



City of Missoula, Montana
City Clerk's Office
RECEIVED

AUG 26 2022

10:30 AM
PM Initial

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, 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:	1.2 Email:
1.3 Daytime Phone:	1.4 Alternate phone:
1.5 Street Address: 735 Elm St Missoula MT 59802	1.6 Mailing address (if different than street address):
1.7 What ward do you live in? Ward 1	1.8 How long immediately prior to today's date have you been a resident of the City of Missoula? 47 years
1.9 What is your current occupation? retired	1.10 Where are you currently employed? retired

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. I have run for political office as a Democrat, but I am not formally a member of the Party. I have been a partially compensated volunteer/board operator at KUFM/MTPR since 1976. Served as a member of the Health Departments wood stove advisory group as well as an appointed member of the City/County Health Board. Worked with the citizen group to establish the all-childrens' park play structure in Bonner Park. Served as member and chair of the Local Government Energy Committee. In West Yellowstone I participated in groups to provide senior bus service, support the museum, and build a compost facility.
3.3 State your relevant activities in the community which would prove useful to serving as Mayor. Working with various bear awarness groups to address the growing challenges posed by human/bear interactions in and around Missoula. Work with Rattlesnake Transportation Committee on traffic concerns in the Rattlesnake Valley. Participated as board member, acting treasure/bookkeeper and grant writer for Flathead-Lolo-Bitterroot Citizen Task Force in creation of proposed citizen plan to protect forest resouces based on best available science. 11 years of council experience representing Ward 1.
3.4 State your relevant work and lived experience which would prove useful to serving as Mayor. I have legally resided in Missoula for 50 years and in the same house to 46 years, so I have seen a fair amount of change. My work experience has allowed me to work in a variety of public and private sector situations around the state. Although I worked elsewhere, I usually returned on weekends or every other week once I moved my family to Helena in 2007. I have familiarity with different approaches to common problems faced by local government and I have learned to take examples from one place and apply it to another, and also adopting new approaches to old situations.
3.5 State your educational background, listing institutions, degrees, certificates, areas of study, and dates received. BA, Reed College 1971 MPA, University of MT 1991

3.6 Why do you want to serve as Mayor?

I can bring a combination of professional experience and basic familiarity with City operations without undergoing a steep learning curve. I believe that a transition-or a reset-is the appropriate response after 17 years of Mayor Engen's leadership. I do not believe I bring the same skills and abilities that he had, but my administrative experience will ensure that the basic functions will be addressed. I would hope to use the next year and a half to three and a half to rebalance the roles of council and (cont)

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

Per the City Charter, "The Mayor shall have the day-to-day responsibility of administering the affairs of the City. The Mayor may appoint and remove, with the consent of the City Council, all department heads in accordance with law. The Mayor may appoint and remove all other department employees in accordance with law. The Mayor shall supervise all City departments, except the Municipal Court." The Mayor is also responsible for issuing annual reports, quarterly financial condition reports, nominating candidates for board vacancies, and presiding over Council meetings.

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

The Mayor is responsible for ensuring that the City administration abides by State statutes as prescribed in Montana Code Annotated (primarily Titles 2, 7, and 15) and the Missoula City Charter. The Mayor swears an oath to abide by the U.S. Constitution and the State of MT. In addition to the legal obligation, I believe the Mayor needs to actively embody the spirit of the laws he or she is sworn to uphold.

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

I'm not aware of any requirements for participation in social and cultural events, but in my experience each Mayor picks and chooses where and when to participate to a large extent. Addressing conventions and welcoming visiting dignitaries, elected officials, and cultural figures are customary events where the Mayor represents the City. In addition, Mayors in their cultural and social leadership roles champion particular causes and initiatives (MAM, the public library, the food bank). If selected, I would anticipate that I would champion climate initiatives and civic engagement opportunities.

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

I believe in preplanning and support active involvement of all relevant departments in pre-planning exercises. Preplanning is predicated on notion that if you train for an emergency, you will fall back on that training in an emergency. Depending on the situation and the role that has been designated for the Mayor, I would assume that role and work with the rest of the response team to ensure that proper protocols and command structures were implemented.

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.

