

Meeting Minutes

City Council Work Session

November 10, 2025 | 2:30 p.m.
Council Chambers Conference Room
88 E. Chicago St., Chandler, AZ



Call to Order

The meeting was called to order by Mayor Kevin Hartke at 2:32 p.m.

Roll Call

Council Attendance

Mayor Kevin Hartke
Vice Mayor Christine Ellis
Councilmember Angel Encinas
Councilmember Jane Poston
Councilmember Matt Orlando
Councilmember OD Harris
Councilmember Jennifer Hawkins

Appointee Attendance

John Pombier, Acting City Manager
Kelly Schwab, City Attorney
Dana DeLong, City Clerk

Staff in Attendance

Dawn Lang, Deputy City Manager / Chief Financial Officer
Ryan Peters, Deputy City Manager
Leah Powell, Deputy City Manager
Alexis Apodaca, Mayor & Council Public Affairs Senior Manager
Matt Burdick, Communications & Public Affairs Director
Kristin Maier, Human Resources Director
Tawn Kao, Deputy City Attorney

Discussion

1. Discussion on Process for Recruitment/Employment of City Manager

MAYOR HARTKE called for a staff presentation.

JOHN POMBIER, Acting City Manager, introduced the discussion item.

KRISTIN MAIER, Human Resources Director, presented the following presentation.

- City Manager Hiring Process
- City Manager Hiring Options
 - Appointment via Article III of the Chandler Charter
 - Hiring Process via Mosaic Public Partners
- Article III. - City Manager
 - Section 3.01 Appointment, Compensation, Qualifications
 - The Council shall appoint a city manager for an indefinite term and fix his compensation. The manager shall be appointed solely on the basis of his executive and administrative qualifications.
- Appointment Steps
 - Contract Negotiations
 - Establish Start Date
- Mosaic Public Partners
 - National executive search firm specializing in public-sector leadership recruitment.
 - Past Chandler Experience
 - Chief of Police Search
 - Development Services Director Search
- Mosaic Timeline
 - November 2025: Preparation begins
 - January–March 2026: Posting
 - March–April 2026: Presentation of Candidates to Council
 - April 2026: Interview Process Background
 - April –May 2026: Contract Negotiation
 - Start Date TBD

MAYOR HARTKE asked if the \$15,000 cost mentioned during the two-day in-person interview process was tied to bringing people in.

MS. MAIER said yes.

MS. MAIER continued the presentation.

- Mosaic Cost
 - Flat Fee \$39,500
 - Additional Service Costs
 - Onsite community, staff, or stakeholder forums: \$1500 per day, per consultant, plus expenses
 - Additional on-site meeting days: \$1500 per day, per consultant, plus expenses
 - Additional background checks: \$250 per candidate
 - Additional reference checks: \$750 per candidate
 - Other services: \$250 per hour or \$1500 per day, per consultant, plus expenses

- Thank you! Questions?

MAYOR HARTKE said this process had started in June, but one of the questions on the November 2025 ballot for consideration concerned city manager compensation in the City Charter. He noted that it was suggested to wait until after the election concluded.

MS. MAIER noted that the recruiters recommended waiting until January, after the holidays.

COUNCILMEMBER ORLANDO said the timeline is not concrete, it is just a recommendation.

MS. MAIER replied that the recruiter could adjust the timeline in accordance with the Council's direction.

COUNCILMEMBER ORLANDO asked about the possibility of a shorter timeline, using tools such as virtual meetings.

MS. MAIER said that was possible.

COUNCILMEMBER ORLANDO confirmed that the timeline can be shortened, allowing more time for the public input process.

COUNCILMEMBER POSTON asked if the candidate profile development had been included in previous recruitments.

MS. MAIER explained that the next step is that Mosaic Public Partners will interview Council for input on the candidate profile development.

MAYOR HARTKE added that there are different panels, including a community panel, for interviewing potential appointees.

