

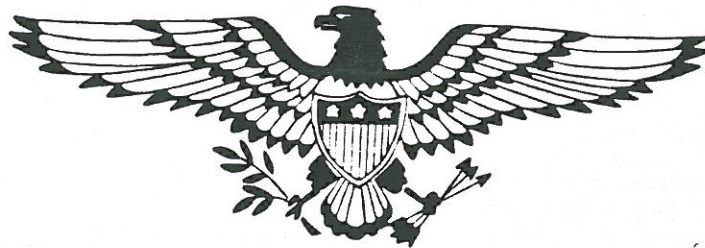


ITEM 7

**BOZEMAN LOCAL GOVERNMENT
STUDY COMMISSION**

**BOZEMAN, MONTANA
1984 - 1986**

**Final Report
Minority Report
Recommendations to the
City of Bozeman**



**Submitted
May 31, 1986**



FINAL REPORT

BOZEMAN CITY GOVERNMENT STUDY COMMISSION FINAL REPORT

To the Citizens of Bozeman:

The Bozeman Study Commission elected by the voters on Nov. 6, 1984, present this final report to the citizens of this city.

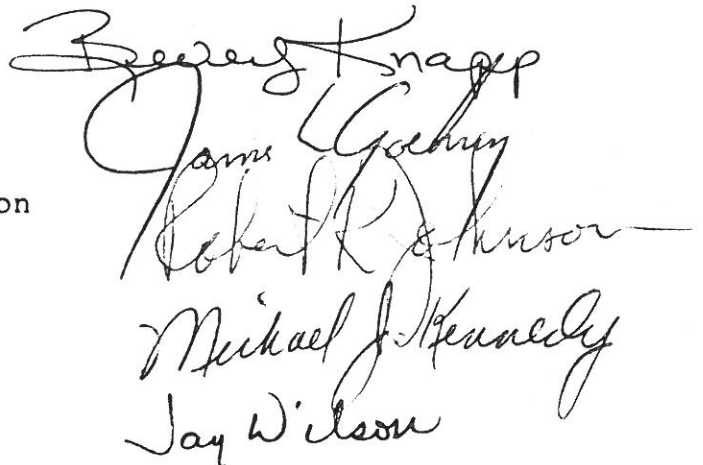
The purpose of the study commission, as defined in state law, is "to study the existing form and powers of our City Government and procedures for delivery of local government services and compare them with other forms available under the laws of the State of Montana. If some change is deemed necessary, the study commission may submit such proposed change to the electors.

In the conduct of their review the study commission has sought advice and information from a number of people in the city. Opinions and recommendations were solicited from local government officials, community organizations and citizens. All meetings of the study commission were open to the public. Public hearings were held to determine citizen opinion.

As a result of discussions held with the people and groups mentioned the Bozeman City Study Commission has concluded that there is general consensus that the existing city commission manager form of government has served this city well since its organization, and will continue to do so in the future. We therefore, recommend no change in this form of government.

Respectfully submitted,

Beverly Knapp - Chairman
Mike Kennedy
Robert K. Johnson
James L. Goehrung
Jay Wilson
Bozeman City Study Commission



May 30, 1986

BOZEMAN LOCAL GOVERNMENT STUDY COMMISSION

MINORITY REPORT

While in general agreement with the activities and decisions of the Bozeman Local Government Study Commission, it is our position that the issue of a city charter with self government powers should be brought to the immediate attention of Bozeman voters.

The original intention of local government review was for the purpose of citizen participation in local government. Other than a town meeting form of government, (which is void in Bozeman because of population figures), self government powers provide for the most direct form of citizen participation in decision making.

Self government powers have been available to Montana cities and counties for the last ten years. Nineteen cities and counties in Montana are now governed by self government powers. Many of these 19 government entities are considered the largest and most progressive in the state.

While it is acknowledged that self government powers have not been used to their full potential in Montana, recent State Supreme Court decisions have ruled in favor of communities with self government powers, making self government powers appear even more attractive for the following reasons:

(1) The voter approved charter that would accompany self government powers could be quite specific as to what types of revenue the city could and could not raise and place specific limits on the city's ability to tax.

(2) Standards such as air quality, water quality, and hazardous waste storage and disposal could be set at levels higher than the state or federal government standards now in place.

