

Minutes of the CALLED Work Session of the  
Board of Mayor and Aldermen, City of Kingsport, Tennessee  
Monday, April 29, 2019, 4:00 PM  
Council Room – City Hall

PRESENT: Board of Mayor and Aldermen

Vice-Mayor Mike McIntire  
Alderman Jennifer Adler  
Alderman Joe Begley

Alderman Betsy Cooper  
Alderman Colette George  
Alderman Tommy Olterman

City Administration

Jeff Fleming, City Manager  
J. Michael Billingsley, City Attorney  
Sidney H. Cox, City Recorder

1. **CALL TO ORDER:** 4:00 p.m. by Mayor Clark.
2. **ROLL CALL:** By Deputy City Recorder Marshall. Absent: Mayor John Clark
3. **CITY MANAGER REPLACEMENT.**

City Manager Fleming opened the discussion with some background information on the previous process. He noted that Assistant City Manager for Administration Chris McCartt would like to be considered for the position, which is why he was not in attendance. Assistant City Manager for Operations Ryan McReynolds was present. Mr. Fleming pointed out this position is the only that serves at the pleasure of the board and therefore any process they choose is acceptable as they are not bound by precedent. Former City Manager John Campbell then provided a history of the city manager hiring process over the years noting there is usually a six month gap in between each time. He recommended getting a team in place as soon as possible to move forward.

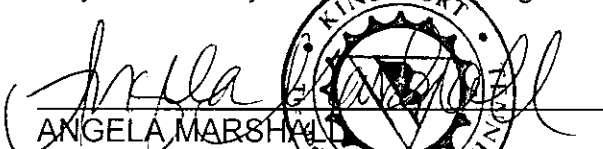
Alderman George stated she was involved with the procedure last time to hire Mr. Fleming and it was a lengthy experience. She further stated that in light of the recent vacancies on the management team she was comfortable with Mr. McCartt. Alderman Begley stated he felt the board should go through the normal process with the hope that Mr. McCartt would still come out on top. Alderman Cooper pointed out there has been an ongoing interview process for the last five years. Vice-Mayor McIntire explained that he has been observing for twenty years and had high confidence in both assistant city managers, pointing out they were very effective working together. He suggested the BMA members spend some one on one time with Mr. McCartt and have him present his vision and answer questions in a public setting at the next work session. Alderman Olterman stated he agreed with everyone and that although a search for other candidates is a good idea, he believed Mr. McCartt to be the best one. Alderman Adler commented that she would like to have an open and transparent process that involved other candidates. She also pointed out the consideration of filling Mr. McCartt's current position if he moved up. Mayor Clark stated that during the last process, it was hard to choose based on a resume and an interview. He noted each board member had already spent lots of time with Mr. McCartt and that it was not fair to leave a decision like this to a new board.

**Minutes of the Regular Work Session of the Board of Mayor and Aldermen of Kingsport, Tennessee, Monday, April 29, 2019**

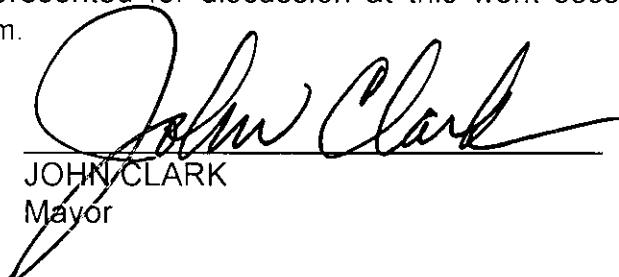
Former Mayor Dennis Phillips stated he was involved with hiring Mr. Fleming and stated that looking back it was a mistake to use a search when there was a strong internal candidate. He further stated that if the current BMA did not go with Mr. McCartt at this time, then the decision would not be made by this board at all. Former Mayor Jeanette Blazier also commented on the difficulty of hiring a city manager with four new board members. She stated a succession plan would have greatly benefited them at that time, noting Mr. Fleming has successfully developed such a plan.

Mr. Fleming concluded that based on the discussion, he would have Mr. McCartt be prepared to speak at the work session on Monday and the board members could ask specific questions.

**4. ADJOURN.** Seeing no other matters presented for discussion at this work session, Mayor Clark adjourned the meeting at 5:12 p.m.

  
ANGELA MARSHALL  
Deputy City Recorder



  
JOHN CLARK  
Mayor