

### Application for Mayor of Missoula

\*PLEASE NOTE: ALL APPLICATIONS ARE ATTACHED TO THE COUNCIL AGENDA AND ARE PUBLISHED ON THE CITY WEBSITE.

**Applications are due August 26, 2022 by 12:00 PM**

Please submit your completed application and attachments (resume, etc.) via email: [cityclerk@ci.missoula.mt.us](mailto:cityclerk@ci.missoula.mt.us), or deliver it in person to the security desk at City Hall, addressed to:

Martha L. Rehbein, CMC, Legislative Services Director/City Clerk  
City Clerk Office  
435 Ryman  
Missoula, MT 59802

The City Clerk office will confirm receipt of applications. Applicants are welcome to contact the City Clerk's office to verify receipt of application: 406-552-6078.

\*Late applications will NOT be accepted.

1. APPLICANT INFORMATION	
1.1 Name: Ken Grinde	1.2 Email: grinde.ken@gmail.com
1.3 Daytime Phone: (406) 871-1072	1.4 Alternate phone:
1.5 Street Address: 317 S 3rd St W Missoula, MT 59801	1.6 Mailing address (if different than street address):
1.7 What ward do you live in? Ward 3	1.8 How long immediately prior to today's date have you been a resident of the City of Missoula?  6 years 3 months
1.9 What is your current occupation? Video editor, theater producer, arts educator	1.10 Where are you currently employed? Self-employed

## 2. QUALIFICATIONS

2.1 Are you 21 years of age or older?

Yes

2.2 Are you a qualified elector registered to vote in Missoula County?

Yes

2.3 Have you been a resident for at least 2 years preceding the appointment to office of the City of Missoula or an area that has been annexed by the city?

Yes

2.4 Have you resided in the State of Montana for at least 3 years?

Yes

## 3. QUESTIONS

3.1 Serving as Mayor requires a full time commitment including presiding at Monday night Council meetings and other periodic morning, evening, and weekend appearances. Would you be able to fulfill these obligations?

Yes

3.2 State your current and previous organizational affiliations, including political organizations.

Missoula Tenants Union - Member/Press Officer  
The Roxy Theater/International Wildlife Film Festival - Staff/Arts Educator  
Missoula Democratic Central Committee - Precinct Senior Citizen 91 Alternate  
Big Sky Documentary Film Festival - Arts Educator  
Soft Landing - Volunteer  
ZACC - Arts Educator

3.3 State your relevant activities in the community which would prove useful to serving as Mayor.

One of my favorite things to do is walk around my neighborhood and talk to my neighbors. I think my genuine love of people and interest in my community would be well-suited to this office. I also perform improv shows at the Roxy Theater, host play-readings, and produce live theater in my backyard. I see my willingness to gather people and perform as particularly useful to serving as Mayor.

3.4 State your relevant work and lived experience which would prove useful to serving as Mayor.

The Mayor needs to craft messages, organize teams, and mediate civil discussion, three skills I employ daily in my work as a producer and teacher. I also experienced housing insecurity for years before attending college on scholarship, and worked in a variety of industries before starting my own small business. The Mayor must have a practical sense of the lives of working people and be able to understand myriad viewpoints and backgrounds. I think my eclectic lived experience gives me those abilities.

3.5 State your educational background, listing institutions, degrees, certificates, areas of study, and dates received.

Flathead High School, Kalispell, MT, graduate with honors, 2007  
Middlebury College, Middlebury, VT, cum laude, Bachelor of Arts in Film and Media Studies, 2011

3.6 Why do you want to serve as Mayor?

I love Missoula and want to contribute to the city that has given me so much. Since the day I arrived, every ounce of creative energy I have put into this community has returned to me tenfold. My favorite people in the world live here, including my creative collaborators, business partners, and my family. I am a fierce advocate for this town, and I believe I could put my curiosity, my love of people, and my engagement with local policy to good use in this office. I also believe I could continue the tradition of Missoula mayors working from a place of love and not taking themselves too seriously.

3.7 What is your understanding of the Mayor's general role in leading Missoula?

The Mayor is responsible for setting the tone of discourse in the city. Both internally, by enabling City Council and staff to effectively do their jobs, and publicly, by communicating the work of local government and inviting the community to get involved.

3.8 What is your understanding of the Mayor's legal responsibilities and obligations in leading Missoula?

The Mayor's primary responsibility is to effectively deliver City services to all Missoula residents. This involves day-to-day execution of ordinances and resolutions passed by the City Council, as well as presiding over City Council meetings (though only voting to break a tie). The Mayor is also responsible for hiring their staff, and nominating non-elected positions for the City Council to appoint. Other than that, the Mayor is constantly writing reports: long-range plans for the City, annual budgets with estimated tax increases, quarterly statements of the City's financial condition, and yearly reports on the City's initiatives and programs.

