



Allentown

435 Hamilton Street
Allentown, Pa. 18101

Minutes - Final

City Council

Monday, January 30, 2017

6:00 PM

Council Chambers

Special Council Meeting: Managing Director Nomination

Call to Order

Present: 7 - Ray O'Connell, Julio Guridy, Daryl Hendricks, Cynthia Mota, Candida Affa, Roger MacLean, and David McGuire

[15-1329](#)

R16 Oscar Montoya - Managing Director
Oscar Montoya Resume

Attachments: [R16 Oscar Montoya - Managing Director](#)

[Oscar Montoya Resume](#)

[Memo Oscar Montoya](#)

Mr. Ray O'Connell welcomed Mayor Pawlowski and Mr. Oscar Montoya.

Mayor Ed Pawlowski stated that it is an honor to present Mr. Montoya to become the city's next Managing Director. He comes with extensive management and finance experience in the private sector. He stated that Mr. Montoya has four Master's degrees, an MS in Employer Relations, an MS in Human Resource Management, an MBA in Finance, and an MIS in Management in Information Systems. He holds a Bachelor's degree from Edison State College. He stated that he believes that Mr. Montoya diverse management and finance background makes him a perfect candidate.

Mr. Ray O'Connell thanked Mayor Pawlowski and asked Mr. Montoya would he like to say a few words.

Mr. Oscar Montoya gave a presentation to give Council an idea of who he is. He went over his experience on global projects and different people. He managed a \$260 million capital budget over multiple sites, third party vendors, and construction managers. He would get involved in the Risk Assessments. He was a liaison to different departments. He went over his Master's degrees and stated that he had a number of roles where he managed finance projects, and IT projects. He stated that Allentown is a diverse city and he would like to be a part of that. He comes from a private sector and stated that he would be bringing a different perspective. He would like to interact with the growing Latino community. This will expand

my skillset in the public sector. He spoke on the residency requirement and stated that he had a realtor looking since December and will continue to be looking at housing.

Mr. Ray O'Connell thanked Mr. Montoya and asked his colleagues if they had any questions.

Mr. Daryl Hendricks asked what do you know about Allentown. He asked if all of Mr. Montoya's experience is with the state of New Jersey. He asked Mr. Montoya how did he meet the Mayor.

Mr. Oscar Montoya stated that he knows there are a lot of changes taking place and construction projects taking place. It is a growing, diverse community. He stated that he is originally from Texas. The projects that he did were all over the world. He stated that he met the Mayor through the application process.

Mr. Julio Guridy thanked Mr. Montoya and stated that his resume is hard to follow. He stated that it looks like you were one year here and one year there. He asked if Mr. Montoya was a consultant.

Mr. Oscar Montoya stated that the best way to address that is that a lot of the projects were project-based. There is a finite beginning and finite end. He stated that he would be changing projects periodically. There are some overlap.

Ms. Candida Affa asked if Mr. Montoya reached out to anyone on Council for an interview.

Mayor Ed Pawlowski stated that he told him not to do that. This is the interview process. I did that with the other candidates and obviously it didn't mean anything. We have vetted him and gone through an extensive interview process.

Ms. Candida Affa stated that she knows she was one of the Councilmembers that did interview. She stated that it is important to sit down one on one.

Mayor Pawlowski stated that you have been really good. Other councilmembers it has been difficult or impossible to reach. Every time we reached out to you with a candidate, you were willing to sit down with the candidate.

Mr. Roger MacLean stated that the projects that you handled you stated that you handled some ethical issue and discipline. Give me an example.

He asked if he dealt with unions, streets, parks or recreation.

Mr. Oscar Montoya stated that they had multi-million projects going on and a construction house doing unethical things with money, project and staffing. He initiated a process to get him off of the campus. The legal staff took over that piece and canceled the contract. He stated that in this particular role I dealt with unions. it was not exhausted or extensive. He stated at BMS what we dealt with a lot was building and facility and they were parks like. We had ponds and a lot of snow removal.

Mayor Ed Pawlowski stated that he does think that the position of Managing Director does not have to have extensive knowledge of all these different department. They have to have an overview of management that can promote efficiencies.

Mr. Oscar Montoya stated that it is important to know that some projects that I dealt with are exactly that.

