

Comments Collected from City Manager Search Survey

April 8, 2024

12:00 pm

Employees -----	page 2
Residents -----	page 16
Other -----	page 29
Employee Anonymous -----	page 32
Resident No Address or Anonymous -	page 42
Other Anonymous -----	page 45

Employees:

Name:	Please select	Kurt Bovensiep Please provide comments for the City Council to consider regarding this candidate	Robert J. Bruner Please provide comments for the City Council to consider regarding this candidate
Allyson Leach	Employee of the City of Troy		Bob's education, enthusiasm, and experience will be a fantastic asset as our next city manager. I've had the pleasure of working with Bob on a few projects over the last few years. He is a great communicator which is absolutely necessary for this role. When there are decisions to be made, he always considers next steps from all perspectives, brainstorms all possible avenues, and gathers input from necessary stakeholders before moving forward. This ensures that everyone has the opportunity to amplify their voices and understands the plan going forward. He is extremely thoughtful and welcoming. His approach to staff engagement has created a culture and environment in which I feel both comfortable and valued as a city employee, which increases morale as a result. Bob's approach to communication is demonstrated in his cover letter; in which he states he'll hold weekly calls with council members, monthly one-on-one meetings with council members, and regular meetings with staff at each facility. This will be great for ensuring that everyone is on the same page and has regular opportunities to engage with upper management. As a city employee, Bob's leadership makes me excited for the future.

Alyssa Firth	Employee of the City of Troy		<p>I'm writing to you in support of Bob Bruner as the next City Manager for the City of Troy. I have been working for Troy since June 2015 and people like Bob are one of the reasons I've continued to work here. I was also raised in Troy and am a graduate of Athens High School. I watched the City deal with the controversies of Janice Daniels and experienced the effects of Brian Kischnick. I would never have guessed the chaos a City Manager could inflict upon its staff, so who you choose in this position is critical to the success of Troy's employees. I've had two great sighs of relief working here: The day Brian Kischnick was fired, and the day Bob introduced himself to my departments at the time, Recreation and Library. Bob walked in with awareness for defeated and fearful staff, confidence in his own experience, and an eagerness to make things better for us. To this day, certain situations trigger the stress and fear I had during that time, but Bob has done nothing but prove those fears wrong. He has listened to those stories and has told me personally how he wants to shift the culture of this workplace: less fear of repercussions, more empowerment of staff, and keeping it a great place to work so a younger workforce will want to work and retire here. I trust Bob to make the best decisions for employees because I've watched him listen, ask questions, and do his own due diligence to understand our challenges. He created our City Council orientations after each election to help council members understand our work. When we went into</p>
--------------	------------------------------	--	--

			<p>lockdown without a plan ahead of us, he worked with Recreation to make sure our communications were consistent and supported. He supported and guided the Library through its millage campaign in 2020. When I lost yet another part time employee to full time work, he fought for me to make the position full time. I find him approachable, experienced, and honest. He welcomes new ideas, and is truthful about the path to get there if it's not immediately feasible.</p> <p>Government is a rewarding place to work, but as city employees, we are the will of council's decisions without being able to communicate with them.</p> <p>Government employees are dedicated and hard working, and we are typically not able to defend ourselves when residents are upset with policies or decisions that are often out of our hands. Bob has always had our backs, and provided support when our resources aren't meeting our needs. We need a leader who understands our roadblocks and defends our efforts. Employees do their best to represent the City, and a City Manager needs to represent its employees. The City of Troy has been through too much chaos in my history with it, and the employees deserve a well-rounded and dedicated leader.</p> <p>Should Bob not get this position, I would hate for the City to lose his insight and experience if he were to move on. I value that he has experience as City Manager with other municipalities in the area, as Metro Detroit is a unique, diverse area with a variety of perspectives. Troy remains the same great</p>
--	--	--	--

			<p>community, but it has certainly changed since I was a child and will continue to. The City Manager needs to be able to grow with those changing populations while remaining dedicated to longterm residents. Bob has those abilities and I look forward to his leadership in this position.</p>
Amelia Jones	Employee of the City of Troy	<p>I do not believe Kurt is qualified for the City Manager position, as he has no background in the City Manager's office. I also question if he would make an ethical leader considering the amount of times his name is mentioned in the Brian Kischnick sentencing memorandum (42 times).</p>	<p>I believe Bob is the stronger candidate for the City Manager position. As the Deputy City Manager, Bob has already been stepping up as City Manager and filling in Mark Miller's absence. Not only does he already have experience working as the Troy City Manager, if you view his resume he has experience in numerous other cities, compared to the other candidate who has none. Bob is great in crisis situations and knows how to handle them, he is extremely great at diminishing drama, and he is very approachable and friendly. Bob has the technical skills for this</p>

			position, and the experience to make me confident that he will be a strong City Manager.
Angela Sustarich	Employee of the City of Troy		
Anon	Employee of the City of Troy		
a.non	Employee of the City of Troy	<p>I've worked with Kurt for several years and the thing that stands out to me most about him is his passion. He cares for the community and I think that's what leads and guides him every day. He wants to make this place better; it's not just a 9-5 for him. He wants people to want to come to work every day and enjoy themselves. He wants the community to be involved and understand what kind of work we do. He's been a great leader, and I think it's time for a change in Troy.</p>	<p>As an employee here, what feels the most disappointing is that Bob has had an opportunity to change things here at Troy and he hasn't. The survey said communication with CMO was lacking and it still is, nothing has been done. Bob is part of CMO - he is part of this ongoing problem. I haven't seen Bob come around to meet with departments. In fact, most of my coworkers don't even know who he is. I think Bob gave a lot of "typical city manager" answers that sound great, but Bob has had his chance here already to make a change, to work with Mark on these things and hasn't. If Bob is chosen for the next City Manager, nothing will change. The next several years will be a repeat of Mark's tenure and I don't want to be a part of an organization that will remain stagnant, unchanging, and without a meaningful, organizational culture.</p>

Beth Tashnick	Employee of the City of Troy	I would consider Kurt a friend and wonderful part of my work family. Kurt is an excellent DPW Director and is always available to help, answer questions and assist staff and residents. He definitely makes his difficult and challenging job look easy! It is always a privilege to work with Kurt.	I consider Bob a friend and a wonderful part of my work family. I am so thankful he came into the City Manager's office when he did. He has done outstanding work in his City Management capacity! His ethics and ability to deal with difficult situations are priceless! I am completely confident that Bob is the best fit for the City Manager position, not only because of his knowledge of City Management, city finance and government ethics but, I have had the privilege of working with him directly for the last several years and he is absolutely the best in a crisis situation. He stays calm and very focused not only on solving the problem, but being there for the people involved. During my time working with Bob, he has demonstrated a wonderful balance of leadership and compassion. I have seen first hand how he uses his experience and training to help staff do city business better. The City of Troy is a better place to work and live because Bob is in our office. I would like to highly recommend Bob take the helm as City Manager, not only for a smooth transition, but I am not sure how else to describe this other than the City of Troy - staff, residents, business and visitors will be safe and move forward in excellence under his leadership.
Brian Goul	Employee of the City of Troy		Bob is a great leader. He has ethics, integrity, and sees the whole picture. He supports staff and instills the characteristics of a City Manager.

