

**Addenda
Minnetonka City Council Meeting
Meeting of May 24, 2021**

ITEM 14A – 2021 Community Survey and Organizational MERIT

The attached correspondence was received after distribution of the packet.

Additionally, the slides for the 2021 Organizational MERIT Results presentation are attached.

ITEM 14B – Items concerning a fast food restaurant at 12380 Wayzata Boulevard

The applicant submitted revised renderings in response to comments from the planning commission. These revised renderings are attached.

If council is inclined to approve the revised proposal, staff suggests the following revision to 3(b)(1) on page four of the corresponding resolution:

3. Prior to issuance of the building permit:
 - a) This resolution must be recorded with Hennepin County.
 - b) Submit the following:
 - 1) Revised building renderings. ~~Brick veneer must be extended on each façade to a height corresponding to the top of the windows/entry door.~~ Work with city staff on final façade materials and color palate, incorporating primarily brick veneer, aluminum store front glass, and fiber cement reveal panel siding.

ITEM 14E – City manager’s retirement and replacement

The attached correspondence was received after distribution of the packet.



14600 Minnetonka Blvd. | Minnetonka, MN 55345 | 952-939-8200 | eminnetonka.com

TO: City Council
FROM: McKaia Ryberg, Assistant to the City Manager
DATE: May 24, 2021
SUBJECT: Change Memo for May 24, 2021

ITEM 14A - 2021 Community Survey and Organizational MERIT

The attached email was received after publication of the city council packet.

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: Suggestions for City of Minnetonka survey
Date: Monday, May 24, 2021 10:50:46 AM

For possible inclusion in the addendum.

Sent from my iPhone

Begin forwarded message:

From: Minnetonka Collective [REDACTED]
Date: May 23, 2021 at 8:51:56 PM CDT
To: Deborah Calvert <dcalvert@minnetonkamn.gov>
Cc: [REDACTED]
Subject: Re: Suggestions for City of Minnetonka survey

Hello Deb!

I know there is a lot on your plate, thanks for all you do. Bumping this to the top of your mailbox as I know the city survey is on the agenda for tomorrow, as a reminder of our suggestions.

Thank you!
Elena

On Sat, Mar 6, 2021 at 7:46 PM Deborah Calvert
<dcalvert@minnetonkamn.gov> wrote:

These are great ideas. Thank you!!!

Deb

Sent from my iPhone

On Mar 6, 2021, at 10:58 AM, Minnetonka Collective
[REDACTED] wrote:

Greetings City of Minnetonka leaders!

It is our understanding that Minnetonka will conduct the annual city survey once again in 2021. This has proven to be a useful resource to help the council and staff make good decisions. Since questions are likely adjusted year-to-year for different reasons, we would like to make a few minor suggestions that might help provide more insight into one of the key goals of our city: ensuring

that we are a welcoming community to everyone.

We would suggest revising question #8 from the 2020 survey. "Do you feel accepted and welcomed in the city of Minnetonka?" Because 99% agreed with this question, asking it again won't have much value. Also, the phrasing is not ideal - because of the overly broad meaning of "accepted", and it's more about WHEN they felt welcomed, which should be when they first arrived here. Our city has changed a lot since the 1970s, so understanding how different cohorts felt upon arrival would be useful information. So we would recommend rephrasing the question in this way, and asking a follow-up question for people who answered yes and no.

When you first moved to Minnetonka, did you feel welcomed and quickly learn about the resources available to residents?

Yes very, Yes somewhat, Not really, No

If no, why?

If yes, who/what made this possible?

Similarly, we believe it's important to ask if people are creating connections in their own neighborhoods, and to understand how they're formed.

Do you have meaningful connections with people you can depend on in your surrounding neighborhood?

Yes very, Yes somewhat, Not really, No

If yes, how were these connections to neighbors formed?

Lastly, one comment on the survey methodology. It is well-established in academic literature that "Telephone polls greatly overstated civic engagement, probably because of nonresponse bias." ([Pew research](#)) In other words, the people who answer surveys are likely to be the same people that are involved in their community's public life. To address this, we would also suggest that you record basic demographic information on phone respondents (age, gender, ethnicity, household size, etc) to identify if any groups are underrepresented, and use targeted interviews with other people from these groups to ensure a more representative sample of resident input.

We would encourage you to consider the methodology (phone vs. online) and how that may impact the input you receive. For example, we know older adults may prefer phone, so we would not recommend eliminating that option, but also know that younger adults are more likely to respond to text or online survey.

Thank you for reaching out to the community to gather feedback and for everything you do!

Gratefully,

| Elena Imaretska & Minnetonka Collective

2021 Organizational MERIT Results



Our Mission

Provide quality public services, while striving to preserve and enhance the distinctive character to make Minnetonka a special place for everyone.



Mayor
Wiersum

Deb
Calvert

Susan
Carter

Brian
Kirk

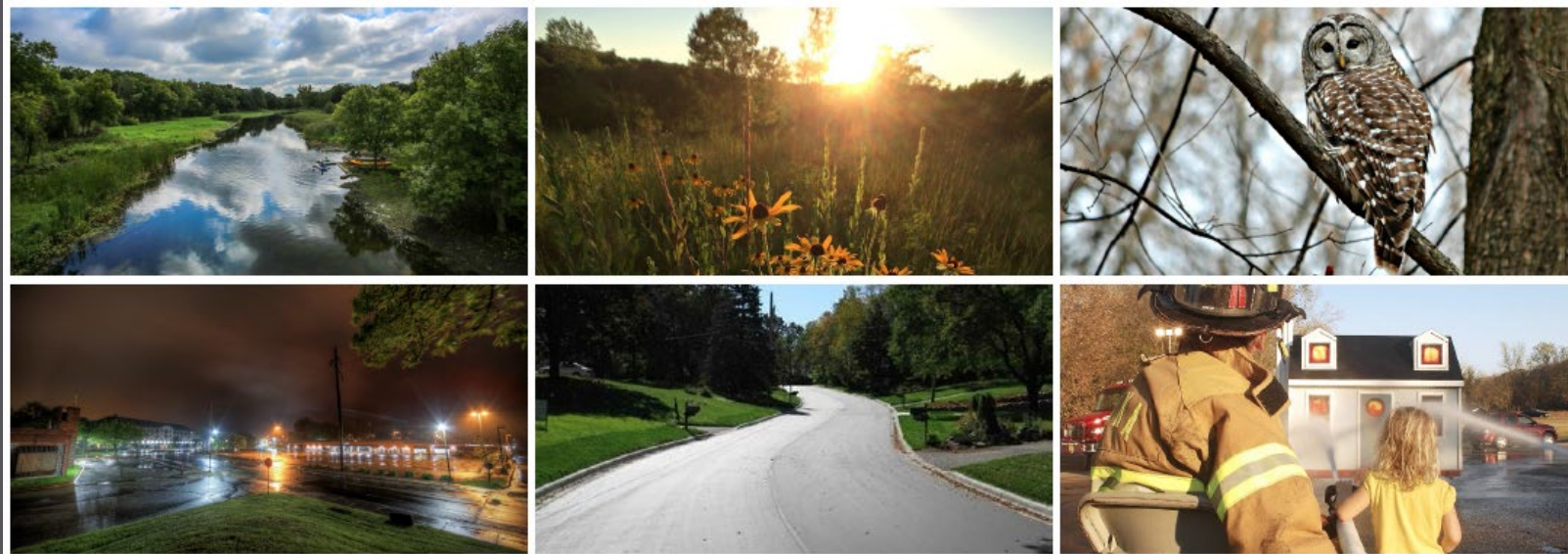
Rebecca
Schack

Bradley
Schaeppi

Kissy
Coakley

Our Vision

Minnetonka is an inclusive community committed to excellence where all residents, workers and visitors are welcome in a beautiful, sustainable place, supported by quality, dependable city services.



Our Shared Values



Doing the right thing, at the right time, for the right reason

MERIT Program

- **M**arket
- **E**xcellence recognition
- **R**ewards
- **I**ntegrated
- **T**eamwork

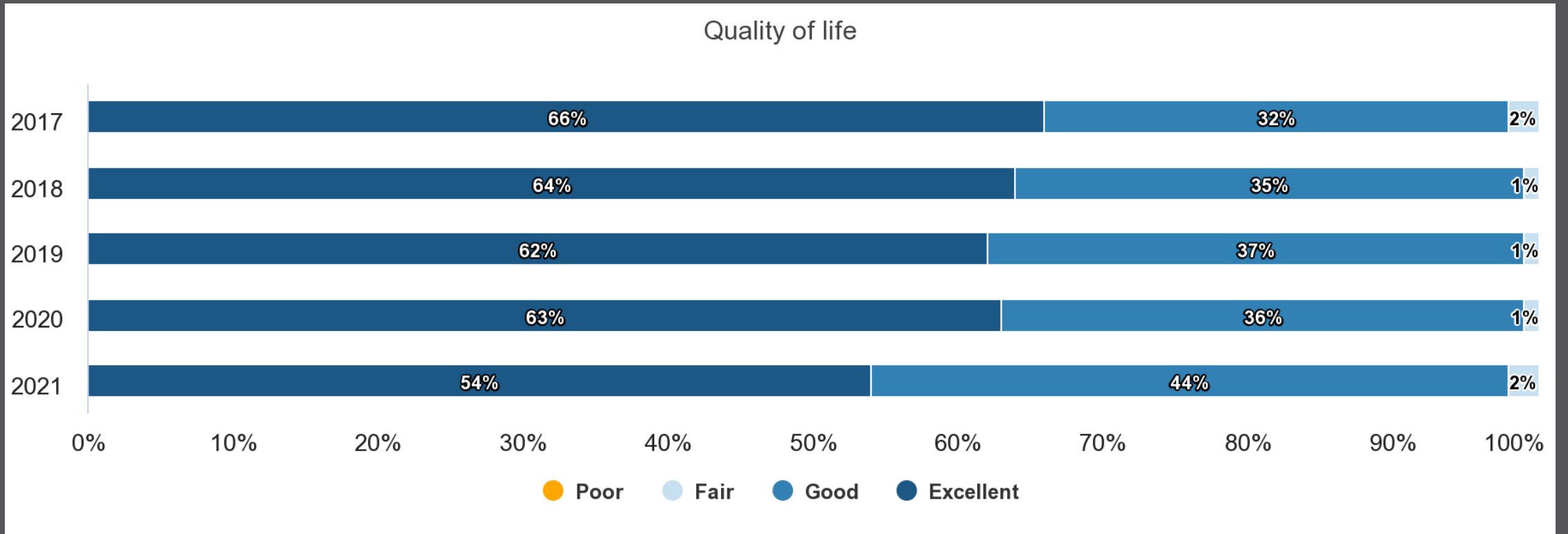
MERIT Program

- Phase 1: Organizational Component finalized in May/June.
- Phase 2: Departmental Component finalized in July.
- Phase 3: Individual Component market study by the end of the year.

