

**CITY OF NORTHGLENN
CITY COUNCIL MINUTES
February 10, 2008**

CALL TO ORDER

Mayor Novak called a special meeting of the Northglenn City Council to order on Sunday, February 10, 2008 at 1:00 p.m. in the City Hall Council Chambers, 11701 Community Center Drive, Northglenn.

ROLL CALL

Mayor Novak, Council members Baker, Parsons Monroe, Paiz, Downing, Miller, Clyne and Wieneke.

ABSENT

No one.

STAFF PRESENT

City Manager Krieger, City Attorney Hoffmann, City Clerk Lentz.

Mayor Novak asked for a moment of silence in remembrance of Council Member Michael Lynch and the other victims of the incident that occurred during a Council meeting in Kirkwood, Missouri.

**PUBIC INVITED TO
BE HEARD**

Mayor Novak called for any person wishing to address City Council to come forward.

Mr. Dave Usechek thanked Council for the opportunity to speak during the special meeting. Mr. Usechek urged Council not to act on the agenda item today. He stated that he has experienced the frustration that Council is feeling, and stated that residents are frustrated as well. Mr. Usechek asked that the Council consider their constituents' input, and stated that issues among Council should be resolved before taking action against the City Manager.

Mr. Jim Lynch, NURA member, inquired about the cost to the City for terminating and recruiting a city manager. Mr. Lynch expressed concern about the possible action against the City Manager and spoke about his intention of starting a recall process against Council members in his ward.

Mr. Joe Brown, Ward II, inquired about Council's reasons for wanting to take action against the City Manager. Mr. Brown stated that he feels City Manager Krieger has performed his duties well and stated that the residents deserve to know the issues behind the possible action today. Mr. Brown stated that he hopes this is not a case of hurt feelings and also spoke about possible recall action.

Ms. Jennifer Krieger spoke about City Manager Krieger's commitment to the City and asked Council to reconsider the matter on the agenda. Ms. Krieger stated that City Manager Krieger has

done what Council has asked of him and stated that she feels the new Council has not given him a chance to prove his abilities. She asked Council to set priorities for the community and to consider mediation training for Council and their employees. Ms. Krieger stated that the City Manager has done nothing to jeopardize the community and asked Council to work out their differences and act in the best interest of the community.

Ms. Becky Brown, Ward II, stated she feels the public was not properly informed of the meeting today and expressed concern about any action that may be taken against City Manager Krieger. Ms. Brown stated that she feels City Manager Krieger has exceeded the professional expectations of Council, and stated that terminating him would be detrimental to the City. Ms. Brown inquired about the reasoning behind the possible action and urged Council to consider whether or not their actions today would be ethical and responsible.

Ms. Mary Ellen Kettelkamp stated she is a former City Council member and has also served on the Planning Commission. Ms. Kettelkamp stated that City Manager Krieger has done what he has been asked to do by the Council, and spoke about the City Manager's responsibility to implement policy that the Council establishes. Ms. Kettelkamp stated that the current Council has been in office for one month and stated that she feels they need to wait before taking action against the City Manager.

Ms. Marge Carlow, Ward II resident, former Council member and current NURA member, stated that a change in the leadership of the City would jeopardize the development at Webster Lake. Ms. Carlow asked Council to consider what is best for the City and to not act on personal agendas.

Mr. Gary Stribling, 1005 Claire Lane, expressed concern about the special meeting being held on a Sunday afternoon. Mr. Stribling stated that he feels this issue is being dealt with in an underhanded manner and stated he knows of no fraud or abuse of duties committed by the City Manager.

Ms. Judy Coet expressed concern about the amount of severance pay in the City Manager's contract and spoke about the possible termination.

Mr. John Monroe asked who had called the special meeting. Mr. Monroe spoke about removing members of Council and offered his assistance with the recall process.

Ms. Myrna Criswell, Ward IV, stated she is a longtime resident and has observed previous City Councils and managers. Ms. Criswell

stated that she feels City Manager Krieger is the best manager the City has had and asked Council to explain the reasons for their votes when acting on the City Manager's employment contract.

Ms. Maxine Foster stated that her husband served on the first Council and she previously served as the City Clerk of Northglenn. Ms. Foster stated she is very disappointed with Council and stated that she feels their actions today are outlandish.

Mr. Gerald Krutsch, Ward I, stated that he is a longtime resident of Northglenn and has previously served on the Planning Commission. Mr. Krutsch stated that if terminating the City Manager would bring cooperation and stability to the City, he would be in favor of the termination.

Mr. Gene Maypole stated that he has worked for the City of Northglenn for 27 years. Mr. Maypole spoke in support of City Manager Krieger and stated that he has brought stability to the organization.

