

Alekka Fullerton

From: Julie Cozzi
Sent: Tuesday, January 03, 2017 12:15 PM
To: Alekka Fullerton
Subject: FW: Borough Manager

From: Brad Ryan
Sent: Thursday, December 29, 2016 2:42 PM
To: DG_AssemblyMayor <DG_AssemblyMayor@haines.ak.us>
Cc: Krista Kielsmeier <kkielsmeier@haines.ak.us>; Julie Cozzi <jcozzi@haines.ak.us>; Jila Stuart <jstuart@haines.ak.us>
Subject: Borough Manager

Madam Mayor and Assembly:

Having lived in Haines and worked for the Haines Borough for over a year, it seems the core of the borough's problem is maintaining consistent leadership. The borough has tried multiple managers over the past several years. Regardless of their background, there is eventually a breakdown between the assembly and the manager and the manager leaves, either voluntarily or against their will. Having witnessed a few of these incidents and serving as interim borough manager myself, I feel there is one key ingredient for a successful borough manager in Haines and that is trust. A manager can have a master's degree in public administration and 20 years of municipal experience, but if the manager cannot gain the trust of the assembly and staff they will fail.

At the completion of my six-month-stint as the interim manager, I felt I had started to gain the trust of the staff and assembly. This was reflected in the ease with which staff and assembly interactions were completed. Trust was established by listening to the issues, carefully considering the options, and making the decision in as open and honest a manner as possible. This is not to say that the decisions were always popular, easy or correct. Two of the biggest issues I had to address as interim manager were negotiating a cooperative agreement with the union and the FY17 budget. These issues directly impact the lives of staff and community members and there is always some unhappiness with results of these processes. However, I feel that the people involved with this process will say that they were dealt with in a fair and professional manner. I would encourage assembly members to ask people about their interactions with me throughout these or any other interactions at the borough.

Finally, I am writing to say that I am willing to serve as the full-time Haines Borough manager if the assembly is interested in my services. I am sending out this correspondence now because the topic continues to come up and I want everyone to be aware of my decision. Previously, I had declined to pursue the position of manager because of the impacts to my family life. However, it seems that the transition in leadership has a similar impact to my family life and I believe my previous experience will help bring stability to the borough.

Sincerely,

Brad A. Ryan

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Director of Public Facilities