Mission and Vision = A-



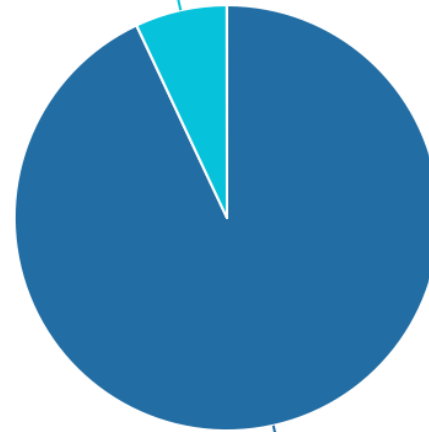
Quality of life



Satisfied or dissatisfied with response to reported problem

Satisfied or dissatisfied with city response to reported problem

Dissatisfied - 7.00%



Satisfied - 93.00%

Our Guiding Principles = A-

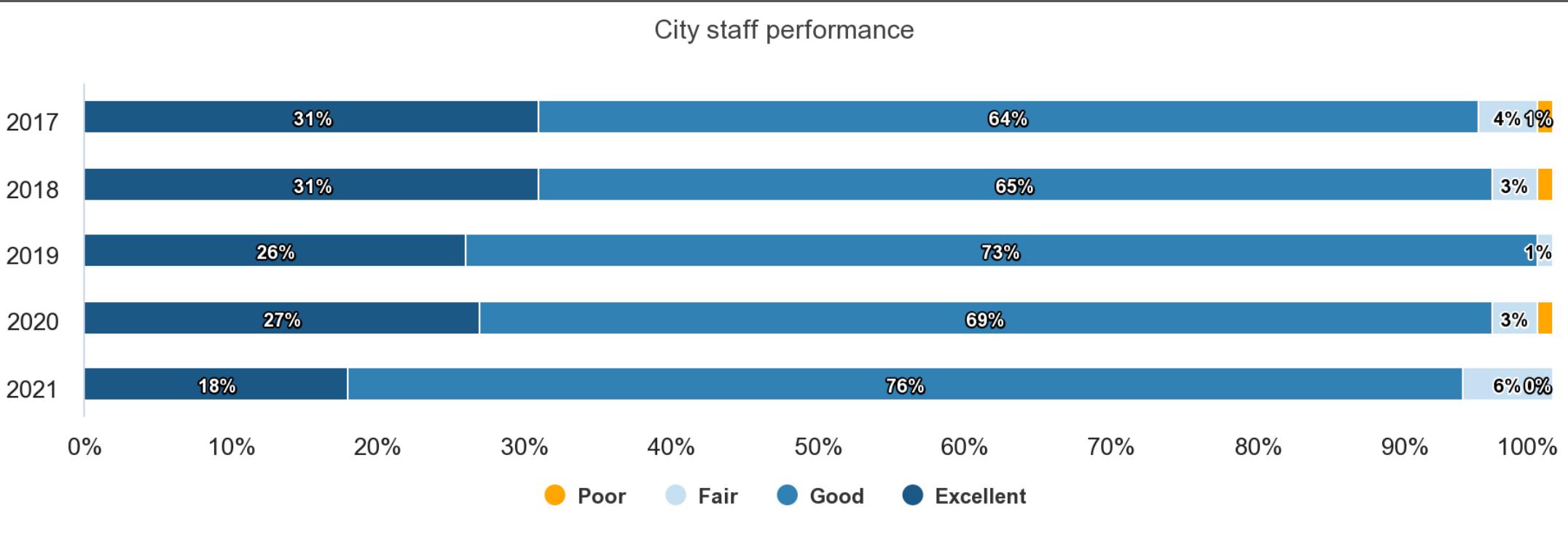
Focus on excellent customer service

Foster open and inclusive communication

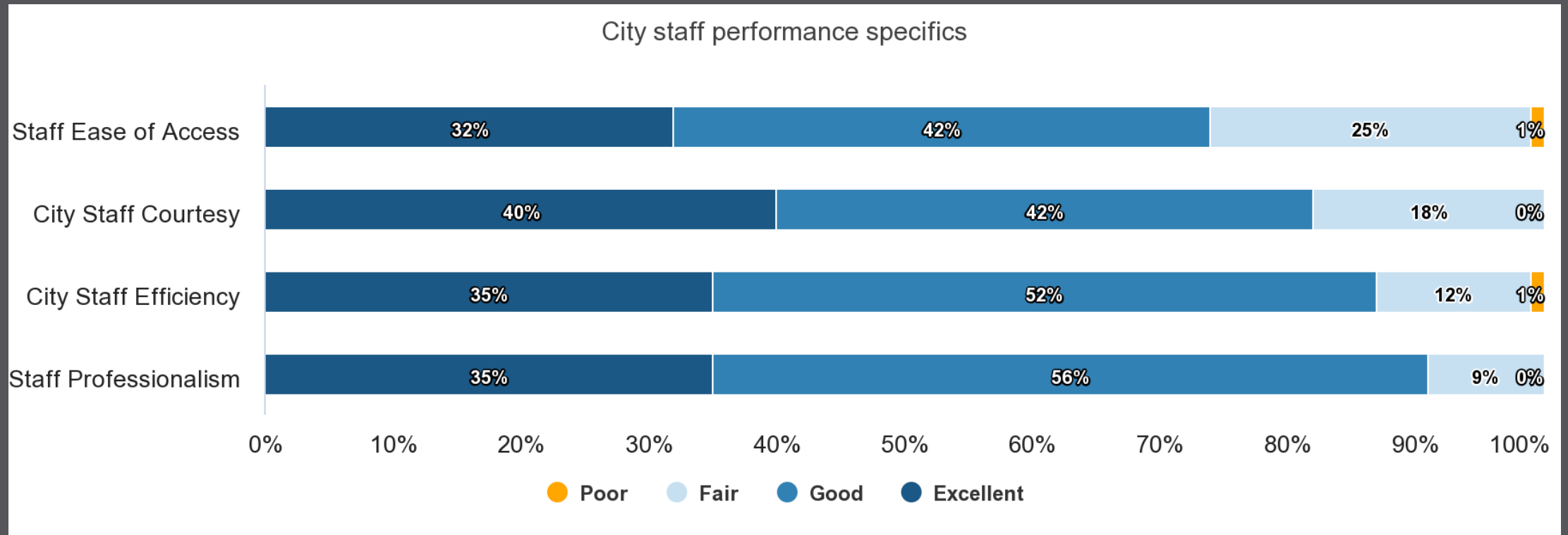
Live our shared values

Set the standard for innovative leadership

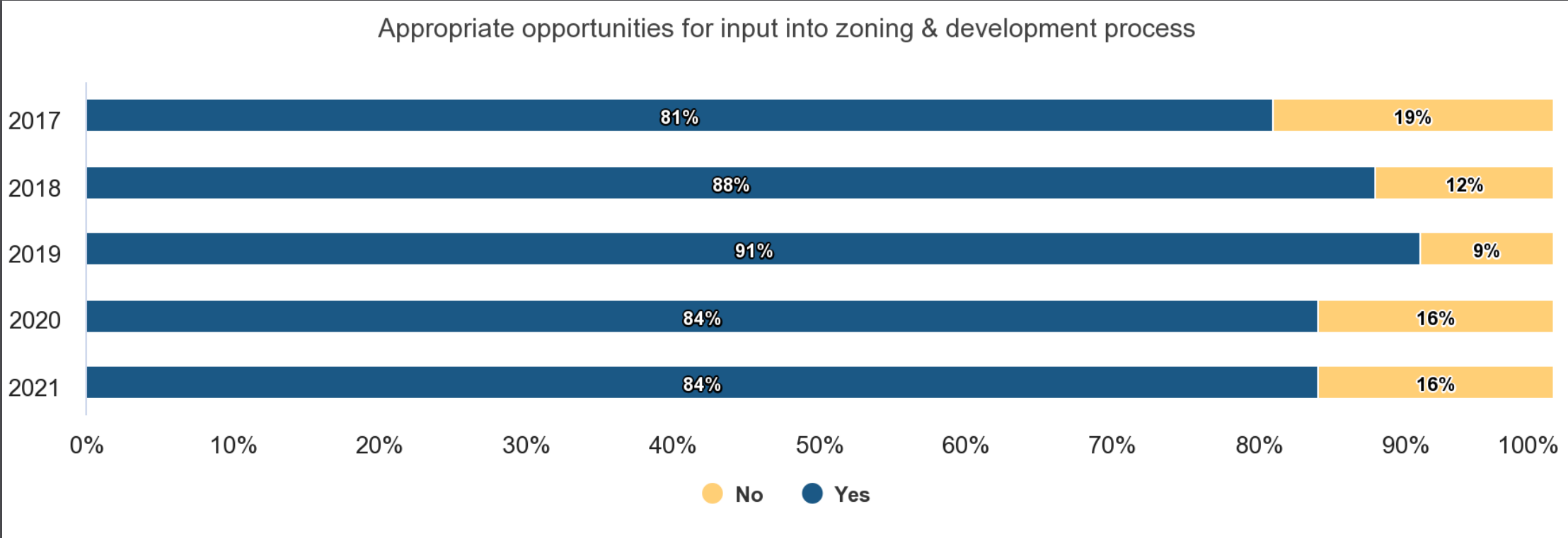
City staff performance



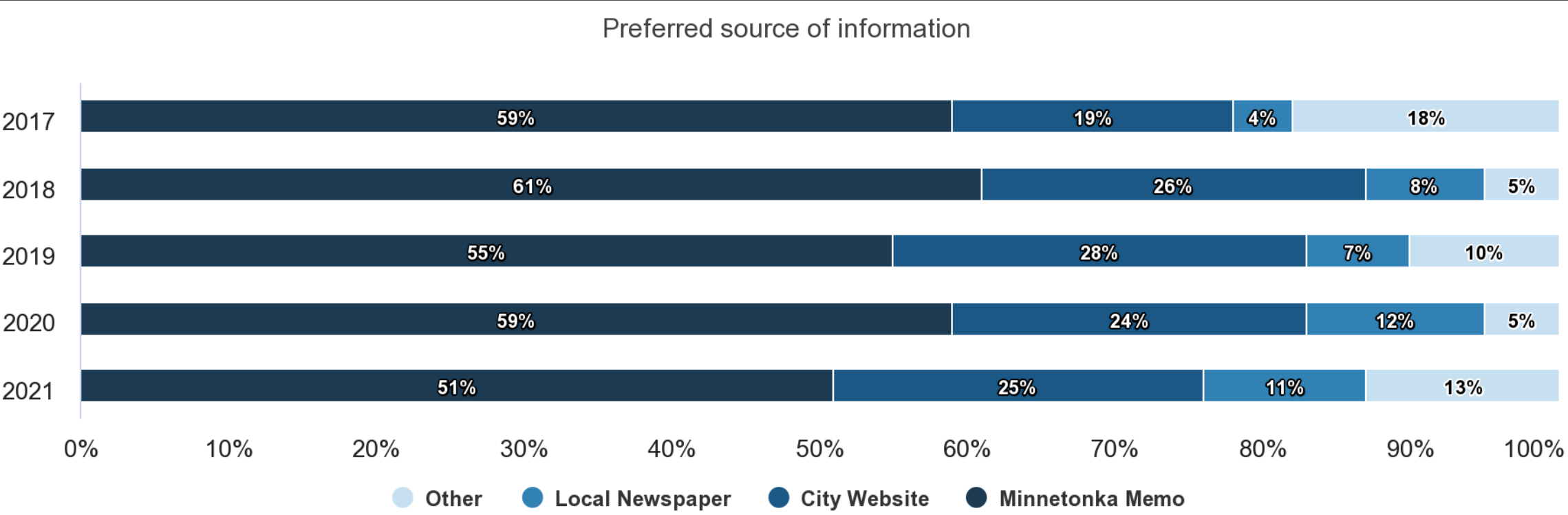
City staff performance specifics



Appropriate input opportunities for zoning & development process

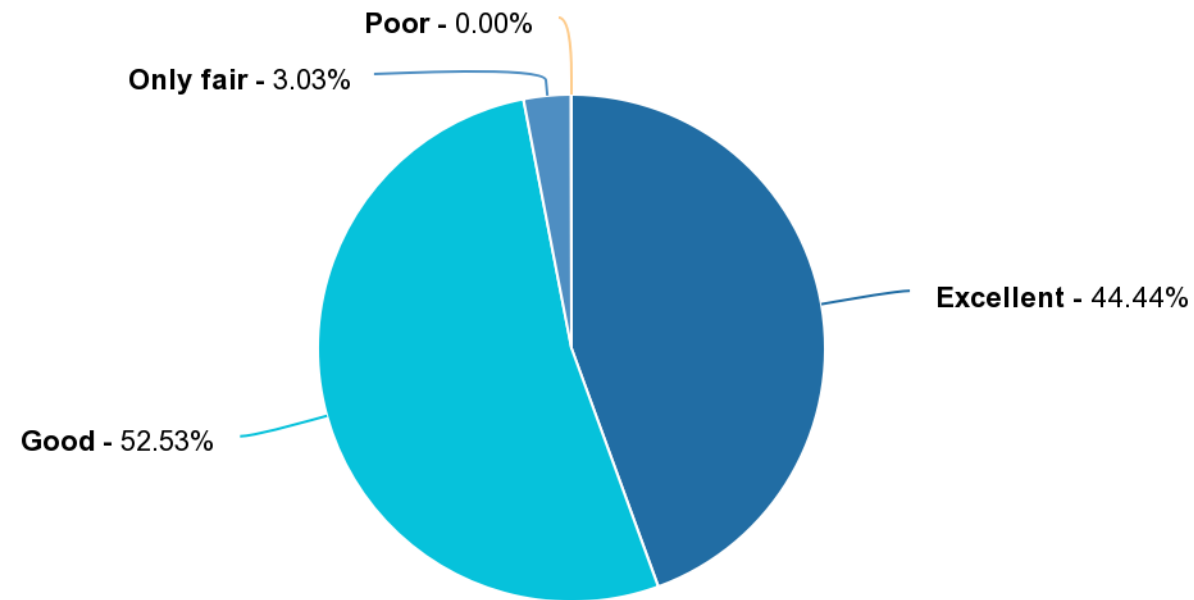


Preferred source of information

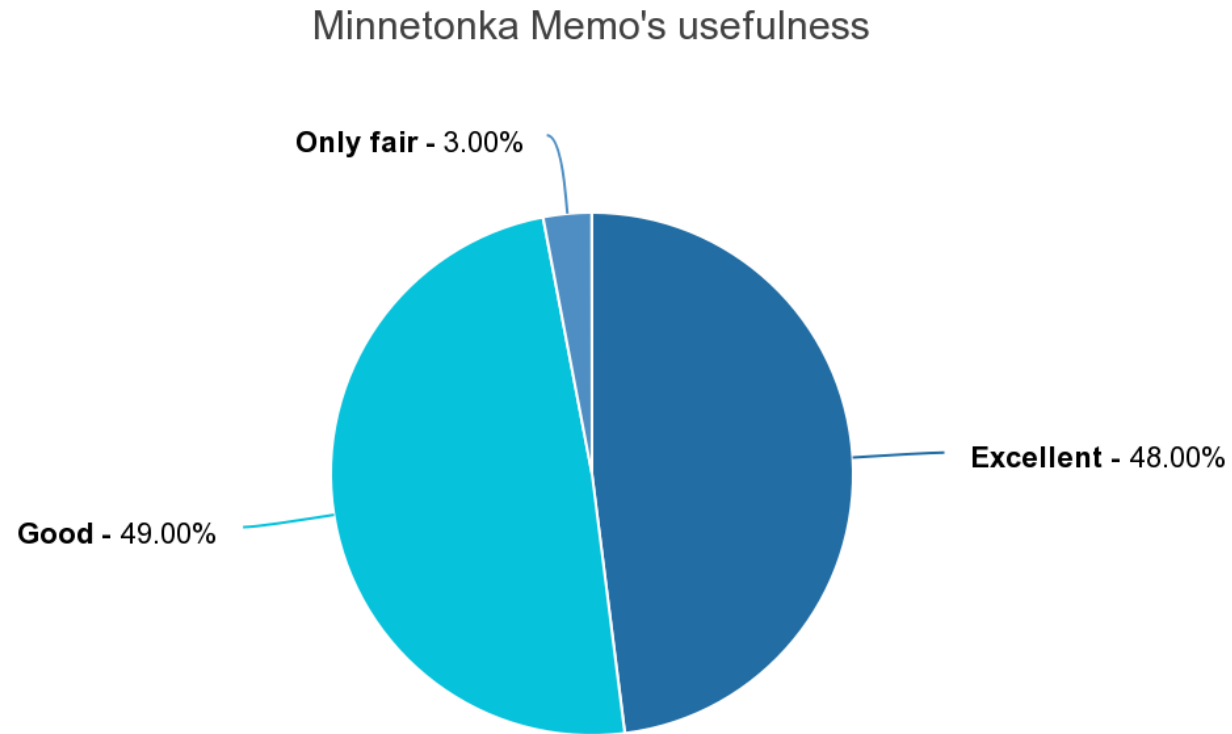


Minnetonka Memo's content and format

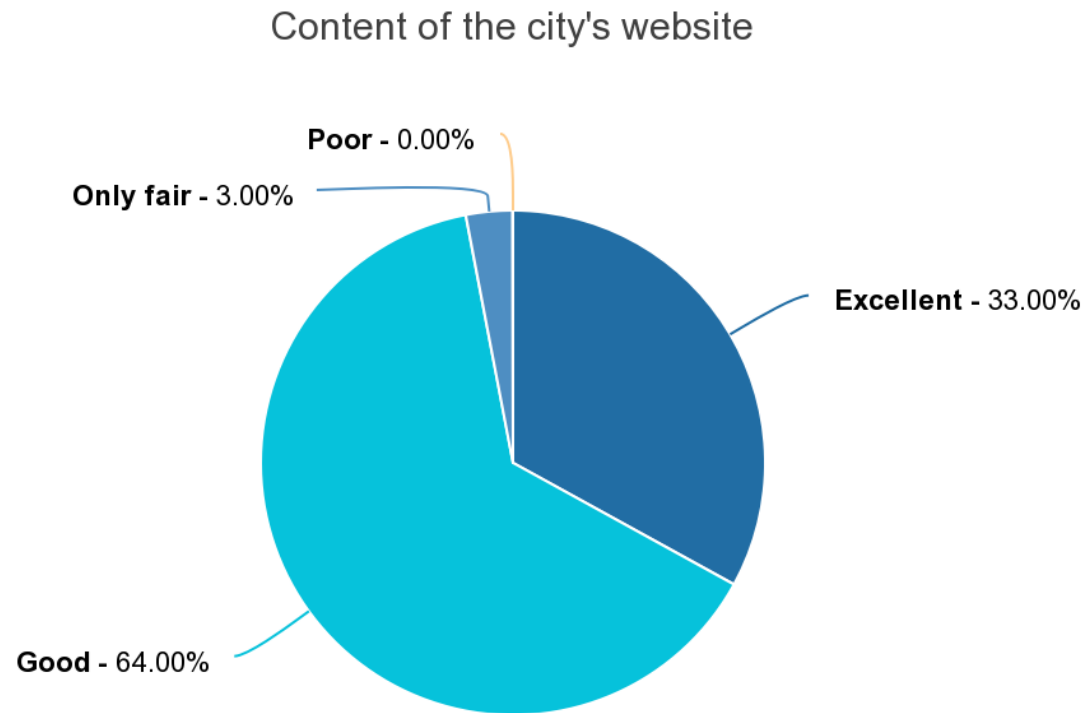
Minnetonka Memo's content and format



Minnetonka Memo's usefulness

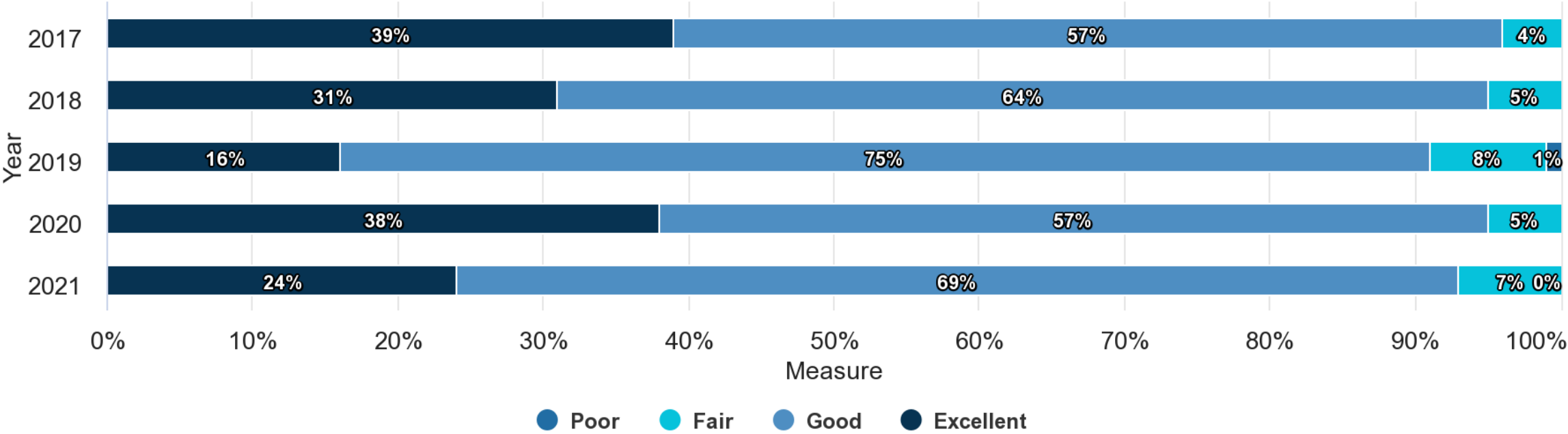


Content of the city's website



Value of city services

Value of city services



Our Strategic Priorities



- Financial Strength and Operational Excellence
- Sustainability and Natural Environment
- Safe and Healthy Community
- Infrastructure and Asset Management
- Livable Well Planned Development
- Community Inclusiveness

