



CITY of NOVI CITY COUNCIL

Agenda Item 1
August 25, 2014

SUBJECT: Approval to authorize the Interim City Manager to appoint the Director of Parks Recreation and Cultural Services Department.

SUBMITTING DEPARTMENT: City Manager's

CITY MANAGER APPROVAL: 

BACKGROUND INFORMATION:

On May 19, 2014 we received the resignation of Parks, Recreation and Cultural Services Department Director Jason Mangum as he accepted a similar position in DeKalb, IL. Normally, the position would have been quickly posted and filled as soon as possible, by appointment of the City Manager. The City Charter gives the Manager the sole and exclusive authority "to appoint and, when he or she deems it necessary for the good of the City, suspend or remove all City employees and appointive administrative officers provided for by Section 4.6 of this Charter, except as otherwise provided by law, this Charter or personnel rules adopted pursuant to this Charter."

However, Mr. Mangum's resignation came only a month after former City Manager Clay Pearson's own resignation and the City Manager's position is now being filled by Interim Manager Victor Cardenas. The Interim City Manager's contract specifically provides that he cannot make a "permanent appointment of Department heads without express approval of City Council."

The search for a new City Manager has progressed longer than originally anticipated, and at this point it is possible that the position may not be filled until October/November 2014. In the meantime, it has become clear that the Parks Director position needs to be filled. The Department has had significant turnover in the past few years, and needs some certainty and continuity. The position should be filled soon as there are a number of significant projects that need a fully staffed department to address (department accreditation, parks master plan implementation, new parks opening, capital needs assessment, etc.). If the position were filled now, the parks Department would be up and running at full capacity by the time the new City Manager started, removing one initial task from his or her plate. For those reasons, the Interim manager seeks Council approval (not normally required) to fill the Parks Director position at this time, rather than waiting potentially another few months.

RECOMMENDED ACTION: Approval to authorize the Interim City Manager to appoint the Director of Parks Recreation and Cultural Services Department.

	1	2	Y	N
Mayor Gatt				
Mayor Pro Tem Staudt				
Council Member Casey				
Council Member Fischer				

	1	2	Y	N
Council Member Markham				
Council Member Mutch				
Council Member Wrobel				