

Mayor & Council,

This is not the time to hire anyone for the permanent full-term Town Manager position. Mr. Granger has developed an admirable reputation in his limited role as Interim Town Manager and should be encouraged to re-apply when that that position is eventually advertised.

We have several identified deficiencies. Reviewing the Town Code and the Town's Personnel Rules and Regulations, coupled with the current Position Description, and considering the public's strong interest in having a Town Manager live inside the Town limits, I find there are a number of serious discrepancies and inconsistencies that must be addressed – before this position is ready to be advertised and filled.

Foremost among these is an apparent conflict between the criteria used by IPA which required that applicants must have held a position as a Town Manager and the official Position Description for the full-term position which does not contain that requirement. (I found no Interim Position Descriptions.) The new Council should immediately take up this issue and determine whether or not applicants must have been a Town Manager (or perhaps Deputy Town Manager) and for what period of time. Due to the short time I am allotted to address these issues, it is more than likely there will be other deficiencies in the document in need of correction.

There is or appears to be a strong desire in the community that any new Town Manager be required to live in Town (within the town limits.) From what I have been able to determine, we currently lack any clear and well-defined requirement to meet that desire. The Town Code only addresses residency in a limited fashion by restricting current residency from being a requirement to seek the job. Our Personnel Rules and Regulations require the Town Manager to live within 5 miles of the Town limits. Neither of these requirements satisfy the public's insistence that their Town Manager live inside the Town.

Added to this issue, Mr. Granger does not wish to move from Peoria to Wickenburg. If I understood correctly, he wishes to delay any move for a period up to and including two years. I would not support granting an exception to the existing rule as I understand it and for that additional reason am recommending against the approval of his current request to become the permanent full-term town manager.

Finally, I am also recommending against this hiring action for the following reasons: I am more than a little concerned that by hiring anyone in this non-competitive manner – without first openly advertising the position (which would I believe attract other equally and possibly more qualified applicants) – we do both Mr. Granger and our Town a significant disservice. We must begin to change the tired old ways of doing the taxpayer's business under the table. We must adopt practices that are out in the Open and that are truly Transparent. In my opinion, how we hire our Town Manager is essential to meeting those objectives.

VR,

Henry Willis