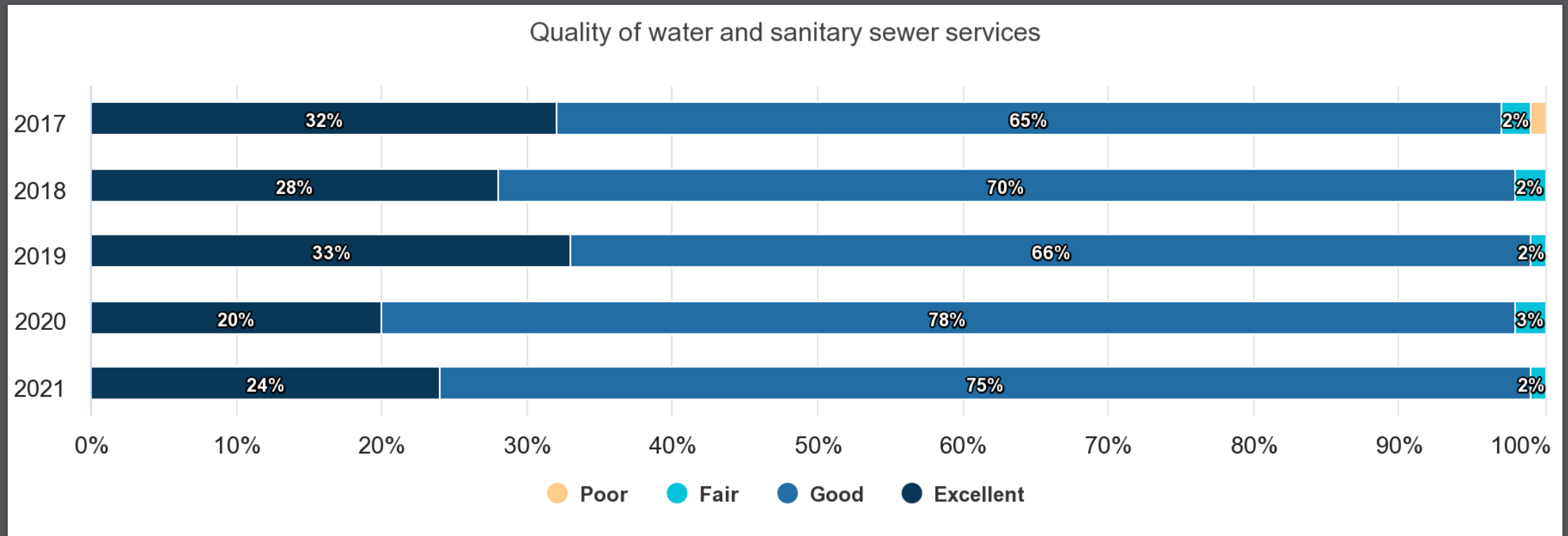
Financial Strength and Operational Excellence = A



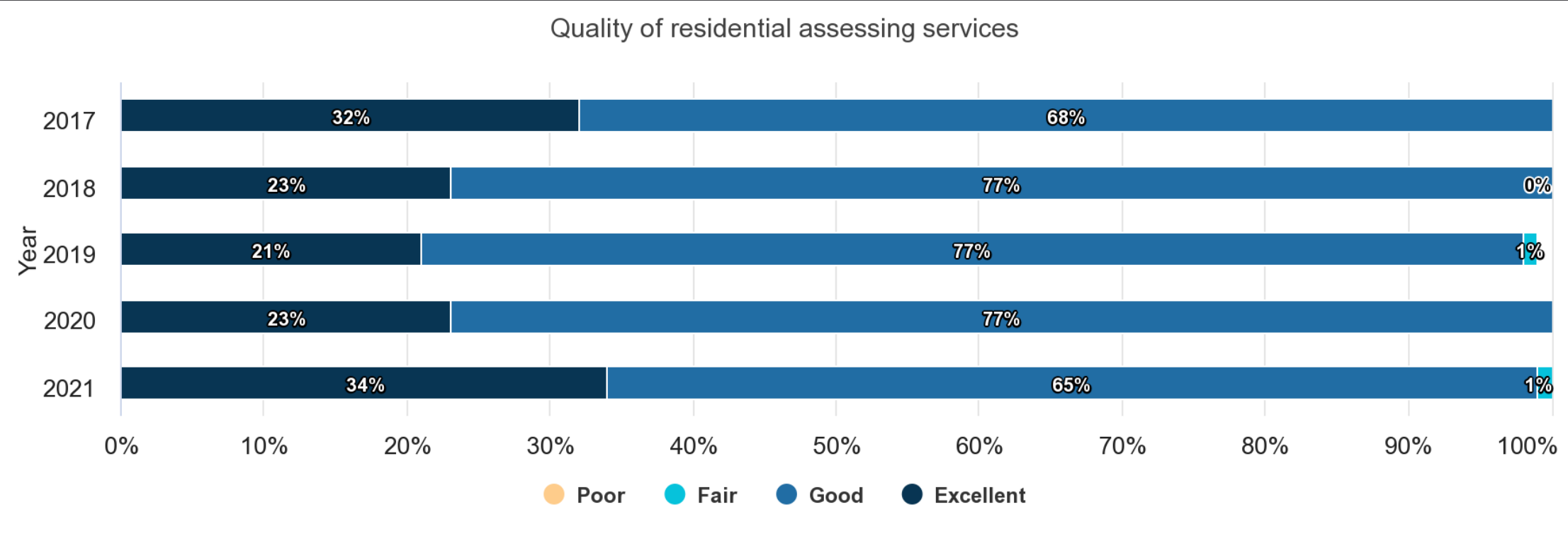
Recreational programs and services



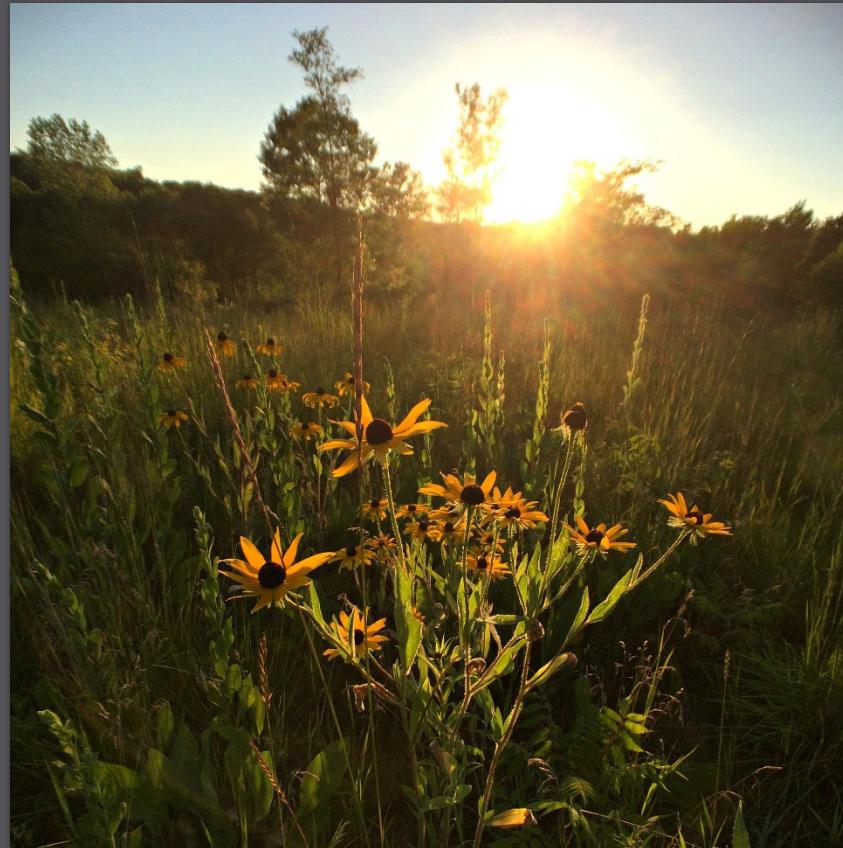
Water and sanitary sewer services



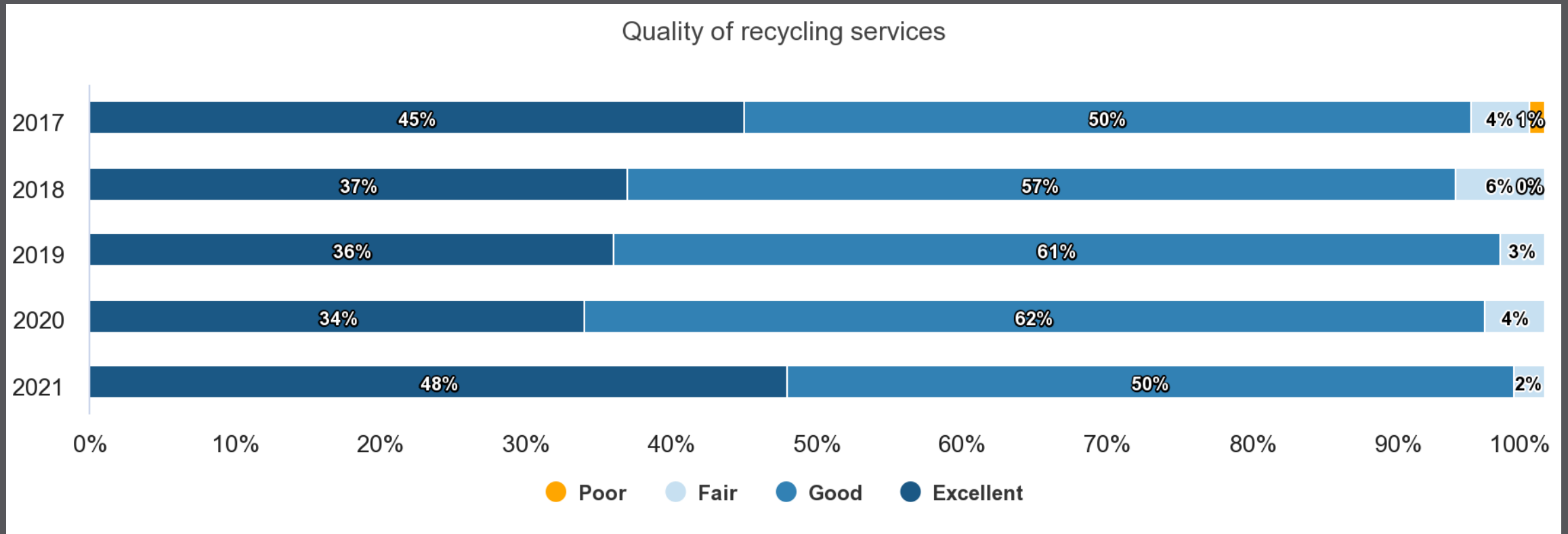
Residential assessing services



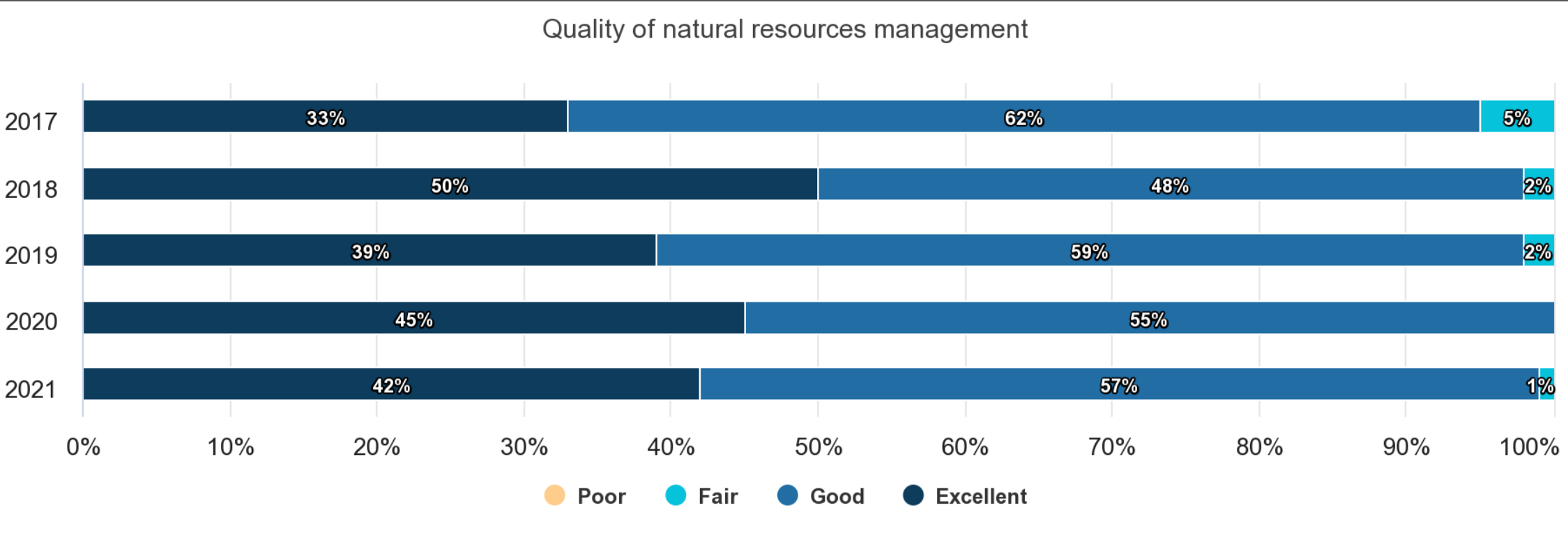
Sustainability and Natural Environment = A-