Ms. Robin Tichy, NURA member and former Council member, inquired about the calling of the special meeting, the reasons behind the possible action, and the employees involved. Ms. Tichy stated that Council must resolve their differences and stated that taking action against City Manager Krieger would hurt the City.

Mr. Jordan Sawdo asked Council to consider the financial implications to the City and to the development projects if the City Manager were terminated. Mr. Sawdo also asked Council to act responsibly for the City.

Mr. Gil Reyes expressed concern that a special meeting had been called today on personnel matters as opposed to matters involving public safety. Mr. Reyes stated that Council should be focusing their attention on development and increasing sales tax revenue. Mr. Reyes stated that the City Manager is doing his job well and asked Council to not take action against the manager because of personality issues. Mr. Reyes spoke about items such as street repair, trash service and police services that should be priorities and also spoke about the recall process.

Mr. Joe Bessette, Ward IV, stated that he feels Council has an opportunity today to reverse the action they were going to pursue and urged Council to instead work on cooperation among Council.

Mr. Thomas Hermann stated he is a volunteer victim advocate for the Police Department and also a member of CPAAAN. Mr. Hermann stated that as elected officials, the Council has been chosen to

represent their constituents. He expressed concern about the personal conflicts that have been voiced and the possibility of jeopardizing the development and progress of the City because of personality issues. Mr. Hermann asked Council to act in the best interest of the City and to serve the citizens responsibly.

Mr. Brent Worthington, Finance Director, spoke in support of City Manager Krieger. Mr. Worthington stated that City Manager Krieger has done an excellent job for the City and has worked diligently to improve the city's organizational structure and to move forward with economic development. He stated that City Manager Krieger has been cordial, courteous and respectful to him, and also spoke about the effect that a termination would have on the City and the organization.

Mr. Dwight Kimsey, Ward II, spoke about his efforts to schedule a meeting with the City Manager. Mr. Kimsey stated that although he has been frustrated, he is also patient and believes in giving City Manager Krieger a chance to prove himself.

Ms. Marie Braden, Ward IV, expressed concern about the behavior of some Council members and stated that she feels members of the community have not addressed Council properly. Ms. Braden expressed concern about the talk relating to a recall, and stated she is upset that a special meeting is being held on a Sunday afternoon. Ms. Braden asked Council to work toward improving the community and asked for information concerning the possible termination of the City Manager.

Ms. Carol Dodge, Ward I, spoke in support of City Manager Krieger. Ms. Dodge stated that she feels City Manager Krieger is a progressive leader and hopes that Council does not want to remain stagnant. Ms. Dodge asked to be informed about the reasons behind the possible action against the City Manager.

Ms. Geraldine Estey, 122 Pike Street, spoke about Council members voting for their constituents as opposed to voting for personal gain. Ms. Estey stated that she feels the truth needs to be voiced that and Council needs to represent the residents.

Mr. Dallas Briggs, Ward I, stated that he feels the issues surrounding today's meeting are the Council's problems and not the City Manager's. Mr. Briggs spoke about City Manager Krieger's goals, which are set by Council. Mr. Briggs also spoke about Council's authority to terminate the manager and asked for information regarding the reasons for such termination.

Mr. Tommy Follett, Ward IV, expressed concern about the special

meeting and spoke in support of City Manager Krieger. Mr. Follett stated that the City needs to get together and work to improve the community. Mr. Follett stated that he feels City Manager Krieger is ethical, courteous and has pride in the City. Mr. Follett spoke about the impact that terminating City Manager Krieger would have on the City and the ability of the Council to find another suitable manager.

Consideration of Action
Regarding City Manager
Employment Agreement
with Miscellaneous
Follow-up Items

Mayor Novak opened discussion among Council regarding the agenda item.

Council Member Paiz stated that the agenda item is a continuation from the meeting held on Thursday evening. Council member Paiz stated it is a personnel matter and cannot be discussed in an open meeting.

MOTION TO PASS

Council Member Paiz **MOVED** and it was **SECONDED** by Council Member Miller to give the City Manager a 45-day notice of termination per Section 4(a) of his contract and to direct the City Manager not to return to the City for the 45-day notice period.

MOTION TO AMEND

Council member Clyne **MOVED** to amend the motion to develop a corrective action plan for the City Manager.

MOTION DIED

The motion to amend died for lack of a second.

MOTION FAILED

There was lengthy discussion and the motion **FAILED**.
IN FAVOR - Baker, Paiz, Miller, Wieneke.
OPPOSED - Novak, Parsons, Monroe, Downing, Clyne.
ABSENT - No one.

ADJOURNMENT

The City Council meeting adjourned at 2:55 p.m.

DIANA L. LENTZ, CMC
City Clerk

KATHLEEN M. NOVAK
Mayor