3.9 What is your understanding of the Mayor's cultural and social leadership role in leading Missoula?

I believe a community is effectively lead by someone who is honest about their own flaws and approaches their work with self-awareness and humility. The Mayor can encourage other City leaders from that place of honesty to embrace what is possible and be courageous in their work. I see the Mayor as transforming love and knowledge of their community into policy.

3.10 Describe your leadership philosophy and style to lead during a crisis.

My philosophy as a leader is to encourage those on my team to engage their passions and interests in pursuit of a common goal. I can offer perspective as a leader, but the only way anything will actually happen is if I harness the energy that is already naturally occurring among those I am leading. During a crisis, I guide myself and those around me with the maxim "Go to solution." Regrets and blame must wait until we identify where we have control and how we can use that control to minimize harm and maximize positive impact. In addition, in the event of a crisis, I would always aim to communicate as clearly and often as possible with the public.

3.11 Explain the taxation structure for local government, listing all main revenue sources and the law that applies to each, and discuss opportunities and limitations on those revenue sources.

The Missoula government gets almost all of its budget through property taxes, assessed every two years by the MT Dept of Revenue. The Montana Code Annotated Title 15 governs the laws around Montana Property Taxes, and the Missoula City Charter reaffirms that the city shall not increase property taxes above limits authorized by the State, unless approved by a ballot vote. The city also collects fees for certain permits, including business licenses, plan checks, fire inspection, industrial wastewater processing, and others. Montana Code Annotated Title 7 Chapter 6 and Article 1 Provision.

3.12 What are the most pressing issues Missoula will face in the next few years? List a total of five, explain why they are of importance, and rank them in order of importance (1 being most important). How would you address these issues?

1. Accessible housing: Working class people run the businesses that thrive here, students invigorate the community with new energy and ideas, and artists give Missoula its inimitable flavor. A healthy community houses the full spectrum of economic backgrounds in every sector of the city, and housing policy is the concrete tool to make that possible.

2. Collective ownership: Wealth and property are concentrating across the country, and that concentration stifles small business and economic diversity. Expanding collective ownership of residential and commercial properties can ensure a better financial landscape across the city.

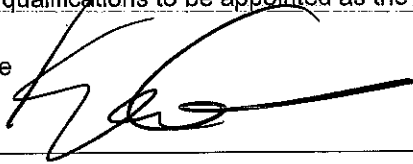
3.13 Who are the leaders of the executive branch of City of Missoula government that report to the Mayor and how would you approach working with these leaders and their staff?

The Chief Administrative Officer, Executive Assistant, Communications Director, and Citizen Services Manager all make up the Mayor's Office that leads the executive branch. With each of these staff members, as with every City department head, I would approach with curiosity first. I would schedule regular recurring meetings with each of these leaders to get educated in their operations and management styles with an aim to collaborate effectively and support their ongoing work.

#### 4. CERTIFICATION

I certify that the information contained in my application is true and correct in every respect and that I meet all the statutory qualifications to be appointed as the Mayor of the City of Missoula.

Sign Here

A handwritten signature in black ink, appearing to be 'K. K.', written over a horizontal line.

Date here (use the arrow to drop down calendar)

August 22, 2022

3.2 - Missoula Tenants Union - Member/Press Officer

The Roxy Theater/International Wildlife Film Festival - Staff/Arts Educator

Missoula Democratic Central Committee - Precinct Senior Citizen 91 Alternate

Big Sky Documentary Film Festival - Arts Educator

Soft Landing - Volunteer

ZACC - Arts Educator

3.3 - One of my favorite things to do is walk around my neighborhood and talk to my neighbors. I think my genuine love of people and interest in my community would be well-suited to this office. I also perform improv shows at the Roxy Theater, host play-readings, and produce live theater in my backyard. I see my willingness to gather people and perform as particularly useful to serving as Mayor.

3.4 - The Mayor needs to craft messages, organize teams, and mediate civil discussion, three skills I employ daily in my work as a producer and teacher. I also experienced housing insecurity for years before attending college on scholarship, and worked in a variety of industries before starting my own small business. The Mayor must have a practical sense of the lives of working people and be able to understand myriad viewpoints and backgrounds. I think my eclectic lived experience gives me those abilities.