COUNCILMEMBER ENCINAS asked if there is a way to tailor outreach and recruiting.

MS. MAIER said the timeline is the recruiting agency's recommendation, which can be adjusted.

COUNCILMEMBER HAWKINS asked what is currently agreed upon between the city and Mosaic.

MS. MAIER said they have been in discussion, but they have not performed any work for the city, and the city has not been billed. The initial step would be to conduct interviews with the Council to develop an ideal candidate profile to inform advertising planning.

Public Comment

TERRI KIMBLE, Chandler, spoke regarding the Chandler Chamber of Commerce and expressed support for Acting City Manager John Pombier. Chamber of Commerce business members have experienced great accessibility and partnership with Chandler under his leadership.

COUNCILMEMBER ORLANDO asked if Council is in agreement with going out to a hiring process via Mosaic Public Partners.

MAYOR HARTKE said no. Council will go into Executive Session for discussion or consideration of employment of Acting City Manager, John Pombier and discussion and consultation with City Attorney for legal advice and to consider its position and instruct its attorneys regarding a contract for employment of or recruitment for City Manager.

COUNCILMEMBER ORLANDO said the timeframe has been discussed previously.

MAYOR HARTKE said that conversation can continue in Executive Session.

COUNCILMEMBER ORLANDO emphasized public transparency of whatever option Council chooses.

Set an Executive Session

1. Personnel and Contract Matters--A.R.S. Section 38-431.03(A)(1) (A)(3) and (A)(4) - Discussion or consideration of employment of Acting City Manager, John Pombier and discussion and consultation with City Attorney for legal advice and to consider its position and instruct its attorneys regarding a contract for employment of or recruitment for City Manager.

Motion and Vote

Vice Mayor Ellis moved to hold an Executive Session Meeting immediately following the Work Session; Seconded by Councilmember Harris.

Motion carried by majority (5-2), Councilmember Orlando and Councilmember Poston dissenting.

Adjourn

The meeting was adjourned at 2:50 p.m.

ATTEST: 
City Clerk


Mayor

Approval Date of Minutes: December 8, 2025

Certification

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Work Session of the City Council of Chandler, Arizona, held on the 10th day of November 2025. I further certify that the meeting was duly called and held and that a quorum was present.

DATED this 8th day of December, 2025.

Dana R. D'Long
City Clerk



Subject: RE: City Manager

From: Jeff WENINGER <jweninger2@me.com>
Sent: Thursday, November 6, 2025 2:35:42 PM (UTC-07:00) Arizona
To: Mayor&Council <Mayor&Council@chandleraz.gov>
Subject: City Manager

This Message Is From an Untrusted Sender

You have not previously corresponded with this sender.

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Nov 6, 2025

Mayor and Chandler City Council

Chandler City Hall
175 S. Arizona Ave.
Chandler, AZ 85225

Subject: Support for the Appointment of John Pombier as Chandler's City Manager

Dear Mayor and City Councilmembers,

As both a state legislator and a longtime resident of Chandler, I am writing to express my strong support for the appointment of John Pombier as the City Manager of the City of Chandler.

Having witnessed Chandler's continued success and steady leadership through periods of growth and change, I believe he has demonstrated the professionalism, vision, and collaboration needed to guide our city forward. John has shown a deep understanding of Chandler's priorities, supporting public safety, economic development, infrastructure investment, and quality-of-life initiatives that make our community one of the best in the state.

As a policymaker, I have had the opportunity to work with city leadership across Arizona, and I can confidently say that Chandler's administration stands out for its effectiveness, responsiveness, and focus on results. John has upheld that tradition and strengthened the partnership between city government, local businesses, and residents.

I strongly encourage the City Council to appoint John Pombier as Chandler's City Manager to ensure continuity, stability, and continued excellence in governance.

Respectfully,

Jeff Weninger
Resident of Chandler, Arizona