Brian Varney	Employee of the City of Troy	<p>I have worked as a manager under Kurt for approximately 10 years of my 25 year employment with the City. Kurt is the only Director that has shared some of the same values that I have, which is all divisions and departments are a team and we use all resources to be great together. we have been allowed to be divided for too long and he is the only person that I have worked for that has supported that we are better working as a team. Kurt works hard on employee morale, we often talk about this topic at staff meetings looking for manager and supervisor input. Kurt is a mentor and shares his knowledge about policies and procedures VS because I said so mentality that we have had for so long. I have seen positive changes that I have never seen since I have been employed with the City of Troy. I have worked under many managers and supervisors, Kurt is the only person that I have worked for that has made time to explain, teach and listen to feedback. Kurt uses his team around him to be successful. That is the leadership style that we need to bring all divisions together, not just at DPW.</p>	<p>I don't know Robert that well even though I see him at least once a week. Most DPW staff have no idea who he is even if he was standing in front of them. I don't know much about his credentials, but I also feel that he could also qualify to manage our City. I would support Bob if he were to be awarded the position.</p>
CHRISTA MARTIN	Employee of the City of Troy	<p>I have worked at the DPW for about a year and a half now, I can honestly say since day one Kurt has been an amazing leader. I have always appreciated that he checks in with everyone working here, no matter what role we work in. I feel that we can approach him with any questions or concerns. I would be sad to lose him here, but as a Troy resident I feel like he would bring so much as the city manager.</p>	

Dax Clarke	Employee of the City of Troy	Does not have my support for the position	Has my support for the position
Denise Happel	Employee of the City of Troy		
Dennis Trantham	Employee of the City of Troy	<p>Kurt A. Bovensiep, our esteemed Public Works Director, brings over two decades of dedicated service to Troy. His leadership style is marked by inclusivity, accountability, and unwavering commitment to community welfare. Kurt's exemplary conduct during challenging situations, such as the site 9 development, showcases his resilience and dedication to serving the city's interests despite personal adversities. Additionally, the 2023 employee survey underscores the exemplary leadership exhibited by department directors, which stands in stark contrast to the concerns raised within the City Manager's Office. The upcoming City Manager must embody qualities such as transparency, collaboration, and empathy, which are indispensable for fostering unity and progress across all departments. It's worth mentioning that Bovensiep's performance received positive reviews. While there were some comments regarding a perceived "Good ol' Boy Club" within Public Works, Bovensiep promptly addressed these concerns upon the release of employee comments in November of 2023. The comments were only released by the CMO as a result of a FOIA request by TPOA. Kurt approach was through conversations with staff to help those team members understand</p>	<p>Robert J. Bruner, Deputy City Manager, has been an integral part of Troy's administration since 2019, initially serving as the Assistant City Manager under Mark Miller's leadership. While contributing significantly to the city's operations, there have been instances where his approach inadvertently fostered division among departments. Regrettably, there seems to be a disconnect between Bob and the staff, reflected in his management style that occasionally lacks inclusivity and appreciation for team members' contributions. Furthermore, the recent employee survey shed light on dissatisfaction with the City Manager's Office regarding communication and staff engagement, where Bob Bruner holds a significant role. It is imperative for our next leader to bridge these gaps and instill a culture of collaboration and transparency.</p>

		<p>the process rather than ignoring the comment. This was done collectively and individually as the comments were anonymous. He desired to listen and educate.</p>	
Dylan Clark	Employee of the City of Troy	<p>Kurt is, in my experience, a nice man and very good at his job of DPW Director. I have no doubt that his long tenure in Troy and skills make him a quality public servant and good candidate for this position. However, being a City Manager in a large city such as Troy requires more experience in city management. Typically, administrators will get their MPA, work in a manager's office for years as an Assistant To and eventually Assistant/Deputy, or as manager of a small town, before making a jump into being manager of a large city such as Troy. I don't think Kurt has the experience and background necessary to do this job as effectively as possible.</p>	<p>Bob Bruner is incredibly qualified and has proven capable of not just managing a city, but managing Troy. He has been Assistant and Deputy Manager here in Troy for 5 years and a transition into City Manager would be smooth. I had Bob as a professor in an ethics course through Wayne State's MPA program before working with him professionally. He is well rounded, a nice person, and has an understanding of what special considerations a public employee, particularly a manager, must understand to do the job effectively and properly. I have not been here very long, which in some ways is a good thing because I have more of an outside view of the situation. As someone who has worked for chief administrators with various levels of experience, I can confidently say that experience in City Hall proper, city management and development experience, absolutely translates to better results.</p>
Joe	Employee of the City of Troy	<p>It's nice to see someone who truly cares about the City of Troy finally get his opportunity to show what a great leader he can be. Kurt has worked his way up through the ranks by hard work and dedication. The</p>	<p>For the Deputy City Manager to be with the city since 2019, I could not pick him out of a crowd. Not very encouraging for a high ranking employee to not be known by any of his employees. I'm sure he's</p>

		DPW is a great place to work, due to Kurt being the Director. Kurt is kind, polite, knows your name, and actually cares. He makes an effort to know what goes on within all his divisions, and you can tell.	well known by the other managers, and his counterparts but he is not known by anyone outside of his group. There's a lot of divisions, departments, and employees who just went thru having a city manager like that and it was not a good experience.
Lyndsey Ramsay	Employee of the City of Troy		I have been with the City of Troy for about 7 months now. I have spoken and met with Bob a number of times regarding Recreation programs that I oversee. He is very approachable and helpful in coming up with solutions to issues.
Michael Potyok	Employee of the City of Troy	From having the opportunity to work in the field with Kurt I can honestly say that he is a hardworking dedicated worker that has lead with a strong work ethic and friendly approachable demeanor. Kurt made couragous changes to the DPW management structure that have succeeded in creating a close working environment with the different divisions.	Never had the opportunity to meet or see Bob at any group functions.
Paul Evans	Employee of the City of Troy	I was an employee during the entire Brian Kischnick tenure. I read the Sentencing Memorandum for Mr. Kischnick. Mr. Bovensiep was mentioned numerous times in the document. It appears he facilitated Mr. Kischnick's improper activities; particularly having a City contractor and City employee do work at Mr. Kischnick's home. This is not right.	