3.5 - Flathead High School, Kalispell, MT, graduate with honors, 2007

Middlebury College, Middlebury, VT, cum laude, Bachelor of Arts in Film and Media Studies, 2011

3.6 - I love Missoula and want to contribute to the city that has given me so much. Since the day I arrived, every ounce of creative energy I have put into this community has returned to me tenfold. My favorite people in the world live here, including my creative collaborators, business partners, and my family. I am a fierce advocate for this town, and I believe I could put my curiosity, my love of people, and my engagement with local policy to good use in this office. I also believe I could continue the tradition of Missoula mayors working from a place of love and not taking themselves too seriously.

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from that place of honesty to embrace what is possible and be courageous in their work. I see the Mayor as transforming love and knowledge of their community into policy.

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3.11 - The Missoula government gets almost all of its budget through property taxes, assessed every two years by the MT Dept of Revenue. The Montana Code Annotated Title 15 governs the laws around Montana Property Taxes, and the Missoula City Charter reaffirms that the city shall not increase property taxes above limits authorized by the State, unless approved by a ballot vote. The city also collects fees for certain permits, including business licenses, plan checks, fire inspection, industrial wastewater processing, and others. Montana Code Annotated Title 7 Chapter 6 and Article 1 Provision 6 of the Missoula City Charter outline fee laws.

Between 2022-23, the city will also receive \$14.2 million from the American Rescue Plan Act, which is governed by Federal House Bill 1319.

The opportunity with property taxes is they tax wealthier owners at a relative rate, and they avoid the creation of a sales tax. However, fixed and low-income homeowners with one residence have felt the tax burden disproportionately during the recent housing crisis, as the only way for them to benefit from rising values is to sell their primary residence. Meanwhile, someone wealthy enough to own a second/summer/investment property can sell at a profit without sacrificing their home. In this way, property taxes can become effectively regressive.

The opportunity with ARPA is arguable, as that money hasn't necessarily offset the uptick in budget needs associated with rapidly increasing population and COVID-19 fallout. The obvious limitation to ARPA funding is that it is temporary.

3.12 - 1. Accessible housing: Working class people run the businesses that thrive here, students invigorate the community with new energy and ideas, and artists give Missoula its inimitable flavor. A healthy community houses the full spectrum of economic backgrounds in every sector of the city, and housing policy is the concrete tool to make that possible.

2. Collective ownership: Wealth and property are concentrating across the country, and that concentration stifles small business and economic diversity. Expanding collective ownership of residential and commercial properties can ensure a better financial landscape across the city.

3. Environmental health: Missoulians are facing the need to improve insulation and retrofit for air conditioning on a massive scale. There is an opportunity to harness skilled trades and emerging technologies to adapt to the changing climate.

4. Nonviolent policing: City police are tasked with too many responsibilities beyond the scope of their job, including triage of mental health crises that do not require weapons or force. The Missoula Mobile Support Team is just the first important step to better unarmed municipal mental health services.

5. Social fabric: Digital socializing and political polarization are cutting people off from their neighbors and making it harder for long-term residents to feel connected (and new residents to feel welcome). We can reinvigorate community networks through small-scale events and improved neighborhood council meetings.

3.13 - The Chief Administrative Officer, Executive Assistant, Communications Director, and Citizen Services Manager all make up the Mayor's Office that leads the executive branch. With each of these staff members, as with every City department head, I would approach with curiosity first. I would schedule regular recurring meetings with each of these leaders to get educated in their operations and management styles with an aim to collaborate effectively and support their ongoing work.

## City Clerk Staff

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**From:** Marty Rehbein  
**Sent:** Friday, August 26, 2022 11:54 AM  
**To:** Ken Grinde; City Clerk Inbound  
**Subject:** RE: Mayor Application

Ken,  
Thank you for your interest in serving as Mayor. This e-mail is confirmation that we've received your application.

**Marty Rehbein |** (She/Her)  
**Legislative Services Director/City Clerk**  
**City Clerk Office**  
406-552-6078 | [rehbeinm@ci.missoula.mt.us](mailto:rehbeinm@ci.missoula.mt.us)



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**From:** Ken Grinde <[grinde.ken@gmail.com](mailto:grinde.ken@gmail.com)>  
**Sent:** Friday, August 26, 2022 11:52 AM  
**To:** City Clerk Inbound <[CityClerk@ci.missoula.mt.us](mailto:CityClerk@ci.missoula.mt.us)>  
**Subject:** Mayor Application

Hi Marty,

Nothing like the last minute, eh?

Thanks,  
Ken



## City Clerk Staff

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**From:** Ken Grinde <grinde.ken@gmail.com>  
**Sent:** Friday, August 26, 2022 11:52 AM  
**To:** City Clerk Inbound  
**Subject:** Mayor Application  
**Attachments:** GrindeAppFinal.pdf

Hi Marty,

Nothing like the last minute, eh?

Thanks,  
Ken