Quality of recycling services

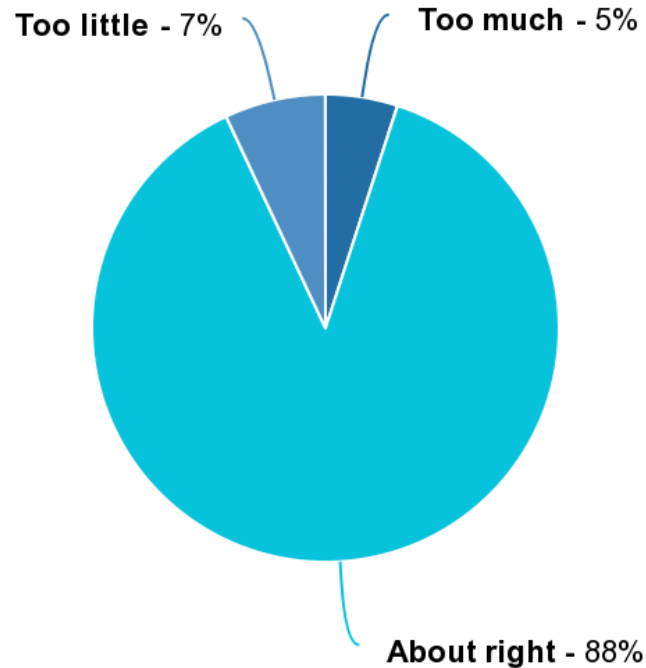


Natural resources management

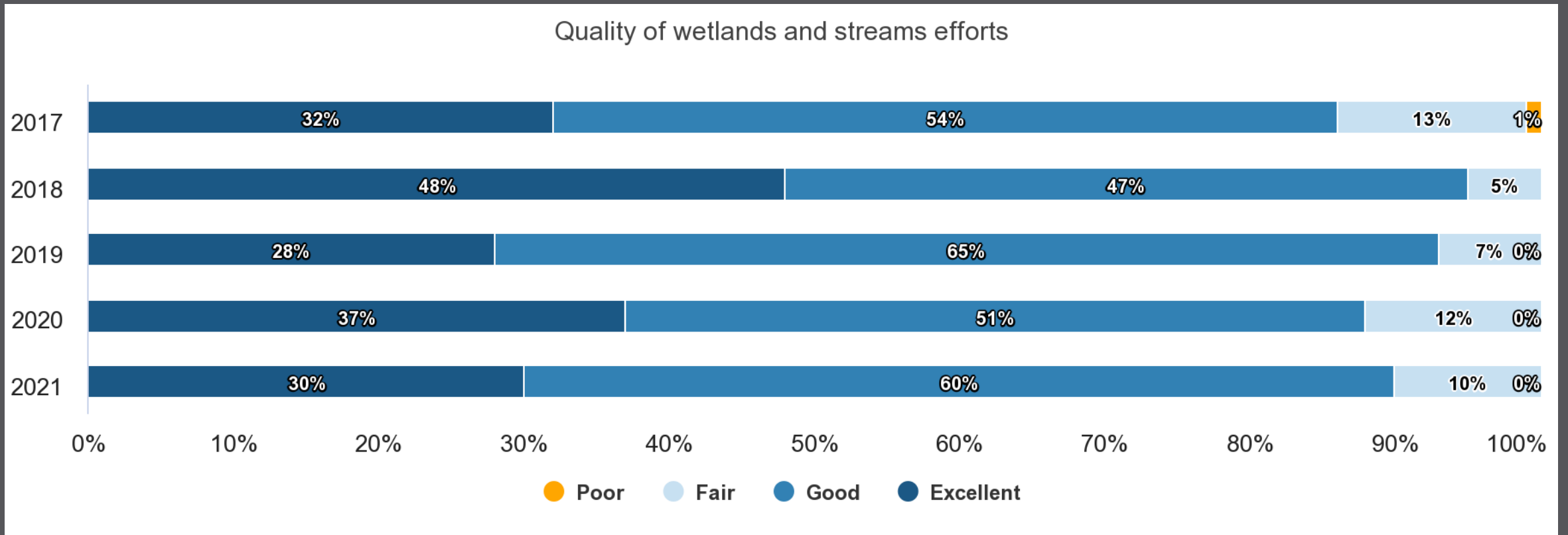


Is the city doing the right amount to protect the environment?

Right amount to protect the environment

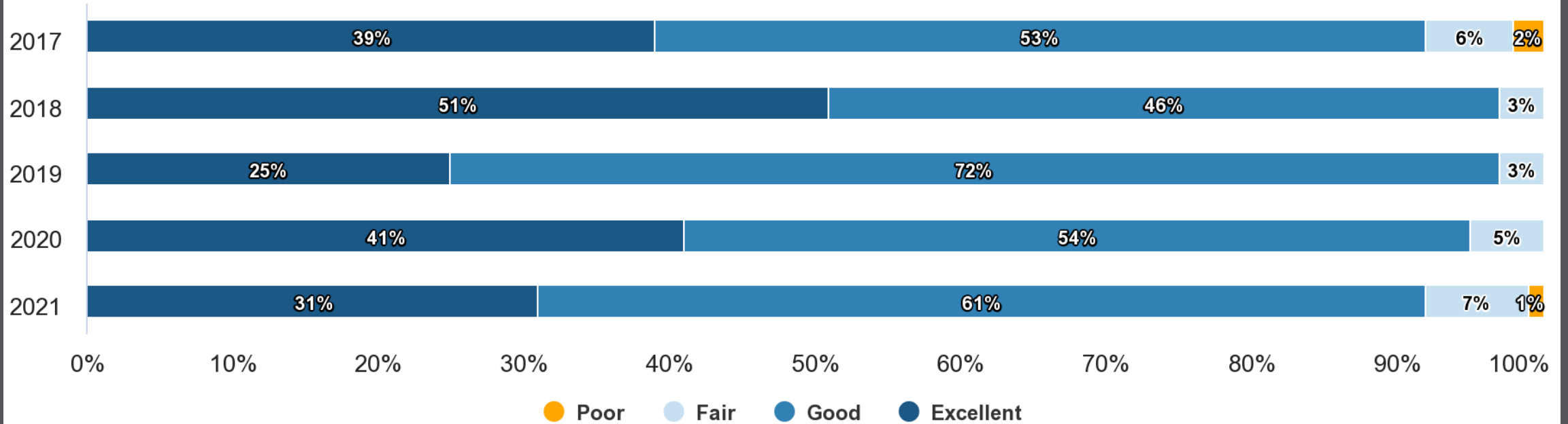


Wetlands and streams efforts

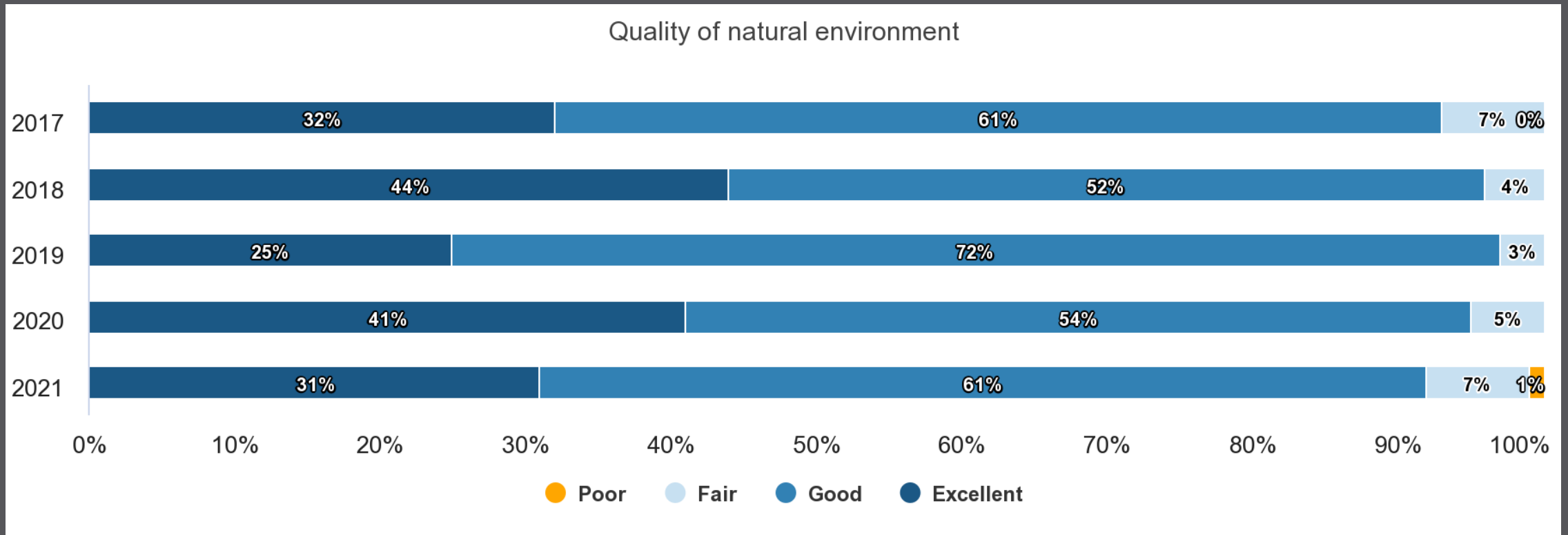


Forested area efforts

Quality of forested area efforts



Natural environment

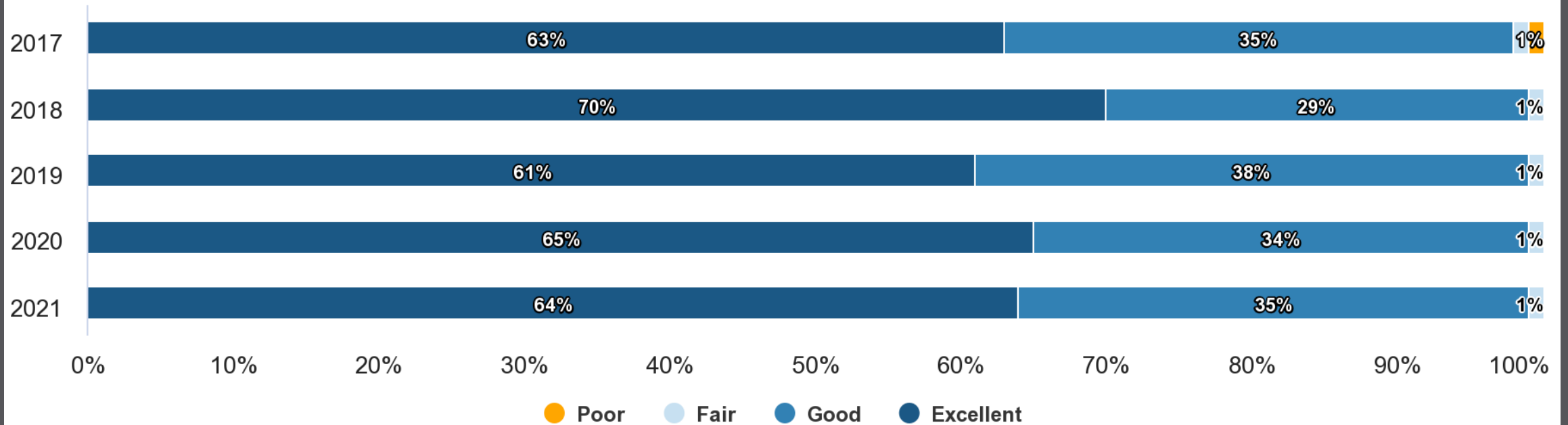


Safe and Healthy Community = A

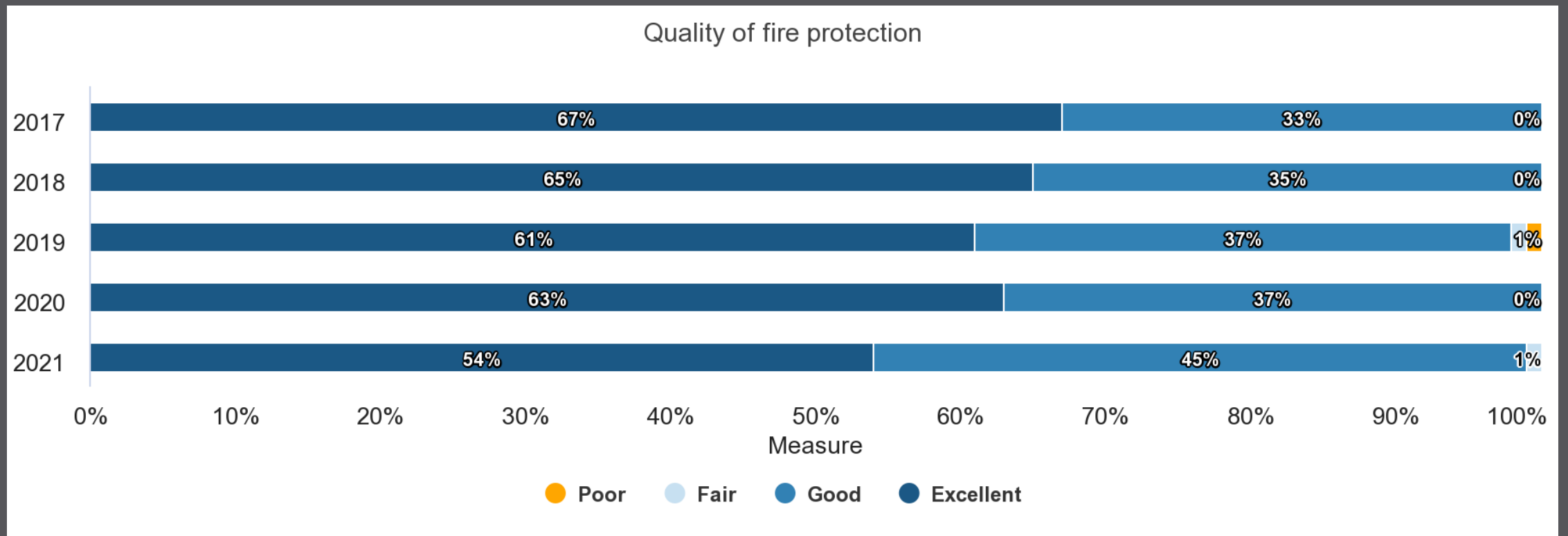


Police protection

Quality of police protection

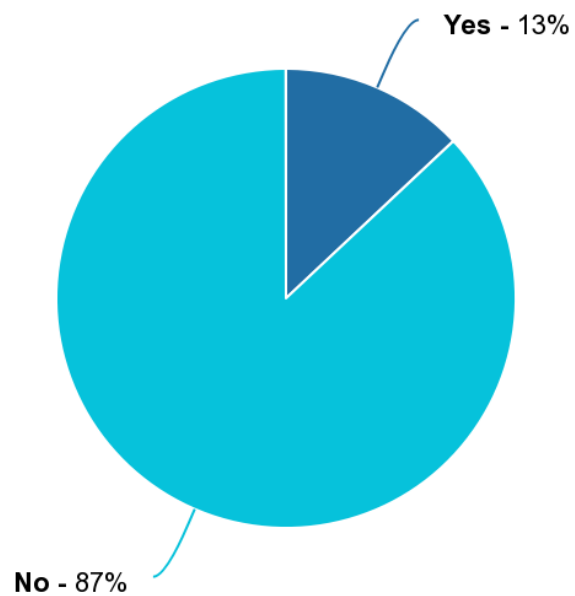


Fire protection



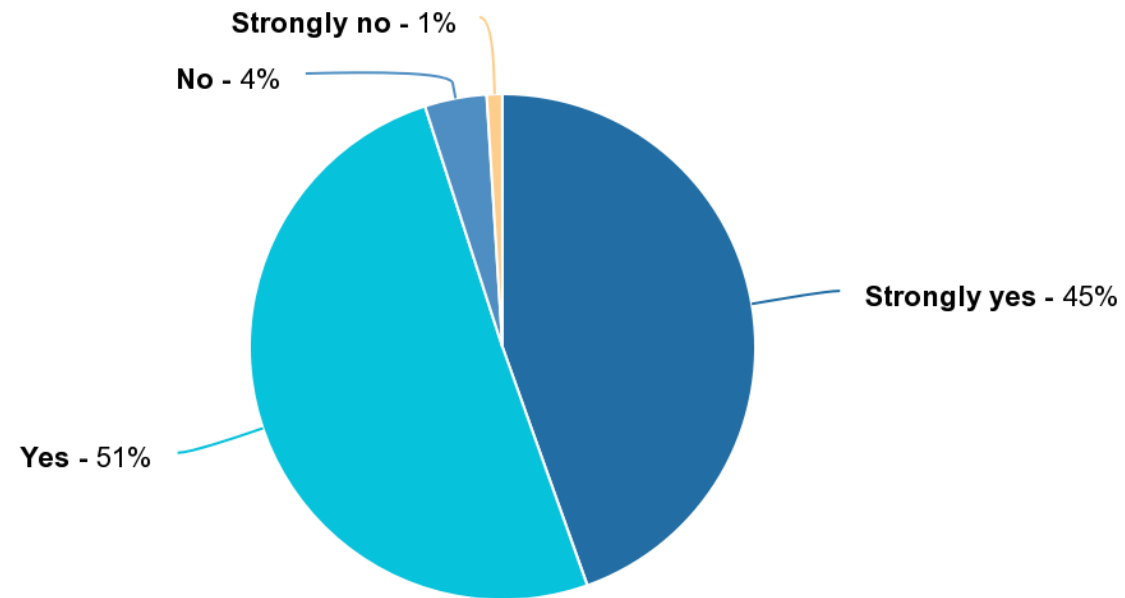
Areas that do not feel safe

Are there areas in Minnetonka you do not feel safe?