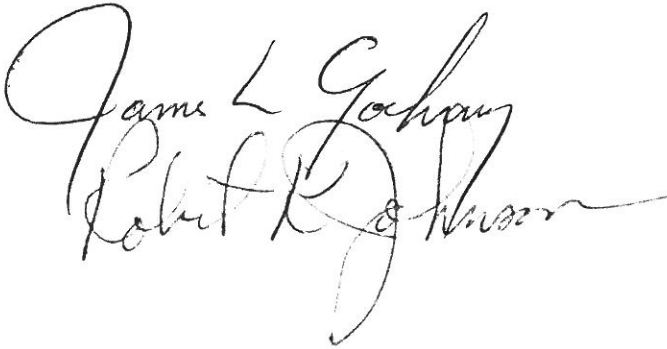
(3) Practices now dictated to local government through state statutes, such as the establishment of city fees or employee work hours, could be revised by city administrators to reflect the specific needs of Bozeman, leading to increased savings of city expenditures.

(4) Bozeman will be receiving less money from revenue sharing programs at the federal and state level. Faced with this serious loss of revenue, self government powers would provide the City with every possible option for making up these loses in revenue through programs or fees that are acceptable to and approved by the citizens of Bozeman.

(5) While this does imply that the city would have the power to levy fees, self government powers would allow for the citizens of Bozeman to determine not only the level of taxation, but also the allocation of that tax money to specific services or programs.

Respectfully submitted,

James L. Goehrung
Robert K. Johnson

Handwritten signatures of James L. Goehrung and Robert K. Johnson. The signature for James L. Goehrung is written in a cursive style, starting with a large 'J'. Below it, the signature for Robert K. Johnson is also in cursive, starting with a large 'R'. The two signatures are written in dark ink on a white background.

May 30, 1986

SUPPLEMENTARY REPORT TO THE CITY OF BOZEMAN

The Bozeman Study Commission has spent 17 months studying Bozeman's local government form and performance. The Study Commission interviewed the City Commission in open hearings, and met with a broad spectrum of City employees informally to understand the working of City government. In addition, the Study Commission held public hearings and conducted a public issue survey to understand the preception the citizens have of the form and performance of government. While studying the performance of Bozeman's Commission/Manager form of government the Study Commission investigated all the other possible forms allowed by state statute.

While it is the conclusion of the Study Commission that no change in the form of government be recommended, and placed on the ballot there does appear to be several areas where helpful changes could be made within the existing structure. Attached you will find these recommendations listed separately. Each recommendation is signed by the study commission member(s) who feel its importance.

Beverly Knapp - Chairman
Mike Kennedy
Robert K. Johnson
James L. Goehrung
Jay Wilson
Bozeman City Study Commission

May 30, 1986

RECOMMENDATION

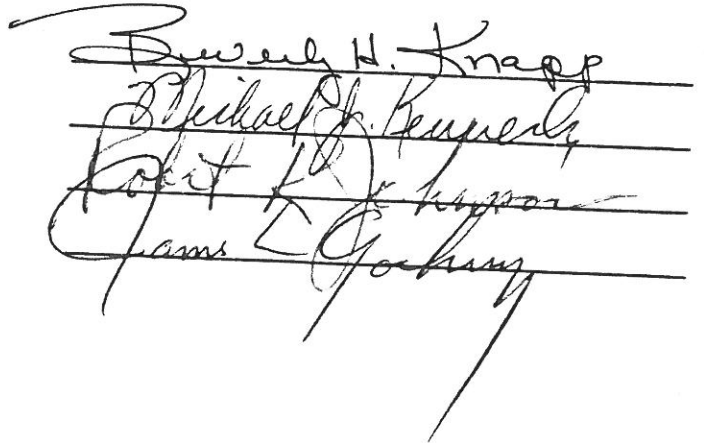
We the undersigned suggest that the city by 1989 appoint and provide the necessary funding for a study group to investigate the possibility of a ballot issue proposing self-governing powers for the City of Bozeman.

Beverly H. Knapp

Mike Kennedy

Robert K. Johnson

James L. Goehrung



May 30, 1986

RECOMMENDATION

Need for a City Personnel Director

A Personnel Director would be available to deal with the following problems:

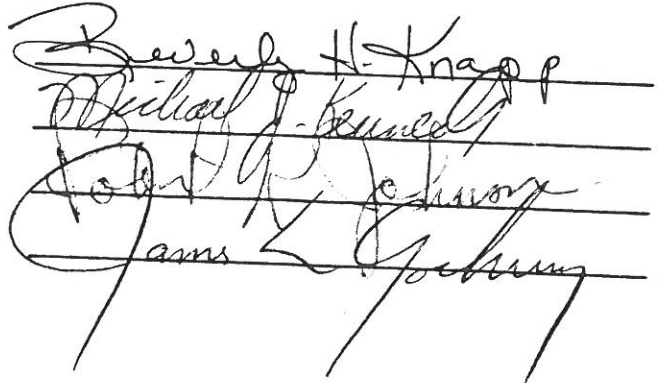
- (1) The omnipresent problem that surfaced in the majority of interviews with City staff, directors and division chiefs, appeared to be one of communication. Frequently cited, were problems that could have been avoided if the people with hands-on responsibility had been consulted or been allowed to give testimony or have in-put in the decision making process.
- (2) There is an apparent need for codified hiring and firing, (regulations) from a central city office and officer so that searches and dismissals are done within allowed parameters. This should lower the possibility of costly legal suits. It can also handle the routine time consuming functions of job description advertisement.
- (3) There needs to be developed a complete set of job descriptions with an equitable pay schedule for all employees. Currently, some hourly jobs have very limited requirements and duties and pay more than other jobs requiring professional degrees and experience.
- (4) A personnel director would be able to develop a useful and flexible organizational chart of City government and functions, so that resources could be allocated on actual needs rather than historic ones. In times of dwindling, resources this is not just a cosmetic bit of paper shuffling.
- (5) Develop and maintain a professional enrichment program for all personnel.

Beverly H. Knapp

Mike Kennedy

Robert K. Johnson

James L. Goehrung



May 30, 1986

RECOMMENDATION

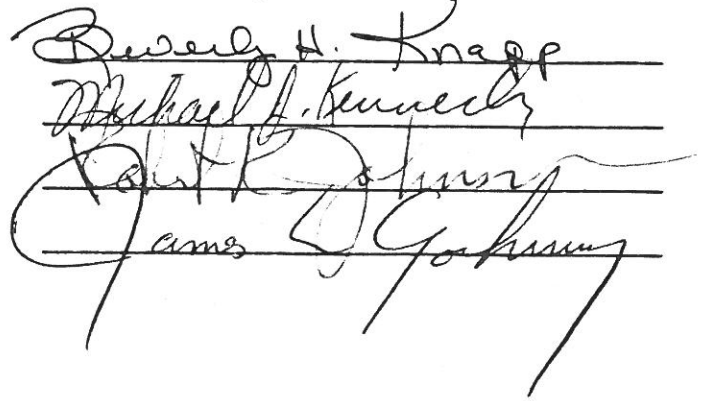
Recommend that the City Clerk of Commission maintain a record of any matters of City Business that could be dealt with more effectively if self government powers were in place. Also if there are any matters that could be affected in a negative manner by self governing powers , that they be recorded also.

Beverly H. Knapp

Mike Kennedy

Robert K. Johnson

James L. Goehring

Handwritten signatures of Beverly H. Knapp, Michael A. Kennedy, Robert K. Johnson, and James L. Goehring, each written over a horizontal line.

May 30, 1986

RECOMMENDATION

Need For Long Range Planning

The below signed Study Commissioners commend the City Commission for its determination to do long range planning and goal setting.

The need to set goals and priorities is very evident. The development of the Capital Improvement Plan to even out large capital expenditure is a good start.

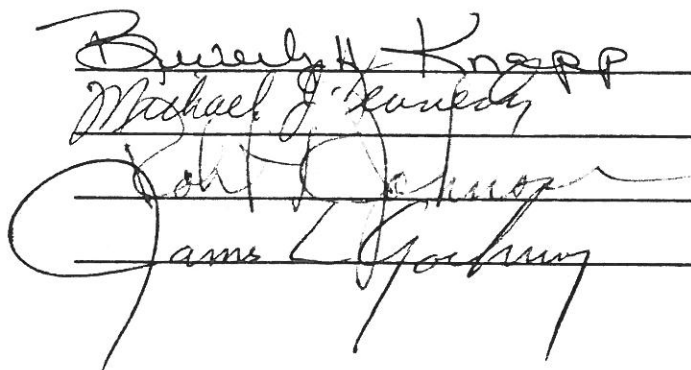
Goal setting can help eliminate some problems which end up calling for crisis management.

Beverly H. Knapp

Mike Kennedy

Robert K. Johnson

James L. Goehrung



May 30, 1986

RECOMMENDATION

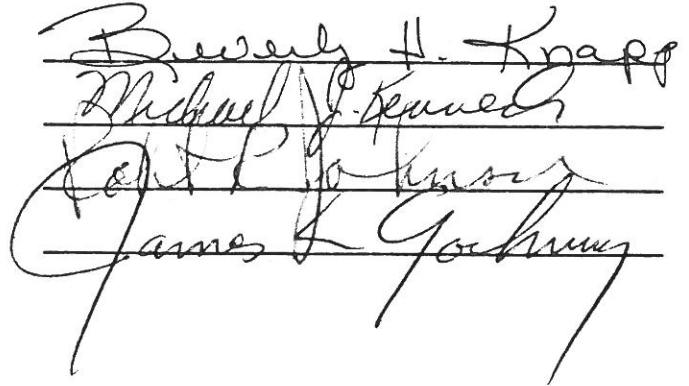
Commission & City Manager review annually the purpose & function of all advisory boards.