Paul Evans	Employee of the City of Troy	<p>I have worked at Troy City Hall since 2007. Troy is one of 4 communities I have worked for since 1993. I have worked for excellent city managers, and two city managers who were fired. I believe the following traits are essential in vetting the Troy City Manager candidates. High ethics and trust: Anything in a candidate's past experience demonstrating otherwise should be grounds for disqualification. Experience managing Council/City staff relationship: Council and City staff have very distinct and separate roles. These roles must be consistently and overtly clear. Only the City Manager should be the liaison to Council. Otherwise, there is risk of Councilmembers influencing staff. I experienced attempted influence firsthand when Brian Kishnick was City Manager. Additionally, the Manager should never be anything more than professionally friendly with any member of Council. Identify and collaborate with stakeholders: The City Manager will be presented with wide ranging, broad based, potentially sensitive, and sometimes, unpredictable matters. Stakeholders could include Council, City staff, and members of the public. The selected candidate should show the ability to identify and manage stakeholders over a wide variety of subject matters. Finally, I believe past experience as a City Manager would be very advantageous to the City.</p>	<p>I have worked at Troy City Hall since 2007. Troy is one of 4 communities I have worked for since 1993. I have worked for excellent city managers, and two city managers who were fired. I believe the following traits are essential in vetting the Troy City Manager candidates. High ethics and trust: Anything in a candidate's past experience demonstrating otherwise should be grounds for disqualification. Experience managing Council/City staff relationship: Council and City staff have very distinct and separate roles. These roles must be consistently and overtly clear. Only the City Manager should be the liaison to Council. Otherwise, there is risk of Councilmembers influencing staff. I experienced attempted influence firsthand when Brian Kishnick was City Manager. Additionally, the Manager should never be anything more than professionally friendly with any member of Council. Identify and collaborate with stakeholders: The City Manager will be presented with wide ranging, broad based, potentially sensitive, and sometimes, unpredictable matters. Stakeholders could include Council, City staff, and members of the public. The selected candidate should show the ability to identify and manage stakeholders over a wide variety of subject matters. Finally, I believe past experience as a City Manager would be very advantageous to the City.</p>
------------	------------------------------	--	--

Peter Dungjen	Employee of the City of Troy	<p>My comments are for neither candidate to be selected. Once again Council and Administration have wasted tax payers money and City resources on a nation wide search. Only to have rejected all other candidates and settle on the two home-grown applicant's. We need an outside candidate to break from the years of internal grooming and insider favoritism that is perpetuated by this practice and really manage this City! Mark Miller was offered the job when he want not even qualified to be in the interview process, yet you gave him the nod after a closed door session-how convent. How does some one not qualified end up with the job?? You simple are keeping the the same old "good ol' boy" mentality going. In house selections assure that they will keep the status quo, keep the same shady dealings, no-bid contracts, and favoritism moving in line with the same "closed door" deals. We have seen this same game played out before, big public show, no real change. You have learned nothing from the Kishnick days and have actually gotten worse, since you now know how to hide it better. Doesn't that speak volumes when the City of Troy conducts a nation wide search and only comes up with 70 candidates, then miraculously narrows that down to two candidates-after another "closed door" session. This is Mark Miller 2.0. Another Dud Council pick. This is all for show as we all know you have made your picks and will pick one of these two regardless of what citizens and employees have to say.</p>	<p>My comments are for neither candidate to be selected. Once again Council and Administration have wasted tax payers money and City resources on a nation wide search. Only to have rejected all other candidates and settle on the two home-grown applicant's. We need an outside candidate to break from the years of internal grooming and insider favoritism that is perpetuated by this practice and really manage this City! Mark Miller was offered the job when he want not even qualified to be in the interview process, yet you gave him the nod after a closed door session-how convent. How does some one not qualified end up with the job?? You simple are keeping the the same old "good ol' boy" mentality going. In house selections assure that they will keep the status quo, keep the same shady dealings, no-bid contracts, and favoritism moving in line with the same "closed door" deals. We have seen this same game played out before, big public show, no real change. You have learned nothing from the Kishnick days and have actually gotten worse, since you now know how to hide it better. Doesn't that speak volumes when the City of Troy conducts a nation wide search and only comes up with 70 candidates, then miraculously narrows that down to two candidates-after another "closed door" session. This is Mark Miller 2.0. Another Dud Council pick. This is all for show as we all know you have made your picks and will pick one of these two regardless of what citizens and employees have to say.</p>
------------------	---------------------------------------	---	---

Peter Hullinger	Employee of the City of Troy		
R Brent Savidant	Employee of the City of Troy		It is critically important that the selected candidate have previous City Manager experience. Bob has not only been a City Manager in numerous cities in Oakland County, he has served as Deputy City Manager for Troy for nearly five years. He knows how to do the job because he has already done it, and done it well. Furthermore, Bob is a member of ICMA and adheres to the ICMA Code of Ethics at all times, including throughout the search process. Bob did not campaign for the job. This level of integrity is critical to the City Manager position.
Ray	Employee of the City of Troy	Kurt really cares deeply about the city of Troy! He is knowledgeable, friendly, gets things done, and inspires others. If you want true progress and leadership then Kurt is your person for the Job.	Bob has served under Mark for several years and we are just not sure if Bob would be Mark 2.0 or not. Troy needs progress, change, and integrity. Please re-read the extensive employee survey that was sent out and all of the cries for a change before making a decision.
Ron Mock	Employee of the City of Troy	I've been working for City Of Troy for almost 2 years Kurt Bovensiep. In two years of working here at city of Troy I literally can go up to him or walk past him in the hallway and literally he would know who I am. I think he's a great candidate. He's a great boss and a Great leader and a very good communicator. I think he would be a great candidate and he's a local he's been in the City Of Troy for a long time and I think he will be a great city manager for City Of Troy.	
Steven Sabens	Employee of the City of Troy	Kurt is an ally to all in DPW. There is not one person, community member or department that supersedes another he will fight for	

		the rights of all employees and citizens. I believe this trait would serve the City well.	
--	--	---	--

Residents

Name:	Please select	Address	Kurt Bovensiep Please provide comments for the City Council to consider regarding this candidate	Robert J. Bruner Please provide comments for the City Council to consider regarding this candidate
David Lambert	Resident of the City of Troy	1188 Player Dr., Troy 48085	I worked with Kurt on the 2018 Troy Green Space Subcommittee in his capacity as the City's Staff Liaison. I found him to be a knowledgeable and dedicated City employee who also valued the involvement of community volunteers on the subcommittee. I think Kurt would make an excellent City Manager.	
Gloria Nastas	Resident of the City of Troy	1606 Woodgate Dr		As secretary of the Troy Senior Monday Golf league I've had the pleasure to meet with Bob on a few occasions. He truly listened to our concerns and was very professional in our interactions. He'd be the perfect person to assume the mantle of city manager.
Mark and Diane Cipolletti	Resident of the City of Troy	1695 McManus Troy 48084	This is the best man for the job. He has been serving as Public Works Director for years and is always on top of every situation and he gets things accomplished on a timely basis. He is a true servant leader. His leadership skills and knowledge of how The City of Troy works is unsurpassed.	