Use of body cameras

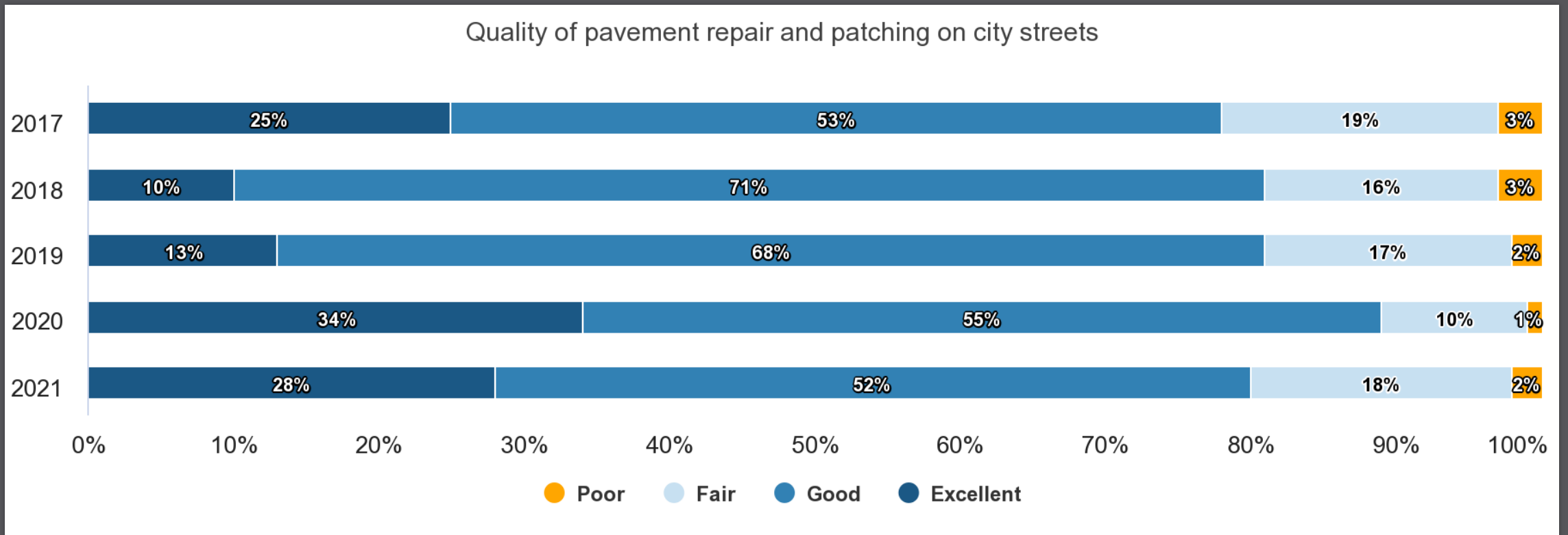
Does the use of body cameras create more trust?



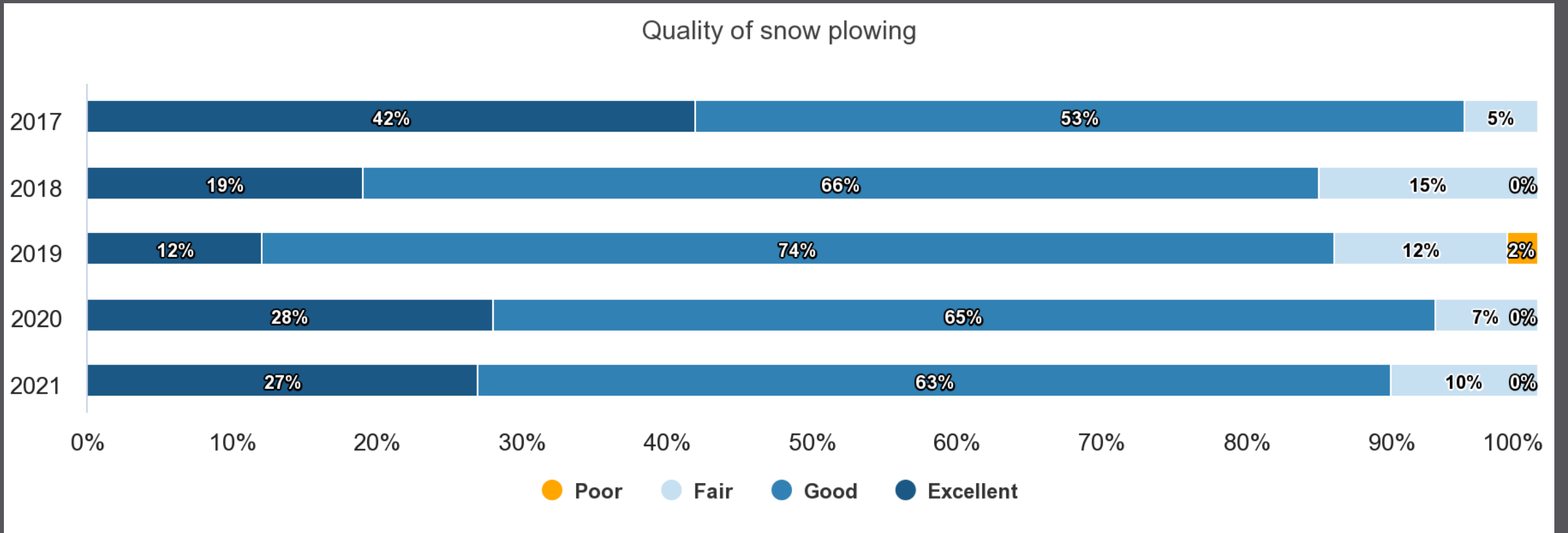
Infrastructure and Asset Management = A-



