

1 **Resolution Relating to**

RESOLUTION _____

Sponsor(s): Councilors Hartnett,
Adrian, Dober 06/06/11
Introduced: _____
Referred to: _____
Action: _____
Date: _____
Signed by Mayor: _____

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7 **COUNCIL INVOLVEMENT IN DEPARTMENT HEAD HIRES**

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10 **CITY OF BURLINGTON**

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14 In the year Two Thousand Eleven.....

15 Resolved by the City Council of the City of Burlington, as follows:

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17 That WHEREAS, during the recent hiring process for the City of Burlington's Director
18 of Aviation a wide array of individuals were invited by the Mayor to participate in interviewing
19 candidates and recommending finalists; and

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21 WHEREAS, despite the Mayor's extensive effort at outreach, no City Councilor was invited to
22 participate in interviewing applicants or recommending finalists; and

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24 WHEREAS, the lack of a Council representative meant that no City Councilor had first-hand
25 knowledge of what transpired during the hiring process, or was able to make any truly
26 independent assessments of the strengths or weaknesses of candidates or how precise a fit the
27 candidates might be with the City, Burlington International Airport, and the position of Director
28 of Aviation itself, all of which a rigorous hiring process is meant to address; and

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30 WHEREAS, once a candidate was selected for hire and introduced to the City Council, the entire
31 Council was effectively being told why the candidate should be hired rather than being asked if
32 the candidate should be hired; and

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34 WHEREAS, while the Council respects that it is the Mayor's power and decision to appoint a
35 Director of Aviation and other Department Heads as set forth in Section 122 of the City Charter,
36 that same section also states that those appointments "...shall require the approval of a majority
37 of the whole number of the city council"; and

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39 WHEREAS, the Council's power and decision in the reappointment of Department Heads may
40 only be ceremonial, but its power and decision in the initial appointment of a Department Head
41 is binding, and this is a responsibility which the Council takes very seriously; and

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43 WHEREAS, in the recent hiring process for the Director of Aviation, it would have been very
44 helpful to the Council if a Councilor had been involved with interviewing candidates and
45 recommending finalists because that Councilor could have easily kept the Council regularly
46 briefed on the process and its results, that Councilor could have been sure Council concerns were
47 addressed earlier rather than later, that Councilor would have provided the Council with a sense
48 of participation and ownership of the ultimate recommendation, and that Councilor might even
49 have been helpful to the Mayor by sharing with him a Council perspective as the process
50 unfolded;

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COUNCIL INVOLVEMENT IN
DEPARTMENT HEAD HIRES

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NOW, THEREFORE, BE IT RESOLVED that the City Council respectfully requests that in future the Mayor of the City of Burlington, the Honorable Bob Kiss, invite its President to appoint a Councilor as a representative to any hiring/interview team created by the Mayor for the hiring of a candidate to serve as a Department Head, pursuant to the Mayor's appointment power as set forth in Section 122 of the City Charter; and

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BE IT FURTHER RESOLVED that by means of this Resolution the City Council wishes to go on record as making this request of all future Mayors of Burlington.

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Ib/gb/c: Resolutions 2011/Council Involvement In Department Head Hires
5/31/2011

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