Suzanne Vivian	Resident of the City of Troy	1789 Hillman Dr		Bob Bruner has genuinely listened to our concerns and acted in response. The same is not true of some others have encountered in city government. Not only is Bob very deserving of the position on his own merits, but his support of us deserves our support of him.
Dave urbanik	Resident of the City of Troy	1853 Woodgate		I would very much like to keep the excellence of Troy moving forward, and in doing so, I want to support Deputy City Manager, Bob Bruner, to be our next Troy City Manager. Bob's credentials and experience in leadership roles of local city governments is outstanding. I can speak from personal experience regarding Bob. On two occasions I have worked directly with Bob regarding both City of Troy golf courses. I have found Bob to be genuine in his passion to do the right thing for both the residents and the City. He not only listens but also acts where appropriate and I respect that in a person. I found him to be a great asset to this community.
Eckart Leitner	Resident of the City of Troy	1855 Lyster Lane, Troy 48085		I suggest Bob Brunner as our next City Manager. Bob has expressed genuine interest in suggested improvement to the Sylvan Golf Facility. We need leaders who

				listens and demonstrate care for the citizens of Troy. VOTE FOR BOB BRUNNER!
Dawn Calnen	Resident of the City of Troy	1987 Freemont	A few years ago, a street near our neighborhood was being repaved. I was concerned about some of the actions of the company doing the work. I contacted the city, and they intimately put me in contact with Kurt's office. Kurt called me back quickly. I had never met him before, but, I felt heard and respected. It was clear that he immediately responded to my concern because the issue was resolved. This was the first time I had ever "met" Kurt and it left a lasting impression on me. My view of him is that he has had a long, successful career in our city, has been very active in events unrelated to his job, and will impact our community in a positive way.	
Tyler Pischel	Resident of the City of Troy	1987 Freemont Dr		
AWNI Fakhoury	Resident of the City of Troy	2114 Haverford dr Troy, MI 48098	I've been a resident of Troy since 1985 and I dealt quite a bit with Kurt Bovensiepe. I give him my full support. He been very passionate, very caring and loves Troy and treated like his own home. My full support is for Kurt. I think he'd be a great, City Manager. We	

			need a person with passion and loves Troy from the bottom of his heart which is I know Kurt is . my full support is for Kurt Bovensiep As a City Manager.	
Jeff	Resident of the City of Troy	2143 woodingham dr Troy mi 48085	As a citizen of troy I strongly favor the decision of Kurt bovensiep. He has shown strong leadership skills and is the choice that I would suggest the council selectsand as a firefighter in the city of troy I would highly advise voting for Kurt.	
Kathleen O'Laughlin	Resident of the City of Troy	2193 Isabell Dr	Kurt is the best choice for the position. He has the experience and background that is suitable.	
Lawrence Cramer	Resident of the City of Troy	2360 Highbury Dr.	While Mr. Bovensiep has a long history in Troy, his experience has not been in City Management.	Mr. Bruner is the superior candidate, having been city manager in 2 neighboring communities and as Assistant City Manager here in Troy. Mr. Bruner has shown excellent performance in this capacity.
Terri McCormick	Resident of the City of Troy	2360 Highbury Dr.		
Tina Catron	Resident of the City of Troy	2385 Topaz		I support Bob Bruner for City Manager. During our interactions over the last few years, he has demonstrated a high level of engagement, interest and understanding when it comes to the needs of residents in Troy, MI. He has the experience, knowledge and aspiration

				to be a great manager for our city.
Keith	Resident of the City of Troy	2464 Athena Drive		
Greg McMenamin	Resident of the City of Troy	2667 Dayton Dr	Mr. Bovensiep would make a very good Troy City Manager. He has been very proactive in managing his department with Troy and is highly respected by his employees, peers and other residents that I know.	Due to comments from relatives that lived in localities where Mr. Bruner was in upper city management, I would prefer he not be made Troy City Manager.
Shirley McMenamin	Resident of the City of Troy	2667 Dayton Drive	I believe that Mr. Bovensiep would be a very good city manager for Troy. Please hire him.	I do not believe that Mr. Bruner would be the best candidate to fill the city manager's role for Troy. His comments near the end of the portion dealing with the fire department did not sit well with me at all among other issues that I have heard about him.
Kyle Huber	Resident of the City of Troy	2762 Creek Bend Dr. Troy MI 48098		I support Bob Bruner.
Jonathon Armstrong	Resident of the City of Troy	311 Scottsdale dr	Kurt's roots run deep in Troy. He has a lot of experience in the processes in Troy, has ran successful projects (dog park, etc) and his enthusiasm is highly needed in this city.	Robert has been involved with too many city's. We simply do not need this. I am sick of going through city managers in this city. It's time we get someone that is committed.
Jennifer Scudder	Resident of the City of Troy	3492 Ardmore Drive		

Janice Girling	Resident of the City of Troy	3959 Nash Drive	After watching the interview video, Kurt is clearly a strong leader with well established, essential relationships within the community. He is likeable and approachable and communicates well. His answers showed a clear understanding of the community's diversity, the city of Troy's needs and how to successfully move the city forward. I also got a good sense that he would be fiscally responsible when he responded to questions regarding the future needs of Troy such as improvements to the library. In all of these areas, Kurt presented himself as the stronger candidate for this most important and powerful position within the city.	
Ryan Cousino	Resident of the City of Troy	4034 Greensboro Dr.		
Maurus Mallory	Resident of the City of Troy	4176 Seymour		This guy convinces me he is interested in nonpartisan good for Troy
Michelle Pallas	Resident of the City of Troy	4419 Reilly Ct	Professional and prepared for the interview. Seems sincere. Did not offer real examples of how he would do the things he was talking about and seemed rehearsed. No experience with city management perspective	He is my choice because he offered examples of experience, showed courage to challenge council about vision on capital question. Started with timeline about challenges over past to put in perspective. talked about affordable housing with data points, offered improvements to budget