Beverly H. Knapp

Mike Kennedy

Robert K. Johnson

James L. Goehring



May 30, 1986

RECOMMENDATION

City Commissioners pursue & promote volunteerism among business & community groups.

Beverly H. Knapp

Mike Kennedy

James L. Goehrung

Robert K. Johnson

Beverly H. Knapp
Mike Kennedy
James L. Goehrung
Robert K. Johnson

May 30, 1986

RECOMMENDATION

Interviews with a number of department heads suggested somewhat of a problem with bottom to top communication.

Recommendation: Quarterly meetings to discuss operations, current needs, future needs and develop appropriate strategies. All ~~department~~ heads along with City and Assistant City Manager would attend these meetings.

division

Mike Kennedy

Beverly H. Knapp

Robert K. Johnson

James L. Goehrung

Michael J. Kennedy
Beverly H. Knapp
Robert K. Johnson
James L. Goehrung

May 30, 1986

RECOMMENDATION

Pursue interlocal agreement feasibility with the following departments:

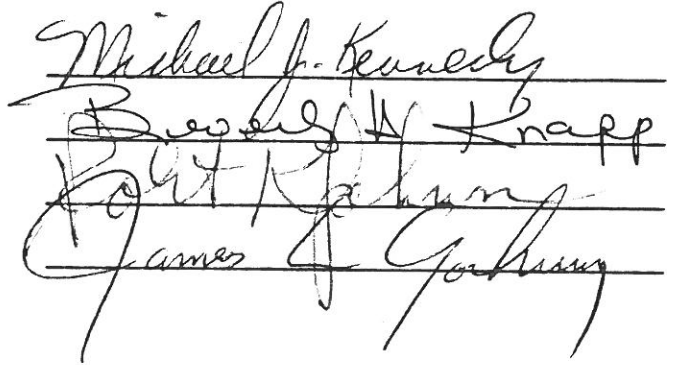
- (1) Street Maintenance
- (2) Solid waste collection & disposal
- (3) Parks & Playgrounds & Recreation
- (4) Law Enforcement & Fire Protection
- (5) Purchasing Department

Mike Kennedy

Beverly H. Knapp

Robert K. Johnson

James L. Goehring



May 30, 1986

RECOMMENDATION

Institute & execute a goal planning, and progress evaluation program on a annual or bi-annual basis.

Recommendation: Annual goal setting (workshop)

(1) Attendance of all advisory board members sharing community needs.

(2) Initiate citizens board to help with process.

(3) Coincide budget process with goal setting process.

(4) Publish goals.

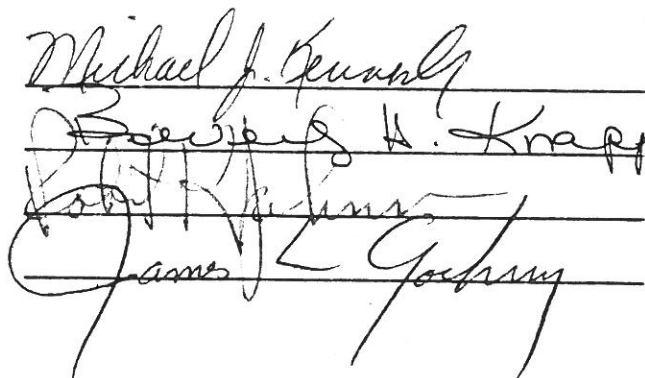
(5) Evaluate progress half-way through year at commission meetings w/public invited to participate.

Mike Kennedy

Beverly H. Knapp

Robert K. Johnson

James L. Goehring



May 30, 1986

SUPPLEMENTARY REPORT TO THE CITY OF BOZEMAN

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Beverly Knapp - Chairman
Mike Kennedy
Robert K. Johnson
James L. Goehrung
Jay Wilson
Bozeman City Study Commission

May 30, 1986

RECOMMENDATION

Recommend that the City consider turning services over to private agencies, such as cities like Phoenix, AZ have done successfully.

- (a) Garbage Collection
- (b) Sewage Treatment
- (c) Water Supply
- (d) Street Maintenance
- (e) Fire Protection

Jay Wilson

Jay Wilson

May 30, 1986

RECOMMENDATION

Recommend that the City consider cutting personnel in Planning and Zoning, and putting larger percentage of scarce resources into Police & Fire Protection.

Jay Wilson

Jay Wilson

May 30, 1986

RECOMMENDATION

Recommend user's fee for non-city residents' use of library.

Jay Wilson

Jay Wilson

May 30, 1986