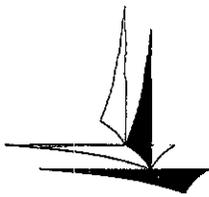


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Minneapolis
City of Lakes

**Office of the
City Coordinator**
John Moir
City Coordinator

350 South 5th Street - Room 301M
Minneapolis MN 55415-1393

Office 612 673-3992
Fax 612 673-3250
TTY 612 673-2157

January 24, 2003

The Honorable Colvin Roy, Chair
Transportation & Public Works Committee
307 City Hall
Minneapolis, MN 55415

RE: Appointment of Charter Department Head

Dear Council Member Colvin Roy:

The Executive Committee has considered Mayor Rybak's nomination of Klara Fabry to be appointed to the position of City Engineer for an unexpired term beginning February 18, 2003, and ending January 1, 2004.

The Executive Committee unanimously approves this nomination and is forwarding this appointment to your Committee for approval.

Sincerely,

A handwritten signature in black ink, appearing to read "John Moir", is written over a faint, larger version of the same signature.

John Moir
City Coordinator



Memorandum

Office of the Mayor

R. T. Rybak
Mayor

350 South 5th Street - Room 331
Minneapolis MN 55415-1393

Office 612 673-2100
Fax 612 673-2305
TTY 612 673-3187

To: Executive Committee Members

CC: John Moir, City Coordinator

From: Mayor R.T. Rybak

Date: January 22, 2003

Re: Nomination of Klara Fabry for Director of Public Works Position

NOMINATION:

I nominate Klara Fabry to become the Director of Public Works. Ms. Fabry is a civil engineer and currently serves as an assistant regional administrator for the Washington Department of Transportation. Ms. Fabry meets and exceeds all of the position requirements. In her current position, she provides strategic leadership and management for Snohomish County. She earned her civil engineering degree from Transylvania University in Brasov, Romania.

As Director of Public Works, Ms. Fabry will lead the department in business planning and responding to the Five-Year Financial Direction. She will be responsible for improving service efficiencies, finding new ways to address the infrastructure gap, establishing quantitative performance measures to assess citizen satisfaction (including street condition and cleanliness, snowplowing, and garbage collection), and working collaboratively with our partners on LRT, and other local and regional public works projects.

SELECTION PROCESS:

The City contracted with Shannon/CPS Human Resources Services to conduct a national search. Ms. Fabry was one of six semi-finalists considered for the position. The City organized the oral panel to screen the semi-finalists. The panel included Stacy Becker, Consultant, Gary Erickson, Director of Public Works for Hennepin County, John Moir, City Coordinator, and Peter Taylor, founder of Watershed Partners. The panel selected two finalists and forwarded their names to the Mayor. The finalists completed a formal management assessment conducted by DRI Consulting and interviewed with the Mayor and John Moir. Ann Eilbracht checked references.

RECOMMENDATION:

- I recommend Klara Fabry be appointed as the Director of Public Works for a term beginning February 18, 2003 and ending Jan 1, 2004. Ms. Fabry will be paid according to the appointed employee salary plan. The first step of the salary schedule is \$118,965, but this salary is currently limited to the Governor's cap of \$114,288.

- Please forward this nomination to the Transportation and Public Works Committee for a public hearing, and then to the full City Council for confirmation.