				<p>process, need to address ethics in hiring process, working on communications, like that he's committed to MS Teams implementation, good sense of in/external events and affect on culture and health of gov entities, talked about MEDC. Calm and likable. Brings a broader perspective and strategic thinking. I would send him to Toastmasters to work on his 'ums' and presentation skills. 100% support this person.</p>
Kenneth Schack	Resident of the City of Troy	4459 Lehigh Drive	<p>Mr. Bovensiep has served Troy for over 24 years and understands the values the Troy has been built on. I am a long time resident of Troy and appreciate people who are committed to my hometown. I strongly support Kurt Bovensiep for City Manager Executive.</p>	<p>While Mr. Bruner appears to be qualified as a City Manager, his employment history appears to be transient. It is difficult to determine what Mr. Bruner wants to bring to Troy, or what problem he wants to solve, if he is elected. As a retired business executive, I have learned to beware of self promoting individuals with an unclear agenda. As a Senior, I am concerned about his publication 'Surviving the Silver Tsunami' and consider it an expression of ageism. I am also concerned about his involvement in restructuring the incentive plan for Troy's Volunteer Fire Department. I feel that Mr Bruner is not right for Troy.</p>

Fabrice Smieliauskas	Resident of the City of Troy	4607 Lehigh Drive	<p>Having interacted with Kurt and Bob, reviewed their applications and attended the interviews, I advocate offering the position to Bob rather than to Kurt. Kurt has managed one large Department of the City of Troy, but has not been responsible for the breadth of city government activities in different contexts that Bob has. His level of education - a Bachelor's degree from an online college - does not reflect Troy, where nearly 30% of the adult population has a graduate degree. Furthermore, Kurt's knowledge and experience is less extensive and largely confined to Troy and its immediate surroundings. While his interview answers were succinct, fluent and confident, they sounded rehearsed, and his repeated insistence that he is nominating himself for the benefit of the city and not himself came off (and would come off from anyone) as insincere.</p>	<p>Again, I advocate offering the position to Bob rather than to Kurt. Bob has a clearly stronger resume than Kurt. He has experience as City Manager in two other important Oakland County cities, and experience as Deputy City Manager here in Troy. Bob's educational background is also stronger, with a Master of Public Administration from Wayne State – indeed Bob now also teaches courses for this degree at Wayne State. His thoughtful and knowledgeable answers to interview questions reflected this deep and wide-ranging background, which will be particularly important in managing a city of highly educated residents who have moved here from around the country and the world and expect that level of sophistication and the fresh ideas that such an experience can bring. Our city's complicated challenges, with needs exceeding revenues and services undergoing reforms (e.g. for seniors, EMS, firefighters) will also benefit from his flexible and creative approach.</p>
Patricia Schultz	Resident of the City of Troy	4771 Squirrel Hill		<p>I support Robert Bruner as he supports our Sr Golf League and Sylvan Glen Golf Course. He works well with Jim Fantin and our League Leadership.</p>

Lynda Belian	Resident of the City of Troy	5270 Shrewsbury Drive	<p>Mr. Bovensiep may be personable but he is not qualified for this position. This is Troy, we deserve a Manager that has been, at the very least, an Assistant City Manger in another community. While I appreciate his knowledge of the city and his long-term employment, this does not qualify him through his education or work experience for our top executive position. Unbelievable that a nation-wide search puts him as one of the top two candidates. It reminds me of throwbacks to bygone days when Troy was viewed as an Old Boys Network. You want to move past the Brian Kischnick days and memories - this is not the way to do it.</p>	<p>Bob Bruner was a fair candidate to interview but he only came to Troy to have the opportunity to gain this position in five years. He admitted it. He "played the game" very well, because he had an end game. He wanted this job from day one. That may be a positive for some, for me it means he has skewed his performance for years. He has said and done what he needs to do to get the next job, this job. Contrary to what he said, he does politics quite well. This is a throwback to elevating Mark Miller, now we elevate the next guy. How about fresh blood that does not have an agenda? How about somebody that can look at the city with fresh perspective? We need to move on completely from the past and bring in a leader that will have ideas that we may have never considered, that has not heard all the stories about the past city managers, that has no preconceived ideas about our city, we need a true restart. I also worry that he may be a job hopper. He leaves his jobs after a few years. What are we the stepping stone to? He made lots of promises when he started the job, he made a point of meeting all the pertinent groups and organizations when he</p>
--------------	------------------------------	-----------------------	---	--

				<p>started. He said a lot, wanted to collaborate and feel like a part of the city. Instead he delegated to others and was never seen or heard from again. This is the most important job of city council - we went through a rough patch with the last hire. It did not go smoothly. Mark Miller was not even a candidate, but through some unusual happenings, he got the job. Now, we do another search and guess what - again only city employees are good candidates. This position will become available again. Do we expect to have good candidates apply when we only hire from within and don't even interview other qualified candidates? That sounds great - that we mentor and foster our employees, we promote from within. To others, it sounds like we are arrogant. Optics matter and the city of Troy is becoming notorious for bad optics.</p>
Tim McCloud	Resident of the City of Troy	54 Cloveridge Dr		
Dan Delmastro	Resident of the City of Troy	5586 John R	Kurt B. is hands down the best candidate for this position.	
Hari Devabathini	Resident of the City of Troy	5625 John R Rd, Troy MI		

Mike Meitzner	Resident of the City of Troy	5712 Larkins dr	I really appreciate Kurt's background and long tenure with the city both as an employee and as a resident. I think the city would benefit from the stability he can bring.	While I think Bob has good background in city management, I feel that Troy would be better served by what Kurt brings to the table at this point.
Dwenell Mills	Resident of the City of Troy	6039 Country Ridge Drive		Bob has been a great supporter of Troy's progress and has listened to, and been responsive, our needs
Paul Chambers	Resident of the City of Troy	6076 Hearthside Dr.	In my interactions with him he has been kind, thoughtful, and considerate in his current role. I think he would be a great leader and have the City's best interests at heart.	
Martha Lyon	Resident of the City of Troy	6228 Herbmoor	I think he would do a great job	
Greg Lyon	Resident of the City of Troy	6228 Herbmoor Dr.	I think he would do a great job.	
Doug Slattery	Resident of the City of Troy	6236 Brookings Dr.		I support Robert Bruner for City Manager, he is senior friendly.
Cameron Hill	Resident of the City of Troy	63 Wildwood Dr		Our Sylvan Glen golf league has worked with Mr. Bruner for needed improvements at the golf course. He has listened to our requests, understood the needs, and been open to supporting. Being a leader isn't always easy, but the leaders that take the effort to understand their customers, have a better chance of being successful. Bob Bruner

				has demonstrated this leadership trait.
JANUSZ Bora	Resident of the City of Troy	6320 WALKER DRIVE	Kurt is honest, dependable, and has great managerial skills.	Does not seem to be able to keep a job is city manager for very long.
Deborah Louzecky	Resident of the City of Troy	6327 Donaldson	I am 100% for home grown management!! Residents benefit from Management that lives in our community especially a long time. Right from the beginning of the interview Kurt was not only well prepared but confident in all his answers. I like his all hands on deck" style especially with the community and with his staff. I strongly recommend voting for Kurt for our next City Manger. I believe he will be a refreshing change that will be welcomed by not only by your staff but the community!!! His thought process, care for others and hunger to dig into the job makes it seem to be the right choice for Troy. His thought process and seeing the need to take care of the population that live in Troy first before looking at ways to bring in more speaks right to what Semcog states in your Master Plan. 1 out of 5 will be 65 or older by 2035. I agree that we need to make sure all age groups are accounted for	I was not impressed with Robert or his answers to your questions. He did a lot of rambling and making excuses. First it was Mark Miller was new to the position. Next it was COVID and it went on. It makes me uneasy when someone starts off with excuses and throws in a hint of sarcasm especially when he spoke of "dumbbells'?? Really? No we don't need any more of this. I would take a Kurt without the experience of City Manager 100 times over one that has the experience but doesn't have the compassion or empathy. Even when asked about the staff not feeling that the Manager's office was approachable. His response was well the door was always open and I didn't see anyone coming in. Then the excuse that he had too much work to do to "care to see others needed something" speaks to his lack of care. Please do not continue down this road.

