



CITY COUNCIL SPECIAL MEETING

Thursday, December 18, 2025 at 5:30 PM

MINUTES (AMENDED)

Our Vision. To have an infrastructure and city workforce that supports a sustainable, diversified and growing economy. We will partner with others to achieve economic development and other common goals that assure a high quality of living, and excellence in education.

MEETING INFORMATION

CITY COUNCIL SPECIAL MEETING

CITY HALL COUNCIL CHAMBERS / 5:30 p.m.

141 Main Street, Dillingham, AK 99576 (907) 842-5212

This meeting will also be available at the following online location: Zoom

Meeting ID: 920 483 0473; passcode: 99576

Or dial: 1(719)359-4580 or 1(253)205-0468

CALL TO ORDER

Mayor Alice Ruby called the City Council Special Meeting to order at **5:36 p.m.**

ROLL CALL

Present:

- Triston Chaney
- Jean Barrett
- Steven Carriere
- Curt Armstrong
- Kaleb Westfall
- Kevin McCambly
- Alice Ruby, Mayor

Absent:

- None

PLEDGE OF ALLEGIANCE The Pledge of Allegiance was conducted.

APPROVAL OF AGENDA

Motion:

- **Approve the agenda as presented.**

Moved by: Kevin McCambly

Seconded by: Steven Carriere

Result:

- **Motion passed unanimously by voice vote.**

CITIZEN'S DISCUSSION (Prior Notice or Agenda Items)

No citizen comments were received.

SPECIAL BUSINESS**Manager Selection Firm**

- Interim City Manager Jack explained the proposal packet and scoring sheets, noting that **Kynder Consulting** received the highest average score.
- Council discussion focused on concerns regarding:
 - Prior city manager recruitment outcomes
 - Use of out-of-state firms
 - Cost implications
 - Cultural and rural Alaska experience
 - Transparency and staff burden

Action 1: Reject All Manager Selection Firm Proposals**Motion:**

- **Reject all current bids received in response to the Manager Selection Firm RFP.**

Moved by: Jean Barrett

Seconded by: Steven Carriere

Discussion:

- Council expressed that the proposals did not adequately meet the City's needs or expectations and supported formally rejecting all bids before determining next steps.

Result:

- **Motion passed unanimously.**

Action 2: Schedule Workshop and Special Meeting on Manager Recruitment Process**Motion:**

- **Schedule a City Council workshop on January 8, 2026, prior to the regular council meeting, to discuss the City Manager recruitment process, followed by a special/regular council meeting for potential action.'**

Moved by: Kaleb Westfall

Seconded by: Steven Carriere

Discussion:

- Council agreed the workshop would be self-facilitated and focus on priorities, criteria, timeline, and whether to use a third-party consultant.
- Consensus reached to hold the workshop on January 8, 2026 at 5:30 p.m., immediately prior to the rescheduled regular/special council meeting.

Result:

- **Motion passed unanimously.**

COUNCIL COMMENTS

Council members discussed:

- Future consideration of issuing a revised RFP
- Requests for updates on property status and land development for Emperor Way and Waskey Road Property
- Signage for Amal Creek and ownership of the road
- AML Conference Report
- Snow sanding policy concerns
- Requested "an audit, an internal audit, ...of appropriated funds spent and unappropriated funds spent during the last year and a half. And where did the money go and what was it spent on" (amended)
- Appreciation for City staff performance

MAYOR'S COMMENTS

Mayor Ruby reported on:

- Plans for a January special meeting with the School Board regarding finances
- Attendance at a University of Alaska campus meeting
- Intent to submit a joint letter requesting an extension of a public comment period

Extended holiday greetings to the community.

ADJOURNMENT

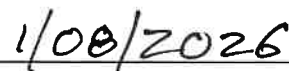
Mayor Ruby adjourned the meeting at **6:39 p.m.**

ATTEST:



Abigail Flynn, City Clerk

[SEAL]



Date of Approval