



Council Communication

Office of the City Manager

Date	March 9, 2009
Agenda Item No.	Extra Item 1
Roll Call No.	<u>09-</u>
Communication No.	<u>09-161</u>
Submitted by: Richard A. Clark, City Manager	

AGENDA HEADING:

Recommendation to appoint John F. TeKippe as Fire Chief for the City of Des Moines effective April 6, 2009.

SYNOPSIS:

Recommend approval of the City Manager’s recommendation to appoint John F. TeKippe as the City’s Fire Chief effective April 6, 2009 at a beginning salary of \$120,000.

FISCAL IMPACT: NONE

Amount: N/A

Funding Source: The salary and benefits for the fire chief position are in the approved FY09 and FY10 budgets.

ADDITIONAL INFORMATION:

On October 6, Fire Chief Vorlander indicated his intent to retire from the City of Des Moines. Chief Vorlander agreed to extend his original retirement date of January 2, 2009 to permit a possible overlap of a new chief following a nationwide search. Staff solicited proposals from professional search firms to aid in the process. The Mercer Group (James L. Mercer, CEO, Santa Fe, New Mexico) was selected at a cost of \$15,000 for professional fees and expenses not to exceed \$8,000. The position was announced on October 28, 2009 and applications were accepted through December 15, 2009. On December 22, The Mercer Group met with the City Manager to review applications. More than 40 applications were received. The Mercer Group recommended a group of 14 candidates for further consideration and another list of several internal candidates. After extensive discussion and review of the applicants’ qualifications, 11 candidates were selected to be interviewed by the Civil Service Commission as required in this Civil Service selection process. These candidates were:

- | | |
|-----------------|----------------------|
| Gregory Chia | City of Des Moines |
| Todd Francisco | City of Des Moines |
| Brian Giachino | City of Cedar Rapids |
| Anthony Lang | City of Omaha |
| James Mason | City of Des Moines |
| Rick Moody | City of Des Moines |
| Keith Neal | City of Des Moines |
| Ivan Sederstrom | City of Moline |
| Patrick Sleik | City of Naperville |

John TeKippe City of Des Moines
Terry Welker Maricopa and Pinal Counties, Arizona

These candidates were certified by the Civil Service Commission and the City Council received and filed this list at its meeting of February 23, 2009. The City Manager selected 9 of the 11 candidates to invite to participate in an interview process. These candidates were:

Gregory Chia City of Des Moines
Todd Francisco City of Des Moines
Brian Giachino City of Cedar Rapids
Anthony Lang City of Omaha
James Mason City of Des Moines
Rick Moody City of Des Moines
Keith Neal City of Des Moines
John TeKippe City of Des Moines
Terry Welker Maricopa and Pinal Counties, Arizona

Prior to the date of the March 4, 2009 interviews, two candidates, Anthony Lang and Rick Moody withdrew from the process. The process included interviews by three panels comprised of department directors, employee representatives and members of the City Manager's Office. Following these interviews, the panels met with the City Manager to provide input on which candidates should be ultimately considered for hire. From this input, five candidates were selected:

Gregory Chia City of Des Moines
Brian Giachino City of Cedar Rapids
James Mason City of Des Moines
John TeKippe City of Des Moines
Terry Welker Maricopa and Pinal Counties, Arizona

All the candidates were impressive in regard to their qualifications, preparation and leadership skills. After completing the interviews with these five candidates, the leadership and abilities of John TeKippe rose to the forefront. Mr. TeKippe was offered the appointment on Friday March 6, subject to the approval of the City Council. He has accepted the appointment. The initial salary will be \$120,000 with an increase to \$125,000 in six months assuming his performance is satisfactory. Mr. TeKippe will be afforded the normal Supervisory, Professional and Management group benefits. In addition, as Fire Chief, Mr. TeKippe will be afforded the use of an appropriate vehicle and will be eligible for a cellular telephone allowance on the same basis as other department heads. Mr. TeKippe presently resides outside of the city limits and will comply with the City's residency ordinance within seven months.

PREVIOUS COUNCIL ACTION(S):

Date: February 23, 2009

Roll Call Number: 09-314

Action: Civil Service Entrance List for Fire Chief and Promotional List for Fire Medic. Moved by Hensley to receive and file. Motion carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

For more information on this and other agenda items, please call the City Clerk's Office at 515-283-4209 or visit the Clerk's Office on the second floor of City Hall, 400 Robert D. Ray Drive. Council agendas are available to the public at the City Clerk's Office on Thursday afternoon preceding Monday's Council meeting. Citizens can also request to receive meeting notices and agendas by email by calling the Clerk's Office or sending their request via email to cityclerk@dmgov.org.