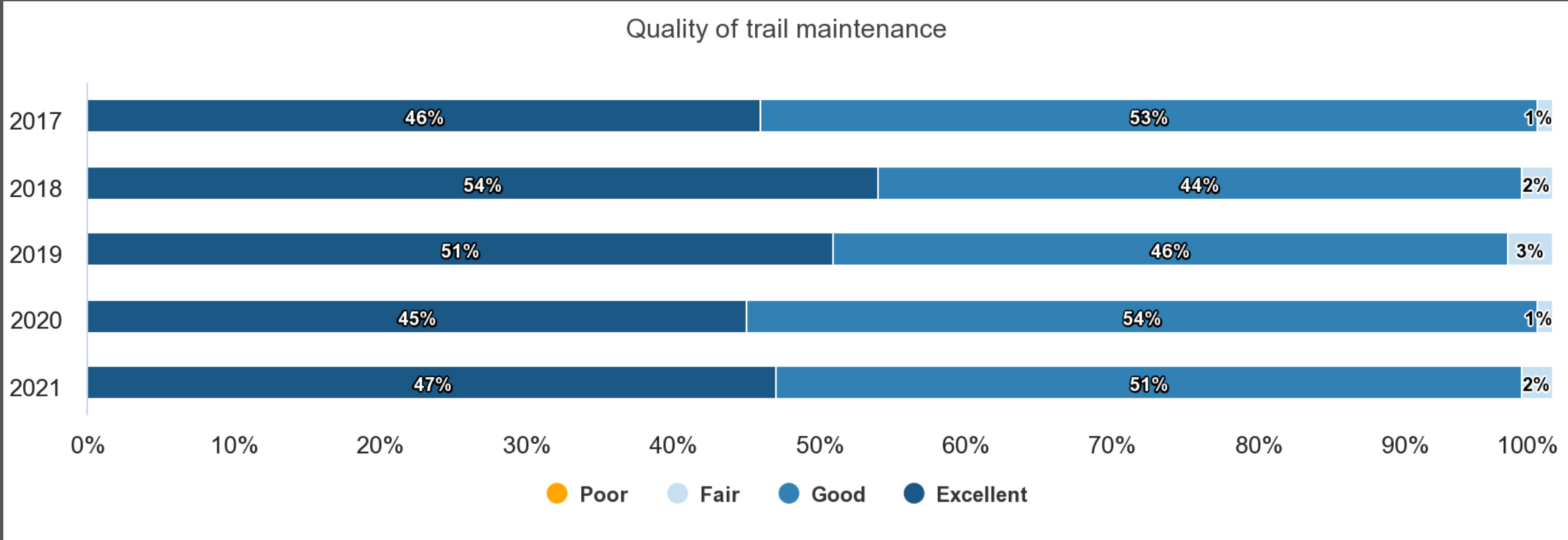
Street maintenance



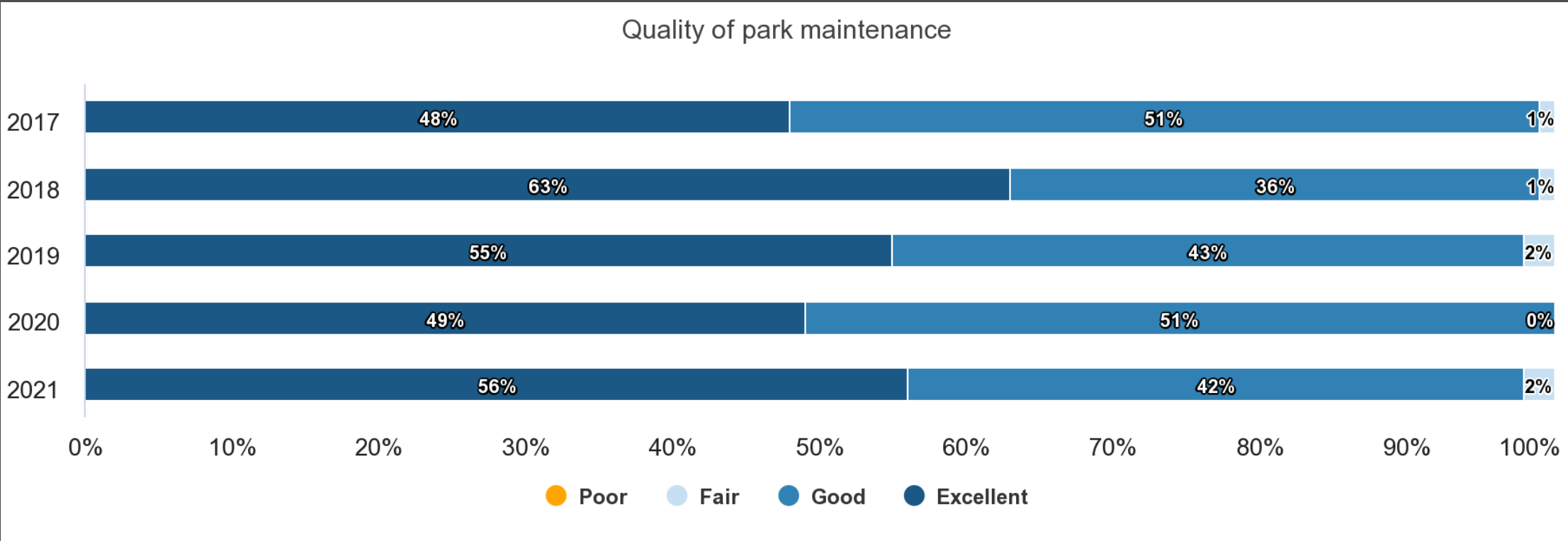
Snow plowing



Trail maintenance



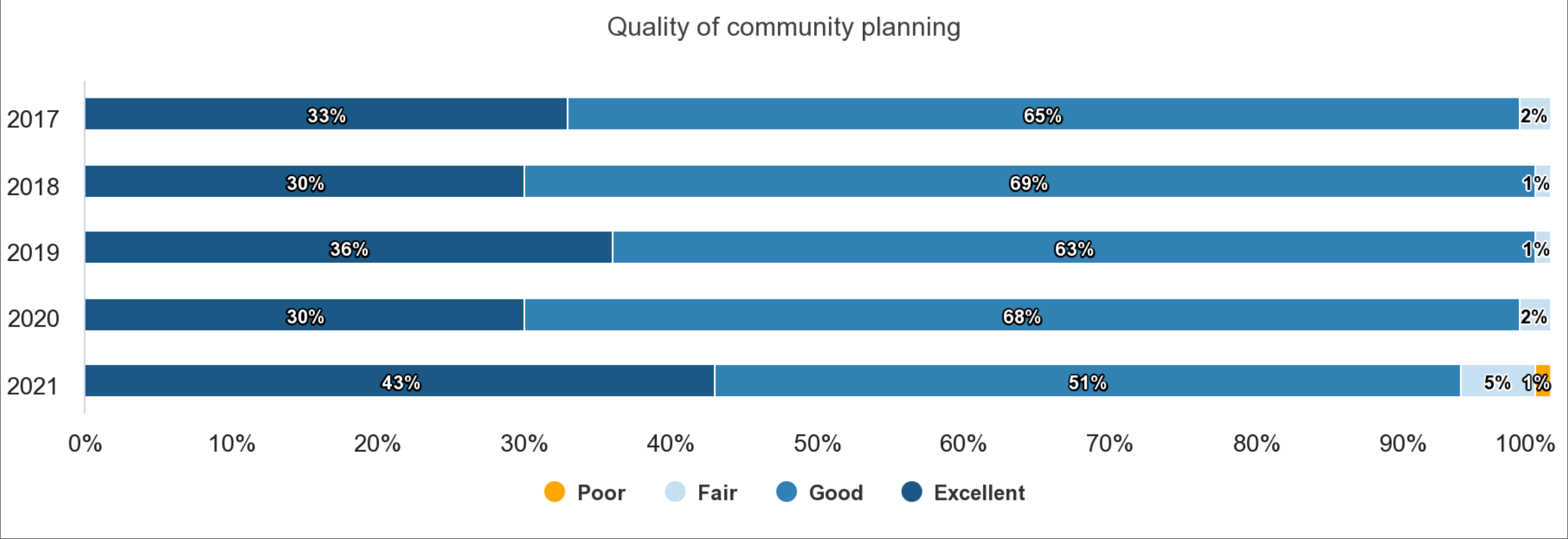
Park maintenance



Livable and Well Planned Development = A-

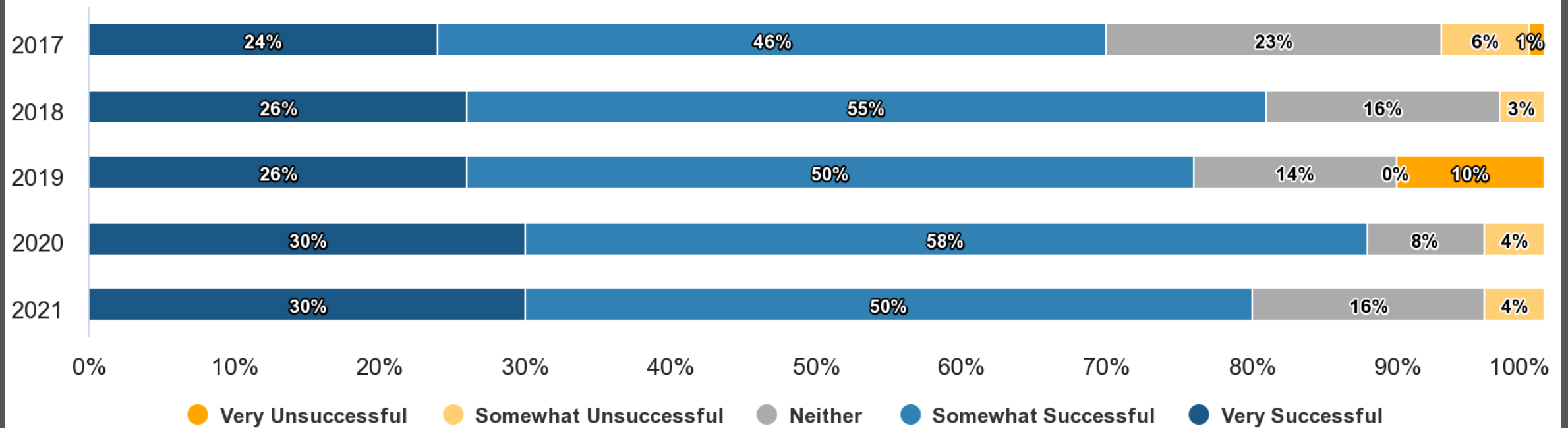


Community planning

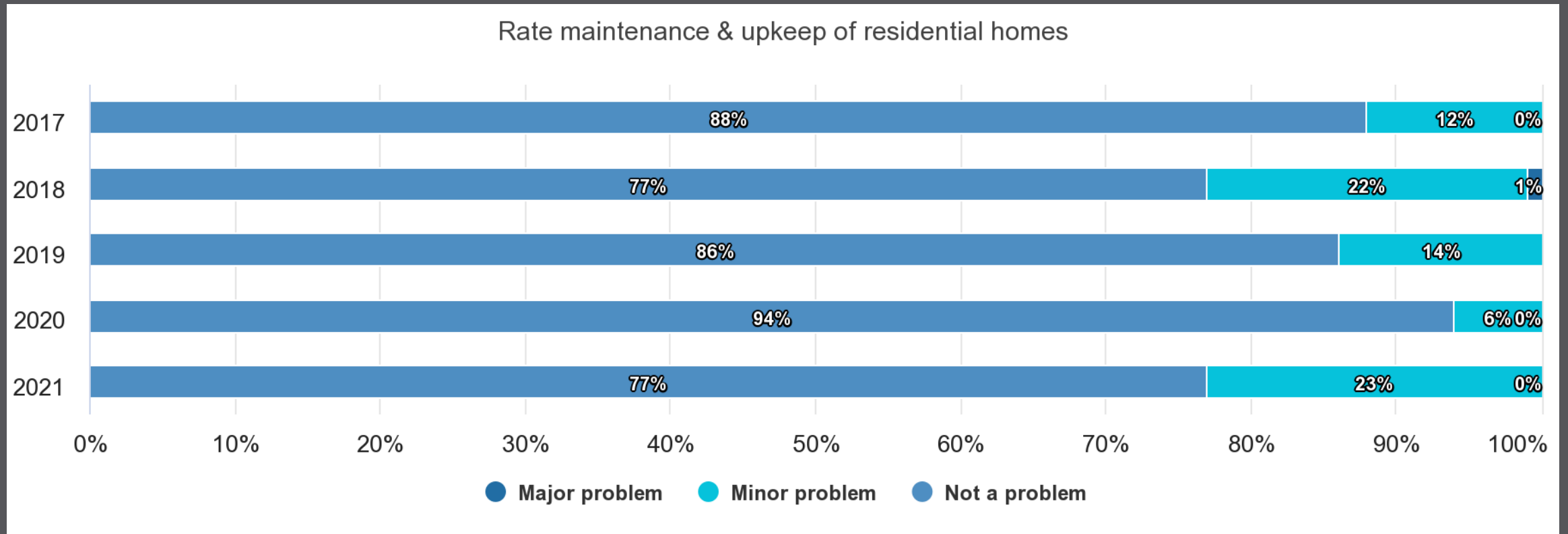


Success in balancing rights

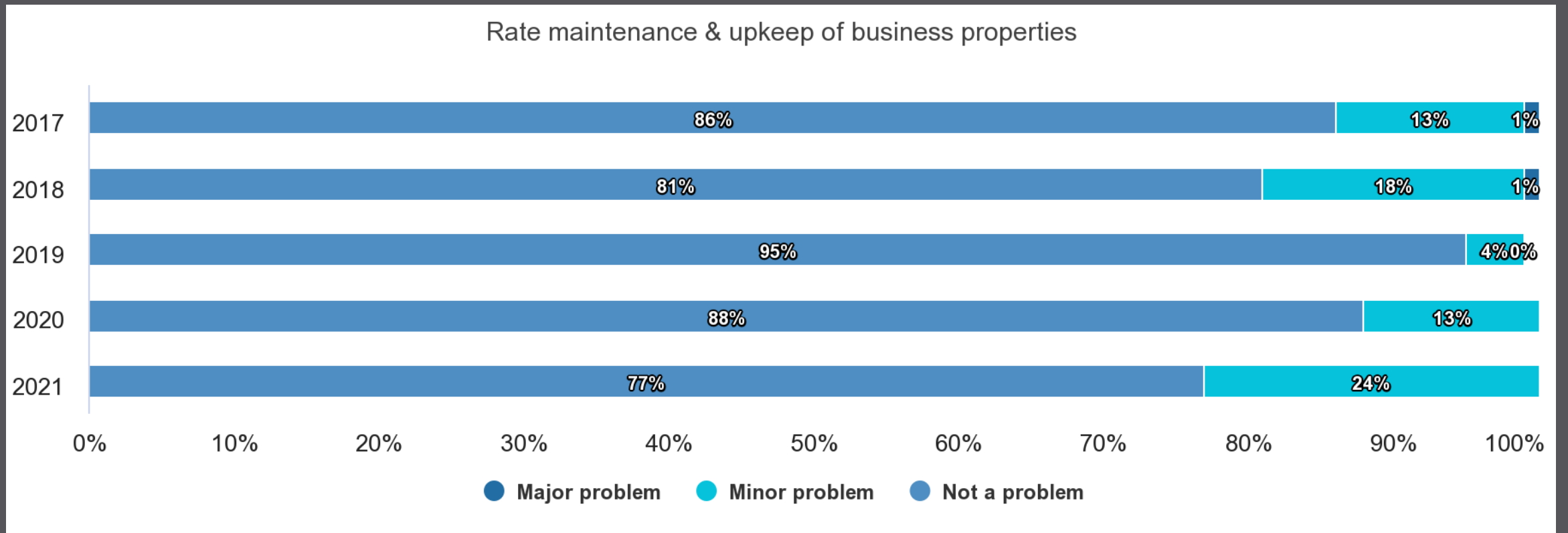
City's Success in Balancing Rights



Maintenance & upkeep of residential homes



Maintenance & upkeep of business properties

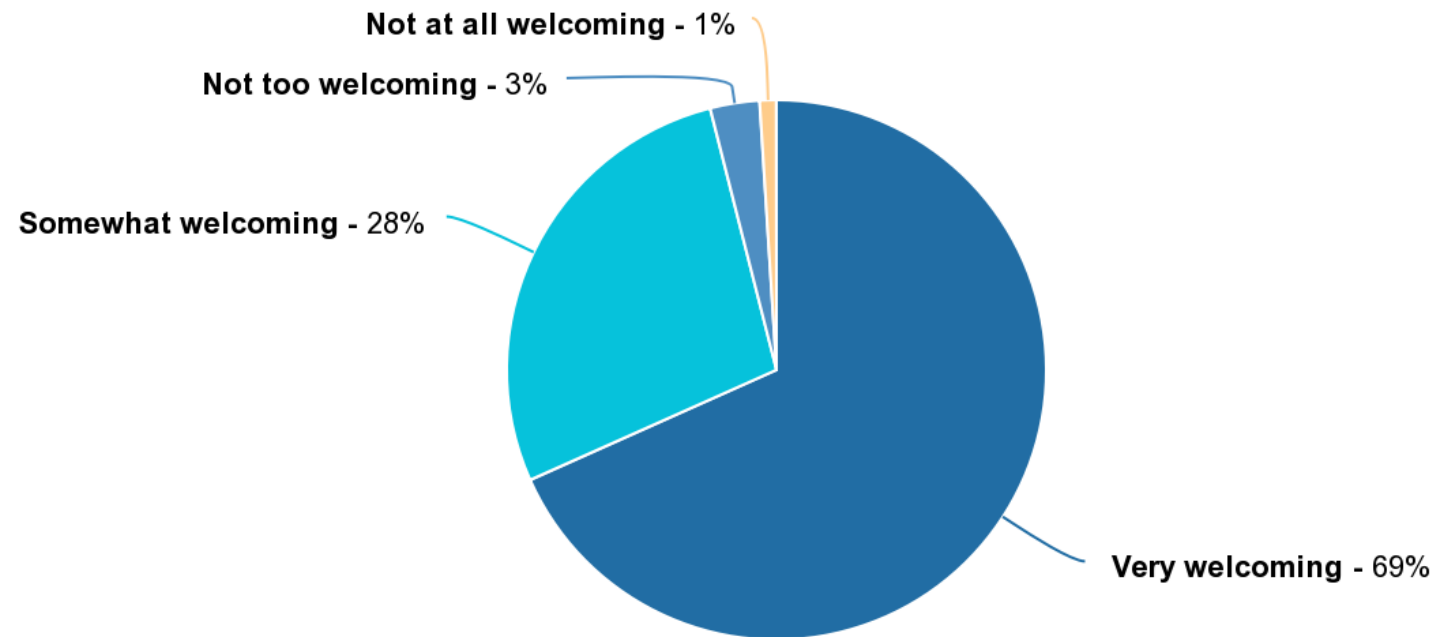


Community Inclusiveness = A-



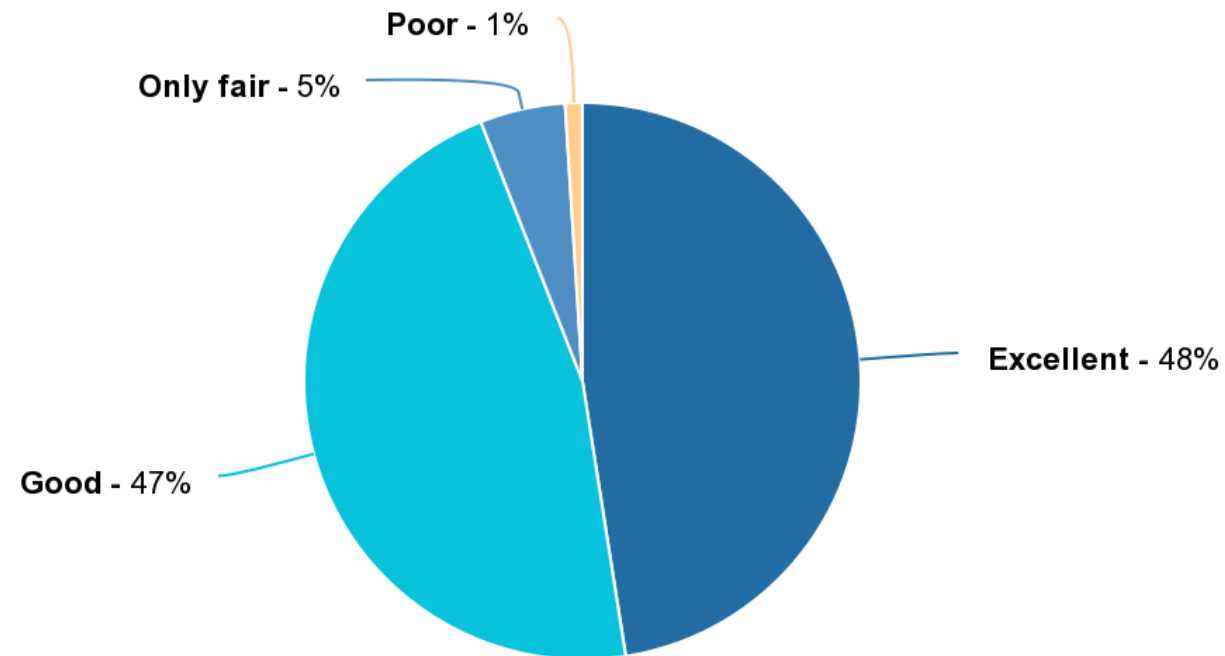
How welcoming is Minnetonka?

How welcoming is Minnetonka?

