

City Manager Performance Evaluation Committee
City Hall
Room 302A
10 N. Division Street
Battle Creek, MI 49014
Wednesday, June 8, 2022
4:00 p.m.

Committee Members Present: Jenasia Morris, Sherry Sofia and Mark Behnke, all attending remotely from Battle Creek, MI.

Committee Members Absent: Commissioners Jim Lance

Staff Present: Victoria Houser, City Clerk; Rebecca Fleury, City Manager; Nancy Mullett, Labor Relations Attorney

Call to Order: Mayor Behnke called the meeting to order at 4:02 pm. Mayor Behnke requested Comm. Sofia serve as committee chairperson. All in favor, none opposed. Approved.

Public Comment: None

Approval of Minutes:

A motion was made by Comm. Morris, supported by Mayor Behnke, to approve the April 13, 2022 City Manager Performance Evaluation Committee minutes. All in favor, none opposed. Motion approved.

Bi-Monthly Performance Review

A. City Manager Report of Performance Highlights and Concerns

Rebecca Fleury, City Manager, noted it is a very busy time. Ms. Fleury provided an update on ARPA agreements and adjustments for those applicants who were awarded less than initially requested. Ms. Fleury noted several have signed their agreements. Ms. Fleury also noted the Equity Audit presentation was scheduled for a Commission workshop on June 21st

Ms. Fleury discussed staffing challenges, particularly grounds keeping and Transit. Ms. Fleury also commented on the FY 22-23 budget, expressing appreciation for commission and public input.

As to business development, Ms. Fleury stated BCU continues to prepare development sites to ensure they are shovel ready and housing is available for their staff.

B. Commission Highlights and Concerns

Comm. Sofia stated she did not receive any highlights or concerns from other commissioners, confirming that Mayor Behnke and Comm. Morris also did not receive any concerns.

Committee Discussion: Responding to Mayor Behnke, Ms. Fleury stated some staff cuts were too deep and cannot be sustained, stating Planning was particularly impacted. Ms. Fleury also noted the additional demands from marijuana businesses, stating they are working to correct any issues with more staffing. Ms. Fleury also noted that with past staffing reductions, staff were asked to step into roles that they may not had previous knowledge or experience.

Ms. Fleury also noted 2022 was a non-evaluation year, with no formal process for 2022, but will be done in 2023 after the newly elected commission is elected.

Next Meeting: August 10, 2022

Adjournment: Comm. Sofia adjourned the meeting at 4:25 pm.