			<p>but Troy will do big disservice to the aging population in Troy by not address their needs especially in housing. He sees this!!! I like his honest open approach - that is refreshing and needed in Troy. The City Council runs the City and they have two employees that work for them, the City Manager and City Attorney. We need a City Manager that you know will tell you everything sooner than later. When I spoke to you Ethan in January of 2023 at the council meeting you, along with other council members stated that City Council had no knowledge of the IRS issue with the fire department until the letter went out that month. I am sorry but something of that magnitude should have never gotten that far before you guys found out. I believe that Kurt loves his City as much as you and I would really love for him to take that job.</p>	
Sara Kremhelmer	Resident of the City of Troy	6763 Norton Dr	<p>I am a resident of Troy and I'm also a Troy DPW employee. Kurt has been a great leader. Coming to work with confidence in your upper management is a comforting feeling. I feel he would be a great assist to the city as the City Manager.</p>	

Other

Name:	Please select		Kurt Bovensiep Please provide comments for the City Council to consider regarding this candidate	Robert J. Bruner Please provide comments for the City Council to consider regarding this candidate
Charlene Bryner	Other (please specify)	I'm both a resident and city employee	I work under Kurt at the DPW. He is a strong leader, fair and courteous with his employees and the public. He is knowledgeable in all aspects of the city. I like that he has a vested interest in Troy. He grew up in Troy (as I did) and has worked for the city for many years. He is here to stay! Please consider him for the new city manager. Thank you Char	
David Workun	Other (please specify)	Sterling Heights resident and frequent visitor to City of Troy		I would like to present my support for Bob Bruner for Troy City Manager. Although I am not a Troy resident, I am aware through my appreciated affiliations with the City of Troy that Mr. Bruner has always shown a sense of dedication and concern for Troy residents and visitors.
Elaine Bo	Other (please specify)	Retired Recreation Director		When I worked with Bob I found him to have integrity, fair in his decision making, a great communicator, thorough and really cared about me and my Recreation team. He would be the best choice for Troy's next City Manager.

Herb	Other (please specify)	of Shelby Twp; worked with Bob RE Sylvan Glen		He has been creative and cooperative with regard to helping us at Sylvan Glen for the Troy Seniors Wednesday Golf League
Judd Hart	Other (please specify)	Former resident@ 1264 Boyd/3055 Caswell	I have known Kurt since the day he was born. His parents Rod&Mary have been mentors to me for most of my adult life. Rod, a model city of Troy fireman & career fire inspector instilled in Kurt a loyal and unwavering work ethic that employers strive for. Kurt started as a manager at the age of 16 @ Buccemes pizza @ 18 he began working in private green industry positions in the arborist world, then commercial Drivers lic and many certified green industry platforms. Kurt then be came the staff arborist for Troy then parks& Recs supervisor then Director of one of the finest DPW,s in the state Kurt clearly is a leader and has committed his life to the city of Troy the city managers position is clearly the logical step for the council. Troy is already better because of Kurt now it's just going to be better	
Kathleen Zalewski	Other (please specify)	Resident of Rochester Hills & member of Troy Sr. Golf		I support Bob Bruner. He is highly regarded and recommended by my fellow golfers from Troy. I am also a previous resident of Troy.

Marsha Feyer	Other (please specify)	Participant in the Wednesday, senior golf league		He has been great supporting the Troy Wednesday, senior golf league
Ralph Gartner	Other (please specify)	Troy Golf League Participant		Bob Bruner is the candidate of choice for me. Through Jim Fantin's email, it is clear Bob works well with the residents of Troy. Although, I no longer reside in Troy, I am a beneficiary of the job that Bob does. Please keep him in this job. Thank you
Steve Pasbjerg	Other (please specify)	Participate in Troy Monday Senior Golf League		I support Bob Bruner for this position. He is a very deserving candidate.

Employee, Anonymous

Name:	Please select	Kurt Bovensiep Please provide comments for the City Council to consider regarding this candidate	Robert J. Bruner Please provide comments for the City Council to consider regarding this candidate
Department Head	Employee of the City of Troy		Selecting Bob Bruner as the next city manager would continue the progress the City has made toward ethical, professional leadership. I have witnessed Bob's logical reasoning as he approaches solutions to management issues. He listens to others and gathers data when making decisions or recommending a course of action. He is collaborative and never assumes he is the smartest person in the room, even though with his knowledge and experience he may be, he speaks to others as equals. When he is unsure of facts, he researches, learns facts from experts, or supports/encourages others to research. Additionally, he is compassionate and acknowledges that people have many motivations and pressures affecting them. He considers the human element in his intelligent problem-solving. These are some of the aspects that make Bob an excellent manager of people and processes. In my observation, Bob consistently makes decisions that are in the best interest of the City, its residents, and employees; not decisions that solely or

			primarily benefit him or his personal goals.
City employee	Employee of the City of Troy	I do NOT support Kurt for city manager. His experience does not equate to that of what I would want in a city manager.	I support Bob for city manager. I appreciate his vision for the city and respect his current leadership. He has a wide variety and history of city management experience I would love to see it continued here in Troy.
City of Troy Employee	Employee of the City of Troy		I am submitting this comment to show support for Mr. Robert Bruner for the City Manager Position. I have worked with many different Administrators, Directors, Managers, and Supervisors throughout my work experience. I have found Mr. Bruner to be very professional, strategic, and intentional which supports his statement during his interview of being a collaborative leader. I have witnessed this approach with Mr. Bruner many times. He is strategic in utilizing the expertise of others in a collaborative method to build his approach in project management, completing tasks, and in working with leadership, staff, and residents in an effort to provide a high level of service to the community that we all serve. After watching the