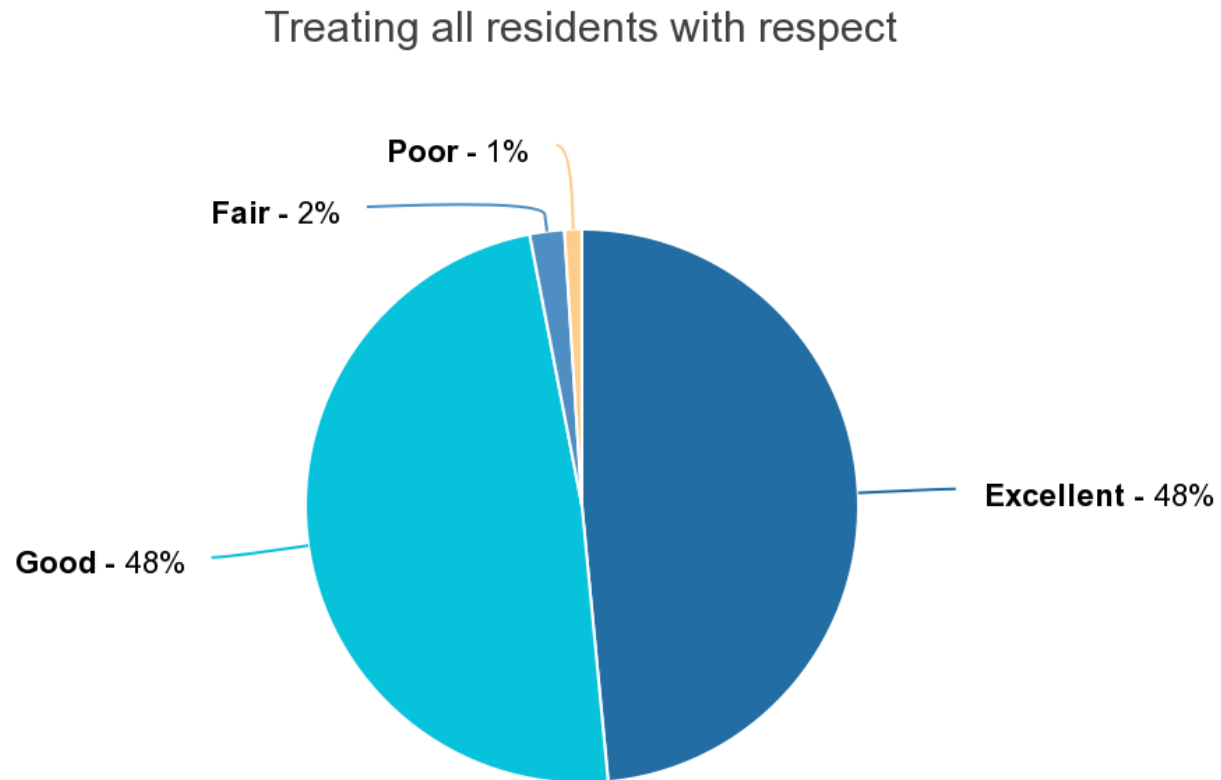


Creating a welcoming community to residents of all backgrounds

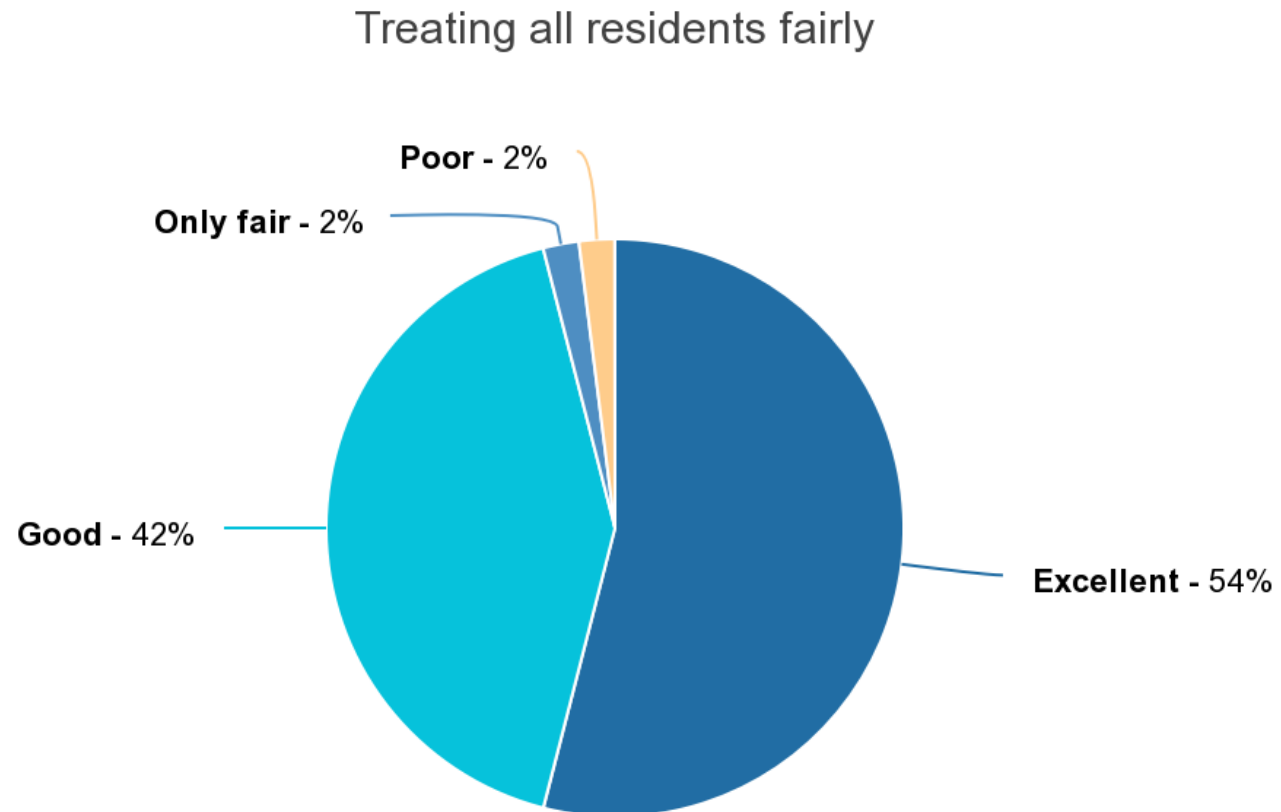
Creating a welcoming community to residents of all backgrounds



Treating all residents with respect

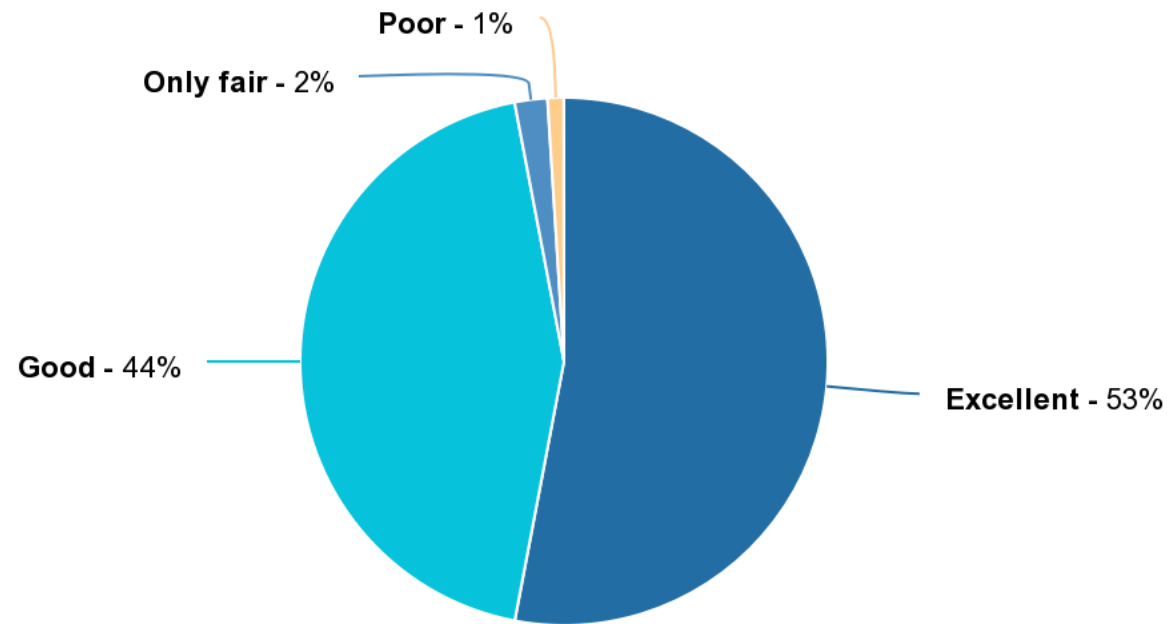


Treating all residents fairly



Providing services to residents of all backgrounds

Providing services to residents of all backgrounds



Overall 2021 Grade = A-

| Area | Grade |
|---|-------|
| Mission and Vision | A- |
| Guiding Principles | A- |
| Goals and Strategies | A- |
| Financial Strength and Operational Excellence | A |
| Sustainability and Natural Environment | A- |
| Safe and Healthy Community | A |
| Infrastructure and Asset Management | A- |
| Livable and Well Planned Development | A- |
| Community Inclusiveness | A- |
| Total | A- |

3.671 on a 4.0 scale (91.77%)

\$500 or \$100 maximum

\$458.85 or \$91.77

June 3 paychecks



CITY OF
MINNETONKA

TO: City Council

FROM: Julie Wischnack, AICP, Community Development Director

DATE: May 24, 2021

SUBJECT: Change Memo for May 24, 2021 City Council Meeting

Item 14B – 12380 Wayzata Blvd

In response to planning commission comments about façade treatment, the applicant recently submitted revised renderings. (Attached.) The revised plan suggest the primary building finish would be a light gray thin brick veneer. Aluminum storefront glass and fiber cement reveal panel siding accents (purple / dark gray) would also be used. E.I.F.S. is no longer indicated as a finish for this building.



Packet Façade Submission



Revised Façade Submission

Staff appreciates the primary use of brick veneer and reduction in E.I.F.S. in the revised rendering. However, staff also like the use of dark gray cement panel long entry feature as depicted in the renderings included in the council packet.

If the council is inclined to approve the proposal, staff would suggest the following change to condition 3(b)(1) on page 4 of the resolution:

3. Prior to issuance of the building permit:
 - a) This resolution must be recorded with Hennepin County.
 - b) Submit the following:
 - 1) Revised building renderings. Brick veneer must be extended on each façade to a height corresponding to the top of the windows/entry door. Work with city staff on final façade materials and color palate, incorporating primarily brick veneer, aluminum store front glass, and fiber cement reveal panel siding.



Perspective 1

05.20.2021



Perspective 2

05.20.2021



Perspective 3

05.20.2021



Perspective 4

05.20.2021



Perspective 5

05.20.2021



14600 Minnetonka Blvd. | Minnetonka, MN 55345 | 952-939-8200 | eminnetonka.com

TO: City Council
FROM: McKaia Ryberg, Assistant to the City Manager
DATE: May 24, 2021
SUBJECT: Change Memo for May 24, 2021

ITEM 14E - City manager's retirement and replacement

The attached emails were received after publication of the city council packet.

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: Hiring new City Manager
Date: Monday, May 24, 2021 10:54:27 AM

For addendum

Sent from my iPhone

Begin forwarded message:

From: Alice Meadow [REDACTED]
Date: May 23, 2021 at 9:18:46 PM CDT
To: Susan Carter <scarter@minnetonkamn.gov>, Deborah Calvert <dcalvert@minnetonkamn.gov>, Brian Kirk <bkirk@minnetonkamn.gov>, Rebecca Schack <rschack@minnetonkamn.gov>, Bradley Schaeppi <bschaeppi@minnetonkamn.gov>, Kissy Coakley <kcoakley@minnetonkamn.gov>
Subject: Hiring new City Manager

Council Members,

As a resident of Minnetonka and, therefore, your employer, I am strongly recommending the process of hiring the new City Manager be completely transparent and open to all. It is important in these times especially the list be inclusive of all which means people of color.

The City of Minnetonka must participate in the changes of this period in our local and national history.

Sincerely,

Alice Meadow

5627 Green Circle Drive, #112, 55343

[REDACTED]

From: [Deborah Calvert](#)
To: [McKaia Ryberg](#); [Geraldyn Barone](#)
Subject: Fwd: Open Process for City Manager Position
Date: Monday, May 24, 2021 10:42:26 AM

Sent from my iPhone

Begin forwarded message:

From: Angela Moreira [REDACTED]
Date: May 24, 2021 at 10:30:53 AM CDT
To: Brad Wiersum <bwiersum@minnetonkamn.gov>, Kissy Coakley <kcoakley@minnetonkamn.gov>, Brian Kirk <bkirk@minnetonkamn.gov>, Deborah Calvert <dcalvert@minnetonkamn.gov>, Susan Carter <scarter@minnetonkamn.gov>, Bradley Schaeppi <bschaeppi@minnetonkamn.gov>, Rebecca Schack <rschack@minnetonkamn.gov>
Subject: Open Process for City Manager Position

Dear Mayor Wiersum and City Council,

I urge you to consider conducting a thorough search process, both internally and externally, in order to find the best possible candidate for the position of City Manager. This is an important city position and should have transparency and rigorous standards.

Thank you for your time and consideration,

Angela Moreira
5554 Nantucket Pl, Minnetonka, MN 55345

From: [Geralyn Barone](#)
To: [McKaia Ryberg](#)
Subject: FW: City Manager Hire
Date: Monday, May 24, 2021 4:37:33 PM

From: Brian Kirk <bkirk@minnetonkamn.gov>
Sent: Sunday, May 23, 2021 8:29 PM
To: Geralyn Barone <gbarone@minnetonkamn.gov>
Subject: Fw: City Manager Hire

FYI

Thank you,

Brian J Kirk | Minnetonka City Council, Ward 1
City of Minnetonka | minnetonkamn.gov
Cell: 952-451-6251

From: Carol Schwarzkopf [REDACTED]
Sent: Sunday, May 23, 2021 4:12 PM
To: Bradley Schaeppi; Deborah Calvert; Brad Wiersum; Susan Carter
Cc: Brian Kirk; Rebecca Schack; Kissy Coakley
Subject: City Manager Hire

Dear Mayor and Council Representatives,

As a longtime resident of Minnetonka, I am urging you consider not only those currently working for the city but others as well in your search for a City Manager replacement. I think that it's time the city considers a more diverse candidate pool than what is currently represented on staff. I know the issues of diversity and inclusion have been given a lot of air time here in Minnetonka and this is an opportunity to demonstrate your commitment. Please open up the candidate pool. Thank you.

Respectfully,
Carol Schwarzkopf
16121 Rosemary Lane
Wayzata, MN 55391

From: [Geraldyn Barone](#)
To: [McKaia Ryberg](#)
Subject: FW: City Manager
Date: Monday, May 24, 2021 4:35:22 PM

From: Brian Kirk <bkirk@minnetonkamn.gov>
Sent: Sunday, May 23, 2021 8:38 PM
To: Geraldyn Barone <gbarone@minnetonkamn.gov>
Subject: Fw: City Manager

FYI

Thank you,

Brian J Kirk | Minnetonka City Council, Ward 1
City of Minnetonka | minnetonkamn.gov
Cell: 952-451-6251

From: Charm [REDACTED]
Sent: Sunday, May 23, 2021 7:20 PM
To: Brad Wiersum; Bradley Schaeppi
Cc: Brian Kirk; Rebecca Schack; Kissy Coakley; Deborah Calvert; Susan Carter
Subject: City Manager

Mayor and City Council Members,

I have learned that the City Manager, Geraldyn Barone, resigned. And that the current City Manager recommended that her Assistant City Manager be hired by the City Council as her successor.

It is very important to have a transparent search process which considers external as well as internal candidates. Let us please not build a swamp in our cities government. New blood equals new ideas. The city goes through a process for other hiring and volunteer board positions. Why would they not do this for the top job in the city?

I recommend using a transparent search process to fill the important position of City Manager vacancy.

Sincerely,

Charmaine Bolgrean
15700 Robinwood Dr. Mtka. 55345

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: Hiring Process for New City of Minnetonka Manager
Date: Sunday, May 23, 2021 12:26:34 PM

Sent from my iPad

Begin forwarded message:

From: Dennis Yockers [REDACTED]
Date: May 22, 2021 at 6:33:36 PM CDT
To: Brad Wiersum <bwiersum@minnetonkamn.gov>, Deborah Calvert <dcalvert@minnetonkamn.gov>, Susan Carter <scarter@minnetonkamn.gov>, Brian Kirk <bkirk@minnetonkamn.gov>, Rebecca Schack <rschack@minnetonkamn.gov>, Bradley Schaeppi <bschaeppi@minnetonkamn.gov>, Kissy Coakley <kcoakley@minnetonkamn.gov>
Subject: Hiring Process for New City of Minnetonka Manager

Mayor and Council Members:

It has come to my attention that our current city manager is resigning and that the council will be discussing the hiring process at Monday's council meeting. I hope that the council will conduct a hiring process that involves posting the position and interviewing candidates. It may also be wise to delay the process until after the November election. An interim city manager could be selected until the hiring process is completed. One of the city's operational goals is to be inclusive and diverse in all its positions whether city personnel or volunteers.

Sincerely, Dennis Yockers
3648 Hazelmooor Place, Minnetonka, MN 55345

From: [Deborah Calvert](#)
To: [McKaia Ryberg](#); [Geraldyn Barone](#)
Subject: Fwd: Selection process for City Manager
Date: Sunday, May 23, 2021 12:26:03 PM

Sent from my iPad

Begin forwarded message:

From: Diana Houston [REDACTED]
Date: May 22, 2021 at 5:16:20 PM CDT
To: Brad Wiersum <bwiersum@minnetonkamn.gov>, Kissy Coakley <kcoakley@minnetonkamn.gov>, Bradley Schaeppi <bschaeppi@minnetonkamn.gov>, Rebecca Schack <rschack@minnetonkamn.gov>, Brian Kirk <bkirk@minnetonkamn.gov>, Susan Carter <scarter@minnetonkamn.gov>, Deborah Calvert <dcalvert@minnetonkamn.gov>
Subject: Re: Selection process for City Manager

My apologies, I was editing my email and inadvertently "sent" it. Here is my message:

Greetings. I am a resident of Minnetonka (12201 Minnetonka Blvd) and wish to underscore the importance of a process that encourages external and internal candidates, is transparent, and incorporates diversity, equity and inclusion. The city goes through a process for other hiring and for volunteer board positions. Why would they not do this for the top job in the city?

As noted on your website: ". . . embed DE&I into daily practices and implement measures that eliminate barriers in order to create a more inclusive community for all. The position will collaboratively partner with both individuals and groups to advance the city's community engagement and outreach strategy." This is extremely important for the top job in the city.

Also noted on your website "An employee-led Internal Diversity Committee (IDC) leads many of the city's diversity, equity and inclusion (DEI) efforts. The committee worked throughout 2020 with the consulting firm Root'd Relations to increase intercultural competency and promote inclusivity. It was instrumental in creating a DE&I resource library and is currently dividing into subcommittees to consider broader initiatives." I would suggest engaging the IDC for the process to solicit candidates for the city's top job, develop interview questions, and partner on additional aspects of the review and selection process.

Thanks for your consideration.

Diana Houston

On Sat, May 22, 2021 at 5:09 PM Diana Houston [REDACTED] wrote:

Greetings. I am a resident of Minnetonka (12201 Minnetonka Blvd) and wish to underscore the importance of a process that encourages external and internal candidates, is transparent, and is open to hear about the importance of having a transparent search process which considers external as well as internal candidates. The city goes through a process for other hiring and for volunteer board positions. Why would they not do this for the top job in the city?

