	1 – Clearly misses requirement	2 – Less than requirements	Overall Com 3 – Meets requirements	1	4 - Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction	requirement	requirements	Tequiretterita	<u>'</u>	Ø			
2. Employee Relations		Ø				П		
3. Customer Focus			Ø					
4. Reduce Cost			Ø					
5. Performance Measures			Ø					
6. Courts			Ø					
7. Development/Redevelopment			Ø			П		
8. Tax Allocation			Ø					
9. Evaluate Performance			Ø					
10. Regional Involvement			Ø			· □		
11. Legislation			I and		Ø			
12. Relax/Unwind			Ø					
13. Decision Making					Ø			
14. Reorganization					Δ _i			
15. Avoid Conflict			Ø					
16. Planning vs. Acting			Ø					
17. Multiple Groups			Ø			П		
18. In The Know			Ø					
19. Reverse Strategy			Ø					
20. Open Debate			Ø					
21. Closing			Ø					
Any Comments: Jeff has great professional Experience. He is a thoughtful individual who has proven himself in Nevada areas. He has Served in State and local processes and his distinguished himself in the process. His connections at the State Legislature is unparalleled. I know him to be ethical								
and sincere in his dealings.								

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member:	421			City Manager
Candidate:	Jeff	Fontaine	Date:	Tuesday, April 1, 2014

	T		Overall Com	petency Rating		
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses
1. Introduction			را	図	О	
2. Employee Relations		П	Ø		П	
3. Customer Focus			Ø			
4. Reduce Cost				₿		
5. Performance Measures			Ø			
6. Courts		o,	প্র			
7. Development/Redevelopment		Ø				
8. Tax Allocation			R			
9. Evaluate Performance			Ø			
10. Regional Involvement				Ø		
11. Legislation				M		
12. Relax/Unwind				2	П	П
13. Decision Making		2000		ď		
14. Reorganization			Ø	П		
15. Avoid Conflict			Ø			
16. Planning vs. Acting			Ø	П	П	
17. Multiple Groups	П			Z		
18. In The Know			Ø		П	
19. Reverse Strategy			Ø			
20. Open Debate			Ø			
21. Closing			5 3		D	

Any Comments: Jeff has worked on Many different tough issues.

He is very interested in making sure all stakeholders are satisfied before making a decision.

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY

City Manager Advisory Panel Interviews

Advisory Panel Member: 7	728			n: City Manager	City Manager		
Candidate: Jeff Jontaine Date: Tuesday, April 1, 2014							
	Overall Competency Rating						
Questions	1 - Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 - Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction							
2. Employee Relations			Z.				
3. Customer Focus			12				
4. Reduce Cost						П	
5. Performance Measures							
6. Courts				Ø			
7. Development/Redevelopment							
8. Tax Allocation			Ø				
9. Evaluate Performance				U			
10. Regional Involvement							
11. Legislation							
12. Relax/Unwind				Ø			
13. Decision Making			Long.				
14. Reorganization							
15. Avoid Conflict				8			
16. Planning vs. Acting		П		U			
17. Multiple Groups			П				
18. In The Know				Ø			
19. Reverse Strategy							
20. Open Debate							
21. Closing					Ø		
Any Comments:			,				

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Advisory Panel Member: 56	Jeff Fontaine Position: City Manager						
Candidate:	897	I	Date:	Tuesday, Apr	Tuesday, April 1, 2014		
Questions	Overall Competency Rating 1 - Clearly misses 2 - Less than 3 - Meets 4 - Exceeds 5 - Far exceeds						
	requirement	requirements	requirements	requirements	requirements	Overuses	
1. Introduction							
2. Employee Relations				Ĭ Z			
3. Customer Focus			図				
4. Reduce Cost		M					
5. Performance Measures				⊠			
6. Courts				区			
7. Development/Redevelopment	\square						
8. Tax Allocation			Ø				
9. Evaluate Performance			M				
10. Regional Involvement					Ø		
11. Legislation					回		
12. Relax/Unwind					Ø		
13. Decision Making		অ			Π,		
14. Reorganization			Ø				
15. Avoid Conflict			図				
16. Planning vs. Acting		図					
17. Multiple Groups					Ø		
18. In The Know			Ø		П		
19. Reverse Strategy			M				
20. Open Debate		M					
21. Closing			Ŋ				

Any Comments:

Does not engage the Community on inter-orginization issues.

THE CONSOLIDATED MUNICIPALITY OF CARSON CITY City Manager Advisory Panel Interviews Recap of Responses

Decition City Manager

Advisory Paner Member:	770		Position	on: City Manager			
Candidate:	Jeff Fortaline Date: Tuesday, April 1, 2014						
	Overall Competency Rating						
Questions	1 – Clearly misses requirement	2 – Less than requirements	3 – Meets requirements	4 – Exceeds requirements	5 – Far exceeds requirements	Overuses	
1. Introduction			DØ .				
2. Employee Relations		X			П		
3. Customer Focus			M				
4. Reduce Cost							
5. Performance Measures			×				
6. Courts		×	Section (A)				
7. Development/Redevelopment			X				
8. Tax Allocation			X				
9. Evaluate Performance		M					
10. Regional Involvement		□.	B				
11. Legislation				区			
12. Relax/Unwind			E				
13. Decision Making				B			
14. Reorganization			図				
15. Avoid Conflict			X				
16. Planning vs. Acting			网				
17. Multiple Groups			X				
18. In The Know			128 ,				
19. Reverse Strategy	П		赵				
20. Open Debate			Ø				
21. Closing			×				