

TOLEDO CITY COUNCIL
Special Work Session
May 14, 2025

1. CALL TO ORDER

Mayor Rod Cross called the meeting to order at 4:03 p.m.

Present	Absent	
X		Mayor Rod Cross
X		Council President Kim Bush
X		Councilor Jackie Kauffman
X		Councilor Tracy Mix
	X	Councilor Frank Silvia
X		Councilor Jackie Burns
X		Councilor Andrew Keating

Staff present: City Manager Pro-Tem (CM) David Clyne, City Recorder (CR) Lisa Figueroa

2. DISCUSSION/DECISION ITEMS

Consideration of draft position profile and hiring procedures for the City's 2025 City Manager Recruitment

CM Clyne introduced Erik Jensen of Jensen Strategies. Mr. Jensen presented the draft City Manager profile to the Council. He reviewed the process on how they developed the profile and highlighted the desired skills and attributes for the next City Manager his staff heard during the interviews. Following that discussion, he reviewed the hiring procedures and timeline for the recruitment. There was discussion to rearrange the order of a couple of the attributes, but there was no significant change to the content.

Motion – It was moved and seconded (Keating/Mix) to approve the draft profile with the reorder of the attributes and noted and the motion carried as follows:

Council member	In Favor	Opposed	Abstained	Absent
Mayor Cross	X			
Council President Bush	X			
Councilor Kauffman	X			
Councilor Mix	X			
Councilor Silvia				X
Councilor Burns	X			
Councilor Keating	X			

The Council reviewed the salary ranges and following deliberation, there was a consensus of the Council to offer a salary range of \$130,000 to \$165,000 for the City Manager position.

3. ADJOURNMENT

The meeting adjourned at 5:05 p.m.

Approve:

Attest:

/s/Mayor Rod Cross

/s/City Recorder Lisa Figueroa