"... embed DE&I into daily practices and implement measures that eliminate barriers in order to create a more inclusive community for all. The position will collaboratively partner with both individuals and groups to advance the city's community engagement and outreach strategy.

An employee-led Internal Diversity Committee (IDC) leads many of the city's diversity, equity and inclusion (DEI) efforts. The committee worked throughout 2020 with the consulting firm Root'd Relations to increase intercultural competency and promote inclusivity. It was instrumental in creating a DE&I resource library and is currently dividing into subcommittees to consider broader initiatives.

From: [Geraldyn Barone](#)
To: [McKaia Ryberg](#)
Subject: FW: Selection of New City Manager
Date: Monday, May 24, 2021 4:28:24 PM

From: Brad Wiersum <bwiersum@minnetonkamn.gov>
Sent: Monday, May 24, 2021 2:56 PM
To: Geraldyn Barone <gbarone@minnetonkamn.gov>
Subject: FW: Selection of New City Manager

FYI

From: [REDACTED]
Sent: Monday, May 24, 2021 1:35 PM
To: Deborah Calvert <dcalvert@minnetonkamn.gov>; Brad Wiersum <bwiersum@minnetonkamn.gov>; Susan Carter <scarter@minnetonkamn.gov>; Brian Kirk <bkirk@minnetonkamn.gov>; Rebecca Schack <rschack@minnetonkamn.gov>; Bradley Schaeppi <bschaeppi@minnetonkamn.gov>; Kissy Coakley <kcoakley@minnetonkamn.gov>
Subject: Selection of New City Manager

To Mayor Wiersum and Minnetonka City Council Members:

I was shocked to learn recently that the City doesn't plan to have a full recruitment process for the selection of a new city manager. Minnetonka is a major city with many upcoming challenges including providing affordable housing, appropriately balancing development with maintaining our lovely green space, responding to climate change, and ensuring that all Minnetonka citizens have equal access to city resources. I worked in leadership positions for my 30+ year healthcare career, and never considered just picking the internal candidate for an open management position unless there was a crisis forcing me to do this (and in those cases, it was always an "interim" appointment.) I found that a process that included both internal and external candidates forced me to define the critical competencies needed for the position. Interviewing external candidates was always an excellent learning process about what other organizations were doing and where we might have opportunities to add management competency to our team. I never regretted taking the extra time to make sure we had the right candidate for the position.

I will be disappointed if the City Council decides to "take the easy way out" and pick the assistant city manager without any look at external candidates. If this individual is indeed the right candidate, then he or she will come out on top in a full recruitment process. I would like to point out that I don't know the current assistant manager, so my email is not any reflection of his or her competence.

Sincerely,
Dottie Jung

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: Item 14E City Manager Position
Date: Monday, May 24, 2021 10:47:31 AM

Sent from my iPhone

Begin forwarded message:

From: Heather Holm [REDACTED]
Date: May 23, 2021 at 8:34:14 PM CDT
To: Heather Holm [REDACTED]
Subject: Item 14E City Manager Position

Dear Members of the City Council,

I am emailing about item 14E on Monday's agenda. I urge you to consider a full search of both internal and external candidates to fill the City Manager position when it becomes vacant this autumn. Our City is rapidly changing. Given the number of new citizenry groups forming around key issues such as racial and social justice, affordable housing, and climate and environmental adaptation, we need to hire a person that has the skills and foresight to lead our city and its residents into the future—a future that includes a thriving and inclusive community.

Thank you for considering my request,
Heather Holm

Lake Shore Ave, Minnetonka, 55345

From: [Geraldyn Barone](#)
To: [McKaia Ryberg](#)
Subject: FW: City Manager Hire
Date: Monday, May 24, 2021 4:37:57 PM

From: Brian Kirk <bkirk@minnetonkamn.gov>
Sent: Sunday, May 23, 2021 8:20 PM
To: Geraldyn Barone <gbarone@minnetonkamn.gov>
Subject: Fw: City Manager Hire

FYI

Thank you,

Brian J Kirk | Minnetonka City Council, Ward 1
City of Minnetonka | minnetonkamn.gov
Cell: 952-451-6251

From: Ingrid Berkholtz [REDACTED]
Sent: Sunday, May 23, 2021 1:18 PM
To: Brad Wiersum; Bradley Schaeppi
Cc: Brian Kirk; Rebecca Schack; Kissy Coakley; Susan Carter; Deborah Calvert
Subject: City Manager Hire

Dear Mayor and City Council Members,

I recently learned that the City Manager, Geraldyn Barone, resigned. I also learned that the current City Manager recommended that her Assistant City Manager be hired by the City Council as her successor.

I think it is very important to have a transparent search process which considers external as well as internal candidates. The city goes through a process for other hiring and volunteer board positions. Why would they not do this for the top job in the city?

Please recommend using a transparent search process to fill the City Manager vacancy.

Sincerely,

Ingrid Berkholtz
15403 Robinwood Drive
Minnetonka, MN

From: [Geraldyn Barone](#)
To: [McKaia Ryberg](#)
Subject: FW: City Manager Hire
Date: Monday, May 24, 2021 4:37:47 PM

From: Brian Kirk <bkirk@minnetonkamn.gov>
Sent: Sunday, May 23, 2021 8:21 PM
To: Geraldyn Barone <gbarone@minnetonkamn.gov>
Subject: Fw: City Manager Hire

FYI

Thank you,

Brian J Kirk | Minnetonka City Council, Ward 1
City of Minnetonka | minnetonkamn.gov
Cell: 952-451-6251

From: Jerrold Gershone [REDACTED]
Sent: Sunday, May 23, 2021 2:35 PM
To: Bradley Schaeppi; Brad Wiersum; Susan Carter; Brian Kirk; Kissy Coakley; Rebecca Schack; Deborah Calvert
Subject: City Manager Hire

Hello Mayor and City Council,

I hope all is well.

I understand that the city will be hiring a new City Manager. I think it's important that a transparent process takes place that considers external in addition to internal candidates. As a city we take great care when selecting volunteer commission positions and I would expect we'd also have a process for such an important position as the City Manager.

Thank you.

Best regards,

Jerrold Gershone
13111 April Lane

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: City Manager Search Process
Date: Sunday, May 23, 2021 12:36:27 PM

Sent from my iPad

Begin forwarded message:

From: John Mirocha [REDACTED]
Date: May 22, 2021 at 2:41:50 PM CDT
To: Brian Kirk <bkirk@minnetonkamn.gov>, Bradley Schaeppi <bschaeppi@minnetonkamn.gov>, Brad Wiersum <bwiersum@minnetonkamn.gov>, Kissy Coakley <kcoakley@minnetonkamn.gov>, Susan Carter <scarter@minnetonkamn.gov>, Rebecca Schack <rschack@minnetonkamn.gov>, Deborah Calvert <dcalvert@minnetonkamn.gov>
Subject: City Manager Search Process

All, The city manager position is vital to our city government's effectiveness. It is especially important now as we face a future full of policy and budgeting decisions that will shape our community for the next decade. In filling the position, I encourage you to:

- Conduct an external search looking for candidates that meet your diversity and equity goals.
- Identify candidates with bigger city experience who have dealt with the significant issues we face such as racial equity, changing demographics, housing and environmental issues. We aren't a small town anymore.
- Invite the community into the process allowing for resident input on the candidates (public Q & A sessions for the final candidates?)
- Consider appointing an interim city manager as we are in a mayoral election year and the elected mayor should have a say in the final hiring process.

Taking the path of least resistance and hiring from within without a comprehensive search process that identifies candidates that meet the criteria I outline above will be seen as a decision making process that does not parallel what you are currently asking of candidates for boards and commissions, address the needs of our city for critical issue leadership and lacks transparency.

John Mirocha

Ward I, Maple Ridge CT

[REDACTED]

[REDACTED]

[REDACTED]

From: [Deborah Calvert](#)
To: [McKaia Ryberg](#); [Geraldyn Barone](#)
Subject: Fwd: Geraldyn Barone
Date: Sunday, May 23, 2021 12:26:19 PM

Sent from my iPad

Begin forwarded message:

From: Larry Wade [REDACTED]
Date: May 22, 2021 at 6:11:19 PM CDT
To: Deborah Calvert <dcalvert@minnetonkamn.gov>
Subject: Geraldyn Barone

Hi Deb: Hope all is well in your family.

It recently came to my attention that Geraldyn Barone has retired as City Manager. Geraldyn supported the establishment of the Friends of the Trail Prairie along Minnetonka Blvd and the LRT Regional Trail. The city paid for prescribed burns and provided water during drought seasons. Many thanks to Geraldyn for her support of our restoration project that has continued for almost 25 years.

It is my understanding that her successor will be chosen by the City Council. I hope the Council recognizes the importance of having a transparent search process that considers both internal and external candidates.

Sincerely,

Larry Wade

15524 Day Place
Minnetonka, 55345
[REDACTED]

From: [Geralyn Barone](#)
To: [McKaia Ryberg](#)
Subject: FW: city manager
Date: Monday, May 24, 2021 4:38:12 PM

From: Brian Kirk <bkirk@minnetonkamn.gov>
Sent: Sunday, May 23, 2021 8:17 PM
To: Geralyn Barone <gbarone@minnetonkamn.gov>
Subject: Fw: city manager

FYI

Thank you,

Brian J Kirk | Minnetonka City Council, Ward 1
City of Minnetonka | minnetonkamn.gov
Cell: 952-451-6251

From: linda goecke [REDACTED]
Sent: Sunday, May 23, 2021 9:40 AM
To: Brian Kirk
Subject: city manager

Dear Councilman Kirk,
I am writing as a constituent of your ward.
I recently learned that Geralyn Barone is retiring as city manager.
I understand that the council can decide to move the assistant city manager up to the manager position. However, another option is to form or hire a search committee or firm to cast a wider net for applicants. I believe that a transparent process to search for and hire the best possible person for this position would be the way to proceed. I'm all for being cautious on how money is spent -- but for this important position, I believe it's best to do a complete search.
Thank you,
Mrs. Linda Goecke
6085 Rowland Road #111
Minnetonka, MN 55343

From: [Deborah Calvert](#)
To: [McKaia Ryberg](#); [Geralyn Barone](#)
Subject: Fwd: City Manager Search
Date: Sunday, May 23, 2021 12:26:48 PM

Sent from my iPad

Begin forwarded message:

From: Linda Russell [REDACTED]
Date: May 22, 2021 at 8:03:53 PM CDT
To: Kissy Coakley <kcoakley@minnetonkamn.gov>, Brad Wiersum <bwersum@minnetonkamn.gov>, Brian Kirk <bkirk@minnetonkamn.gov>, Deborah Calvert <dcalvert@minnetonkamn.gov>, Susan Carter <scarter@minnetonkamn.gov>, Bradley Schaeppi <bschaeppi@minnetonkamn.gov>, Rebecca Schack <rschack@minnetonkamn.gov>
Subject: City Manager Search

Hello City Council,

I am writing to urge you to choose an open, full and transparent process to search for Geralyn Barone's position as she retires.

Minnetonka has changed. Not only is there huge environmental/climate change concern, there is also a very large equity/racial justice and affordable housing movement. The demographics of the city are changing. We need a city manager who has experience with a complex and active citizenry, who can lead our city government through changes in expectations as well as climate change and environmental priorities, among other things. Your search should include candidates with such experience.

Please conduct a full search of both internal and external candidates. This position is important and potentially long lasting. Be as thorough as possible and consider our changing needs as a city as you move through the process.

Thank you,
Linda Russell

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: New City Manager Position
Date: Sunday, May 23, 2021 12:40:06 PM

Sent from my iPad

Begin forwarded message:

From: Peter Hitch [REDACTED]
Date: May 22, 2021 at 12:28:09 PM CDT
To: Rebecca Schack <rschack@minnetonkamn.gov>
Cc: Brad Wiersum <bwiersum@minnetonkamn.gov>, Deborah Calvert <dcalvert@minnetonkamn.gov>, Susan Carter <scarter@minnetonkamn.gov>, Brian Kirk <bkirk@minnetonkamn.gov>, Bradley Schaeppi <bschaeppi@minnetonkamn.gov>, Kissy Coakley <kcoakley@minnetonkamn.gov>
Subject: New City Manager Position

Hi Council Member Schack,

My name is Peter Hitch. My wife Wendy and I have lived in Minnetonka for over 60 years. We purchased our current home in 1975 at 13521 McGinty Road East. It has been a wonderful city in which to reside!

It has come to our attention that our current City Manager of Minnetonka will be leaving. We are also advised that she has recommended her assistant to succeed her. If you are so inclined, we believe it would be appropriate for the city council to recognize the importance of having a transparent search process for such an important position which considers external as well as internal candidates. The city goes through such a process for other hiring and for volunteer board positions. Why would it not do this for the top staff position in the city?

Thanks for this consideration,

Peter Hitch
[REDACTED]

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: City Manager replacement
Date: Sunday, May 23, 2021 12:36:02 PM

Sent from my iPad

Begin forwarded message:

From: sabrina Harvey [REDACTED]
Date: May 23, 2021 at 10:24:37 AM CDT
To: Deborah Calvert <dcalvert@minnetonkamn.gov>
Subject: City Manager replacement

Dear Ms. Calvert,

I understand that the city manager Geraldyn Barone has resigned and has recommended that Minnetonka hire her assistant as her replacement. I am writing this email because city manager is a very important position, and I encourage city administration to hold a thorough and transparent hiring process that includes internal and external candidates. Thank you.

Sabrina Harvey
11934 Hilloway Road West
Minnetonka, MN 55305

From: [Geraldyn Barone](#)
To: [McKaia Ryberg](#)
Subject: FW: City Manager
Date: Monday, May 24, 2021 4:37:16 PM

From: Brian Kirk <bkirk@minnetonkamn.gov>
Sent: Sunday, May 23, 2021 8:33 PM
To: Geraldyn Barone <gbarone@minnetonkamn.gov>
Subject: Fw: City Manager

FYI

Thank you,

Brian J Kirk | Minnetonka City Council, Ward 1
City of Minnetonka | minnetonkamn.gov
Cell: 952-451-6251

From: TOM DITOSTO [REDACTED]
Sent: Sunday, May 23, 2021 4:32 PM
To: Brad Wiersum
Cc: Deborah Calvert; Susan Carter; Kissy Coakley; Bradley Schaeppi; Rebecca Schack; Brian Kirk
Subject: City Manager

Dear Mr. Mayor and Minnetonka City Council Members

I have been living in Minnetonka since 1969 and am very proud of my city due in no small part to the people who serve on the city council. I am grateful for the hard and thankless work they are willing to take on to run my city's business. Another very important part of that business is the hiring of a city manager and I hope that the city council will take every last measure to facilitate a transparent process that considers a multiplicity of candidates.

Thank-you again Tom Ditosto- 4017 Tonkawood Rd.

From: [Deborah Calvert](#)
To: [Geraldyn Barone](#); [McKaia Ryberg](#)
Subject: Fwd: May 21 Council Agenda Item 14E
Date: Sunday, May 23, 2021 12:54:04 PM

Sent from my iPad

Begin forwarded message:

From: Thomas Stockert [REDACTED]
Date: May 21, 2021 at 9:06:33 AM CDT
To: Deborah Calvert <dcalvert@minnetonkamn.gov>
Subject: **May 21 Council Agenda Item 14E**

Good morning Council Member Calvert,

Just a quick email regarding Item 14.E. on the upcoming City Council Agenda.

Our City Manager, Geraldyn Barone, has done an excellent job in roles with Minnetonka and will be greatly missed.

Four months is a tight timeline for transitioning such an important role. It is my hope that such a tight timeline does not interfere with the City of Minnetonka's commitment to diversity, equity and inclusion. I encourage the City to perform a robust outreach with a long-term vision in filling this important role.

Sincerely,

Tom Stockert
5524 Dominick Drive