			<p>interviews, I am convinced that Mr. Bruner offers the City Council and the Mayor a true strategic partner; and with this dynamic relationship, I believe this leadership group has the components of doing some great work for the City of Troy. As Mr. Bruner stated in the interview, it is not a guarantee for City elected officials and the City Manager to have such an amazing opportunity to work together in a positive and collaborative manner. In addition to his leadership skills and his collaborative style, he brings a varied and relevant amount of work experience, education and a continuing desire to learn through affiliations, associations, certifications, all in his efforts build his skills and knowledge. His past experience working as a City Manager, being the Deputy City Manager, and all the other municipal background he has, puts him in a unique position to continue the improvements that have already been a focus of his. I'm confident, as a City Manager, he would work with City Council and the Mayor to continue to not only make the City of Troy a desired place for people to want to live, raise families, and do business in, but also balance that by keeping and attracting great employees who serve the community, hence being a desired employer. I must touch upon Mr. Bovensiep's qualifications for this position as well. While I have worked</p>
--	--	--	--

			<p>with him as well, and by his comments during his interview, it was clear he is a City of Troy proponent. He has invested his time in working for the city as well as living here. I have seen Mr. Bovensiepe's desire to work collaboratively, and I applaud his dedication to his training philosophy. The experience he would need to be able to take the reins and move this City forward are not as substantial as Mr. Bruner's. In summary, Mr. Bruner comes to you and this community with a well-rounded, realistic understanding of what it takes to be a City Manager, he has the direct experience being a City Manager, he supports all of this with his education, certifications and has been proactive in getting additional knowledge when needed. He has a proven track record in light of the last few years' complexities of not just running a city, but dealing with the aftermath of a corrupt City Manager and a pandemic. For all these reasons, hope the mayor and the City Council see what a great opportunity it is for this city to have Mr. Bruner as the next City Manager.</p>
Anonymous	Employee of the City of Troy	While Kurt does not have the formal experience, it really sounded like he has all the departments' best interest in mind. I do worry he could be more of a "yes man" when we need someone in City Admin to make tough decisions and help city	Bob says he's a relationship manager but I have only seen him in my city department once in the 3.5 years I've worked here. A lot of Bob's answers came across as flippant; it sounded to me that he expected to get this job. From an employee

		<p>council take action on variety of issues (TFAC, the library, housing, etc.) instead of simply kicking the can down the road because they don't want to be the bad guys. I do know that Kurt actually reached out to all city departments to get feedback before the interview; that is at least AN effort into getting to know what's going on with all city employees. I appreciate that. Some of his answers were kind of vague but he also doesn't have the same inside information that was afforded to the other candidate.</p>	<p>standpoint, the Communications Director position he touts as an accomplishment was executed extremely poorly. I'm unsure of why he thinks it was so successful. It was a real disaster. This position is also unfilled and has been since the summer; not a great sign of his leadership in my opinion. Bob does have the past experience of being in city management but as a current employee, it's tough to reconcile this experience with what he's done on the job here in Troy. His answers were often shallow which surprised me as he is currently (seemingly) very knowledgeable about the City Admin's office. If showing up is "easy," why hasn't Bob made an effort to show up in any city departments?</p>
Anonymous	Employee of the City of Troy		
Anonymous	Employee of the City of Troy	<p>Based on the interviews, you would be foolish to choose this person. He gave no plans for how to run this city, just vague observations on community and collaboration. That is the baseline of what a manger needs to do, not a visionary statement. In my experiences with him, he is often unprepared, passes blame for errors onto others, and frankly does not collaborate until he is told to or caught not doing so already. Many have expressed a desire to leave if</p>	

		he is chosen. This appointment would cause a ripple effect.	
Anonymous	Employee of the City of Troy		
Anonymous	Employee of the City of Troy		I am going to keep it simple. Bob is genuine and down to earth, ready to take on challenges, open to suggestions, and truly willing to find the right solution that is best for all individuals. These characteristics make a strong leader—one that listens, thinks, then acts.
Anonymous	Employee of the City of Troy		Our staff has been through a lot in the past few years between the trauma of BK's leadership and the pandemic. Bob has worked with Mark and the staff to bring steadiness and in the last couple years, has been looking towards the future and what changes are needed to bring greater health to the organization. Bob is actively working on more employee engagement and is working with the cross-departmental engagement team to initiate changes. Bob is a thoughtful, humble leader who coaches his co-workers and empowers them to lead. Furthermore, he has the experience to lead. As City Manager, there would only be a small learning curve which would allow work and initiatives to continue to move forward without a pause. After all the staff has been through in the past few years, his leadership is what we

			need to be able to continue moving forward.
Anonymous	Employee of the City of Troy	I felt that Kurt was much more polished and professional. He seemed to take the interview seriously and came prepared. As an employee who has worked with both of them, I have had a much better experience with Kurt and believe he would be a leader who would actually work with the staff and public, rather than against us.	Bob seemed flippant and nonchalant during his interview and about the experience in general. He seems to know he already has the job and is not taking it seriously. It seemed like he was just checking a box by interviewing. This unfortunately perfectly illustrates how he manages. He brings the same lack of energy and engagement to employee and city issues. There have been many questionable instances under Bob's leadership, including the very shift "restructuring" of the city manager's office that left Bob and Megan in positions of authority that they did not have to apply nor interview for. This has not sat well with many staff in the city who work for departments in which all positions must be posted and all interviews are expected to be fair and unbiased. I have never personally felt supported by Bob, and I think this culture of unaccountability and inaction will continue to flourish under his leadership. I do not think he's the right person for this position. I wish we had more options, and had seen more qualified candidates interviewed. On an

			<p>unrelated note since there is no other place to write this, I do not think it's right how employees have been treated in this process. I have never witnessed a city manager search that excluded the staff more. Transparency is great, but only allowing staff to share feedback that will be made public about two internal candidates that we will have to work with, and report to, effectively silences us.</p>
Anonymous	Employee of the City of Troy	<p>Concerns Regarding Kurt Bovensiep's Candidacy for City Manager Disclosure: I am writing anonymously to avoid potential retaliation. I believe Kurt Bovensiep is not the right choice for City Manager for several reasons. Involvement with Kischnick: New council members should review the Kischnick Sentencing Memo (https://www.scribd.com/document/397943050/Kischnick-Sentencing-Memo-FEDS). Bovensiep is mentioned 42 times, raising concerns about his closeness to the incidents. Electing him could erode the trust and morale staff have rebuilt since those events. Leadership Concerns: Beyond the Kischnick issue, Bovensiep's leadership style raises doubts about his suitability:</p> <ul style="list-style-type: none"> ● Bullying: He reportedly talks down to and belittles lower-ranked staff. ● Poor Teamwork: He disregards the experience and expertise of others by acting unilaterally. ● Resistance to Feedback: 	<p>Troy Needs Bob Bruner as City Manager Bob Bruner is the strongest candidate for City Manager. He boasts extensive experience in city management, and even shapes the future by teaching the next generation of local government leaders as a professor. Since joining Troy, Bob has brought much-needed stability. He's a welcome change after the difficult times under Kischnick's leadership. Bob is known for his collaborative approach, humility, and genuine care for city staff. He prioritizes honesty and will actively work to improve our organization.</p>