General Fund: funds the most of the functions performed by the City and is derived from property tax collections. The setting of of the tax levy is governed by 15-10-420 MCA. Special Improvement Districts: created by the Council to cover various improvements in a defined area designated by ordinance. Fees for Service: the City collects fees to fund various services provided by the City including but not limited to sewer, water, building fees, et cetera. (cont)

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.) Climate Change-the City needs to keep moving on already stated goals and programs while adding to them whenever possible. 2.) Funding-working with Missoula-area legislators and legislators from other major cities in MT the City needs to additional local options for raising revenue to reduce the dependence on property taxes 3.) Growth-the Mayor and Council need to ensure that City's growth policy needs to balance the desires of established neighborhoods 4.) Housing-I think we need to clearly identify and distinguish specific categories of need and communicate the differences to City (cont)

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 Mayor supervises all of the City Department Heads. I do not have any specific or immediate plans to change the current way that the Department Heads work with the Mayor. As a personal preference, I'd like to maintain an "open door" for work with departments and staff, but I will need to spend some time with the CAO to learn the established protocols, before suggesting changes.

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

Fred Rice

Date here (use the arrow to drop down calendar)

26 Aug 2022

Mayor's Application Supplement
Fred Rice

3.6 Continued

Mayor to closely reflect the responsibilities delineated in the City Charter. At the same time, the reset is an opportunity to begin to consider the Charter and ask if it reflects our current understanding of how the City is governed. This, in turn, feeds into the constitutionally mandated vote on Local Government review and the possibility of adopting a local government study commission. My expectation is that if I decide to stand for election in 2023 and prevail, I would not seek re-election in 2025.

3.11 Continued

Fees are limited by various sections of MCA. Gas Tax: The State remits a portion of gas tax money to local jurisdictions for street maintenance. Grants and Loans: The State and Federal Government provide grants and loans for various projects. The source of the funds will determine the terms and conditions of their use and the limitations on their expenditure.

3.12 Continued

residents-Housing is not code for homelessness. I would like to explore the idea of a demonstration project where the City is the developer and the cost of the land is permanently removed from the cost calculation. 5. Civic Engagement-the City has a considerable investment in civic infrastructure to facilitate citizen participation. In light of the upcoming vote on Local Government Review, I would like to work with groups like the League of Women Voters to discuss the strengths and weaknesses of how the City conducts its business, with emphasis on increasing participation and inclusion.

PROFESSIONAL RESUME

ADMINISTRATIVE/MANAGEMENT EXPERIENCE

2007-2015

Human Resource Director, Lewis & Clark County, Helena MT

Duties: Develop, recommend and coordinate employee benefits administration, including health benefit plan and wellness; maintain personnel and payroll records (420 FTEs); negotiate labor contracts; administer collective bargaining agreements; conduct recruitment and selection processes; develop, recommend and implement personnel policies and procedures; respond to grievances (union and non-union); review and implement discipline and discharge; maintain EEO records; manage biweekly payroll; develop, implement and administer pay and salary plans, classification system and performance reviews; coordinate safety policy and workers' compensation benefits; advise department heads, administrators and supervisors on human resource issues; develop and implement professional staff training; review and assist in development of overall county personnel budget; present department personnel budgets to governing body; supervise human resource department professional and support staff (3 FTEs).

2000-2006

Operations Manager, Town of West Yellowstone, West Yellowstone MT

Duties: Perform administrative and management duties to coordinate delivery of day-to-day municipal functions and services, including human resource functions, public works, building code enforcement, public facilities maintenance, parks, recreation, library, court, social services, finance, records, police, fire and ambulance services (35 FTEs); supervise department heads (7 FTEs); lead development of long and short range plans; work with management team to develop overall operational objectives; implement adopted goals, objectives and standards; analyze and monitor programs and projects; respond to requests for service from citizens; identify and resolve organizational and operational issues within departments and across departmental lines; oversee budget development; manage budget; provide fiscal management assistance to departments; review financial audits and implement recommendations where appropriate; develop and implement capital improvement plan, develop and implement personnel policies; negotiate collective bargaining agreements; resolve personnel issues; draft, implement and clarify policies, procedures and ordinances; evaluate and document employee performance; draft, research, recommend and implement proposals to enhance program efficiency; respond to council requests for information; coordinate and assist in development of strategic plan; attend council meetings; advise council on operational and policy issues; enhance and build partnerships with local, regional, state and federal agencies, media and community groups; serve as town's representative at public events and meetings; confer with and respond to citizens.

1999-2000

Personnel Bureau Chief, Montana State Department of Corrections, Helena MT

Duties: Manage the design, development, implementation of human resource (HR) activities within the agency (1100 FTEs); advise department personnel on HR issues; set overall mission for the personnel bureau; direct, supervise, monitor staff (7 FTEs) and staff activities; provide direction for projects, update work activities and ensure services are provided; assess HR programs; represent the department in contacts with bargaining units, labor-management meetings and grievance hearings; assist area managers in resolution of disputes and grievances; develop contract proposals and evaluate union proposals; oversee development and implementation of HR policy.

