

## Alekka Fullerton

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**From:** Dave Palmer  
**Sent:** Wednesday, December 28, 2016 7:02 PM  
**To:** Alekka Fullerton; Julie Cozzi; Jila Stuart  
**Subject:** follow up

Alekka, Julie, Jila,

Thank you for calling and the informative discussion.

I am available to the Assembly for a telephone conference most any time. I'll be traveling starting next Tuesday, and possibly I'll be on the road January 10th, but I will be in cell phone range so if the Assembly wants to talk on January 10th, we can make that happen without a problem. My cell phone number is 775 848 3974.

To summarize what I heard from our discussion, there seemed to be support for the concept of me working as a mentor/advisor to Brad Ryan and the Assembly, if he is selected as interim Borough Manager (and if he's amenable). I'm comfortable with whatever role the Assembly feels appropriate. I am also willing, of course to serve as interim Borough Manager and still assist any Borough staff work through the interim period. No interim manager can be up to speed on specific issues as quickly as someone who has already served as interim manager and who is already working for the Borough. On the other hand, coming in from outside with experience in SE municipal government, I think I can be a value to the Assembly and the staff in several areas, specifically by identifying areas of concern, lines of authority and communication, communication skills and techniques, and tools to reach consensus. In Juneau I put a lot of effort into developing a sense of community and teamwork within our staff (of 650 employees), by conducting training sessions that eventually involved every City and Borough of Juneau employee. It may be a bit of that can be applied to benefit both the Assembly and staff.

The other area I think I can be of assistance to the Assembly is in recruitment and selection for the next Borough Manager. I would be happy to assist in targeting recruitment efforts toward candidates who meet the Assembly's profile, and I have had good success in background investigations and developing viable candidates when I was searching for department heads for the municipalities where I worked.

We discussed the time frame for this work and I said I was thinking of 2-3 months. Julie said she expected a six month time frame was more likely. I can commit to Haines from mid January to mid May. I could be available later in July if needed as well.

There are several details to sort out but I am looking forward to working with you and the Assembly to narrow the desired issues to be addressed.

If the Assembly wants to pursue this further, once we establish what role I can serve, we can sort out compensation details.

My preference is to be on the payroll as an employee as I'm not set up to operate as an independent contractor. I do not require either retirement benefits or medical insurance.

If there are specific questions or issues any Assembly member has, please collect them and send them along. Otherwise, I'll wait to hear from you.

I know this is a trying time for everyone and if I can help get things on track, I am pleased to do so.

Dave Palmer