		<p>He becomes defensive when receiving criticism or bad news. ● Self-serving Actions: He prioritizes his own interests over the organization's well-being. ● Qualifications: For a City of Troy's size, we deserve a leader with extensive city management experience and relevant education. In my opinion, Kurt Bovensiep lacks these qualifications. Call to Action Troy deserves qualified leadership that prioritizes the best interests of our City and its staff. I urge you to consider these concerns when making your decision.</p>	
Anonymous	Employee of the City of Troy	<p>We are trying to forget about the Kischnik days, not relive them. If Kurt - Brian's old pal - becomes city manager, the city will prove it never wants to change or improve, it just wants to forever be the same shady city. Plus "his" ice rink is a joke to city employees when existing buildings are falling apart.</p>	<p>He CARES ABOUT THIS CITY. To include employees and residents. He is running for the right reasons, and deserves/has earned the job.</p>
Anonymous	Employee of the City of Troy		
Anonymous	Employee of the City of Troy	<p>It is appalling that someone associated with the mischance era would even be under consideration. Disrespectful to staff that is still here</p>	
Anonymous	Employee of the City of Troy	<p>The hole at DPW would be large to fill. Many retirements, new supervisors lack experience. Not sure how he escaped the fall out of a previous City Manager</p>	<p>From an overall organizational stand point Bob would be the best candidate</p>

Anonymous	Employee of the City of Troy	If he gets the position many employees will quit. He is a bad manager, selfish person, and refuses to take accountability for any mistakes	He has been performing admirably as Deputy City Manager, has the necessary experience, and, frankly, is a much more professional, truthful, and genuine person than Mr. Bovensiepe.
The Whistle Blowers Friend	Employee of the City of Troy		

Resident No Address or Anonymous

Name:	Please select	Address	Kurt Bovensiep Please provide comments for the City Council to consider regarding this candidate	Robert J. Bruner Please provide comments for the City Council to consider regarding this candidate
,	Resident of the City of Troy	.	.	.
anonymous	Resident of the City of Troy	500 W Big Beaver Rd	I've had the pleasure of working with Kurt Bovensiep for years. He is highly professional, dedicated, knowledgeable and an extremely hard worker. I believe that Kurt's career trajectory with the City of Troy has equipped him with a unique and highly comprehensive level of understanding about how the city operates. Kurt shines when he engages with the community. He listens actively and patiently while focusing on resolving the issue at hand. Kurt has also fostered an environment at the Department of Public Works that recognizes and truly appreciates the hard work that gets done here every day. Kurt would be an excellent City Manager and the City of Troy would be very lucky to have him in that role.	
Anonymous	Resident of the City of Troy	Troy MI	Isn't this the guy who was strongly associated with Brian Kischnick? Didn't directly received benefits from Brian's terrible	

			decisions and practices? A truck I believe. I also have no confidence in Kurt after the utter mismanagement of the new Troy ice rink that was supposed to open in December. If he cannot get that fairly simple straight forward project completed in a timely manner, he shouldn't be trusted to manage a city with a budget of almost \$170 million. I have zero confidence in Kurt.	
nn	Resident of the City of Troy	nn		
Jim	Resident of the City of Troy	Troy		
n/a	Resident of the City of Troy	Troy, MI	As I listened to the two candidates' interviews, it was very clear who had the experience needed to step into the City Manager position. While Mr. Bruner provided many examples of work he's done as City Manager and Deputy Manager for Troy, Mr. Bovensiep did not provide many examples and his responses seemed generic. He's the leader of a large group at the DPW yet shared few examples of how he leads. He spoke about being available and creating a culture of collaboration but didn't really explain what that means or how he would do that. The lack of depth or more thoughtful	As I listened to the two candidates' interviews, it was very clear who had the experience needed to step into the City Manager position. Mr. Bruner provided many examples of work he's done in the past as City Manager for Birmingham as well as in the City of Troy as Deputy City Manager. He has an understanding of the City as a whole and is already working with staff to lead. He is aware of the challenges facing the City and is already working towards addressing them. He spoke of "leading people and managing processes" and said he is equally comfortable leading as well as letting others lead—that is a sign of a strong leader who knows

			<p>answers came across as if he doesn't fully understand what the role of City Manager entails or how hard it actually will be—it appears he did not do his homework and needs more experience before he attempts to climb the ladder. Further, his closing statement focused on how this application isn't about him, but yet, it really should be. It should be about what he feels he can bring to the table to better the workplace for his co-workers and strengthen the City for residents. Again, he showed a major lack of understanding about what the point of this role is and in comparison to Mr. Bruner's closing statement it is clear who is ready to step into the role of City Manager. Mr Bruner has the experience to lead our City staff.</p>	<p>how to hire strong staff and let them work. He expressed a realistic understanding that even though he's currently Deputy, there are things that come with the City Manager position that he'd have to learn or adjust to such as delegating more. He described a network of colleagues already in place that he networks with (for example with the Communications Director hiring process). He shared data and statistics a number of times which showed me that he does research and will make sure data is driving decisions. Mr Bruner's closing statement was that he loves his co-workers and wants to make progress in the City—this is the attitude of a true leader who will work with a large team to bring our City into the future.</p>
David Lambert	Resident of the City of Troy			
Ethan Baker	Resident of the City of Troy			
Greg	Resident of the City of Troy			
JR	Resident of the City of Troy			
Robert Beauchamp	Resident of the City of Troy			

Other Anonymous

Name:	Please select		Kurt Bovensiep Please provide comments for the City Council to consider regarding this candidate	Robert J. Bruner Please provide comments for the City Council to consider regarding this candidate
Anonymous	Other (please specify)	Retired Employee and Resident	Is well liked by DPW Employees. Not as well respected knowledge based employees. He will have a challenge recruiting and retaining talented staff. Stresses relationships and customer service which is admirable and important but, does not demonstrate strong critical thinking skills when compared to the other candidate. The passion for the City that he spoke of in his interview was wonderful but, I don't know if that will necessarily make him the best candidate for City Manager. I think that he is well suited to remaining the DPW Director. He has done an excellent job in that position. Lacks experience when compared to the other candidate. He talked a lot in generalities but did not get a good sense of how he would do the job. I am more comfortable with the other candidate being the City Manager	In his interview. Bob demonstrate the experience and critical thinking skills that makes me comfortable in having him as the City of Troy City Manager. 2 comments in his interview confirmed this for me. 1. The citizens need to know what the get for what they give. This should have been done decades ago. 2. He referenced the need to retain talented staff. He seemed to stress this point more effectively than the other candidate.