1998-2000

Personnel Consultant, Missoula/Helena MT

Duties: Respond to variety of organizational human resources issues, including collective bargaining negotiations, benefits package development, grievances, human rights investigations and policy development; provide individualized job and career counseling.

1998-1999

Human Resources Manager, HealthRite/Montana Naturals, Arlee MT

Duties: Advise management on administrative and supervisory principles and practices; develop and implement personnel system, including personnel policy, classification and compensation system, benefits package (including comprehensive health benefit and 401(k) plan), record keeping system, safety and training programs, recruitment and selection process, organizational planning, and dispute resolution program; supervise office professional and support staff (2.5 FTEs); plan and support strategic planning; develop and report CDBG compliance data.

1991-1997

Personnel Director/EEO Officer, City of Missoula, Missoula MT

Duties: Develop, recommend and administer health benefit plan; maintain personnel records (320 FTEs); negotiate union contracts; administer collective bargaining agreements; handle recruitment and selection; develop, recommend and implement personnel policies and guidelines; handle union and non union grievances; maintain EEO records; develop, implement and administer pay and salary plans, classification system and performance review documents; review, revise and implement administrative rules pertaining to personnel policies and procedures; advise managers and supervisors; supervise office professional and support staff (2.5 FTEs); participate in organization strategic planning; serve as standing member on administrative budget team; develop and administer training budget and training program; provide staff support to various committees and task forces; serve as project manager and direct interdepartmental teams for projects; develop reports and studies; assist operating departments in establishing programs and objectives; develop and implement staff development training programs; coordinate and conduct meetings with City departments, outside agencies, and citizens.

1985-1996

Executive Committee, Local Government Energy Office, Missoula MT

Duties: Consult with federal, state and local officials to develop and coordinate region-wide energy programs; develop and implement office work plans and budgets; review and develop special projects and programs; negotiate and monitor contracts; consult with staff on approach and strategy to issues and problems; clarify position descriptions and organizational chart; oversee personnel matters including hiring and evaluation; provide staff supervision (2.5 FTEs).

1982-1991

City Council Representative, City of Missoula, Missoula MT

Duties: Confer with public agencies, elected officials and citizens to develop policies and respond to developing issues; work with elected officials, boards and commissions to accomplish stated objectives; integrate municipal procedures with applicable state and federal laws; develop and approve bid documents; conduct public meetings and hearings; negotiate and facilitate agreements and contracts; review and adopt land use plans and zoning recommendations; review, implement and monitor budgets at department and city levels; work with community-based organizations and civic groups on projects; respond to constituent concerns; prepare reports; respond to inquiries from citizens; plan and coordinate major research or projects, serve as representative on various committees and public boards, including city-county health board, farmers market board and bicycle committee.

1989-1991

Manager, Goldsmith's, Missoula MT

Duties: Manage business operation (restaurant and lodging); hire and train staff; develop and implement written personnel policy and manual; supervise and discipline staff; establish standardized operating procedures; oversee purchasing and inventory control measures; provide accurate accounting of financial transactions; direct marketing and public relations programs.

1975-1987

Co-owner/Manager, Freddy's Feed and Read, Missoula MT

Duties: Perform all aspects of business management (bookstore and grocery); develop financial plan for business expansion and remodel; formulate building purchase proposal and management plan; propose business and corporate reorganization plan; create and implement various marketing and promotion campaigns; propose and develop alternative capitalization mechanisms; oversee development of volunteer staff; provide bookkeeping, accounts payable and accounts receivable records; create and maintain inventory control system; maintain and enhance inventory; provide property management services; maintain corporate records; foster clear and open communication between board of director and shareholders.

1975-present

Program Host, Montana Public Radio, Missoula MT

Duties: Produce weekly (and currently semi weekly) music program; perform on-air fund raising during Public Radio Week.

TEACHING/RESEARCH EXPERIENCE

1988-1989

Research Assistant, Bureau of Government Research, University of Montana, Missoula MT

1988-1989

Graduate Teaching Assistant, Political Science Department, University of Montana, Missoula MT

1989

Political Science Instructor, Salish Kootenai College, Pablo MT

2016

Political Science Adjunct Instructor, Bitterroot College-UM, Hamilton MT

EDUCATION

M.P.A.

Public Administration

University of Montana, 1991

B.A.

Philosophy

Reed College, 1971

references available upon request

From: [Marty Rehbein](#)
To: elmst@mac.com
Subject: Acknowledgement of receipt of Mayoral Application--Fred Rice
Date: Friday, August 26, 2022 11:38:00 AM

Fred,

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

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