Mr. Ray O'Connell thanked Mr. Montoya and stated that your resume states that you have a degree in finance and an IT professional. He asked for an explanation of Change Management.

Mr. Oscar Montoya stated that as a Change Manager you look at risk assessment. With projects, there are always resistance. A Change Manager addresses that. It is trying to minimize resistance to any project.

Mr. Ray O'Connell stated that you hold several degrees and you should be proud of that. How do your degrees and work experience translate into the Managing Director's job. He asked Mr. Montoya stated describe his leadership style. He asked if he was to talk to previous employers over the years, and you had several. How would they describe to me Oscar Montoya.

Mr. Oscar Montoya stated that there is a Capital Budget role that the Managing Director will be responsible for. We have to make sure that it is being utilized correctly and that is the finance piece. The IT piece says there are projects out there that need to be implemented. On the change management side, all these projects have a change management component. The HR side needs someone who has an HR background. He stated that he likes to give his people what they need without interference and come to him when there is some level of time to resolve some of the issues. He stated that he was willing to step in and help. There were things that were out of my jurisdiction and out of my league. He developed a program and wrote some codes to do this more efficient, effectively and standardized the process around the world.

Mr. Julio Guridy asked Mr. Montoya if he ever worked for a city Allentown's size. He asked if Mr. Montoya done project management type of employment. He asked Mr. Montoya how many employees has he managed. He asked him to talk about the \$260 million and if he ever worked with the unions that the city has.

Mr. Oscar Montoya stated that the extent that that his experience for city government was when we were looking for printing and things of that sort. I do not have city government experience. I do not have public service. He stated that the role he had with BMS was really the role that best translate into this particular role. He stated that there were five to 80 people that he would deal with directly or indirectly. BMS is about 80 to 100,000 domestically. He stated that his role to ensure that they had an efficient operating system. He stated that they had several sites globally and they had a budget of \$260 million to improve building plants around the world. He stated no, he never worked with the unions and stated that his experience with unions were with facilitators and painters.

Ms. Candida Affa asked about people skills. As Mr. Guridy stated we have over 700 plus employees. Along with the employees, you will be working with Council, the Mayor, and Directors. How would you describe your people skills and how would you handle working with people and understanding and explaining. Have you been to Council meetings in your city? She asked if he would move to the city of Allentown. She asked if Mr. Montoya had school aged children.

Mr. Oscar Montoya stated that whenever he would go to a site in his travels, there are always different cultural, different people in different countries. I would interface with the rank and file. There was always some resistance and I would have to navigate those waters. My people skills are pretty job because it was part of the change management process. I made sure that I did not step on their toes along the way. He stated that he currently has realtors looking at properties. He did not know I had a realtor looking. He stated yes, nine and 13 years old.

Ms. Cynthia Mota stated that Mr. Montoya's resume is very impressive. You mentioned that you understand that it is a mayor's race and anything can happen. Why would you be interested in a job knowing that you would be in the position for about a year and you have school-age children. Why would you quit the job you already have to come here.

Mr. Oscar Montoya stated that it is more of a question on what's on the table. I am looking at an opportunity and to move here with my kids is still on the table. I see this as a series of projects that will be taking place. If

the mayor wins the election, maybe I will have a job to continue forward. There are too many unknowns to answer that.

Mayor Pawlowski stated that technical he has a year to be able to move into the city. He asked Mr. Montoya if he is willing to move to the city of Allentown after that 12 month period.

Mr. Oscar Montoya stated absolutely. I don't have a realtor looking for nothing.

Dr. David McGuire stated that in your resume it says you were Treasurer, Board Member and Interim President of Deutsche Sprachschule from 2009 to 2014. How many of those years were treasurer board member, and president. How you were able to handle a consistent set of responsibilities for the school, while you were doing these other things. He asked what departments did you meet?

Mr. Oscar Montoya stated that the treasurer's role was my main function and the president was last year on a part-time basis because the gentleman who doing was basically leaving. The board members was full-time member. As a treasurer, I was a board member as well. He stated that he interfaced a lot with the rest of the board. The longest assignments were four months.

Mayor Pawlowski stated that we did not have him meet the department heads. That was not part of my interview process.

Dr. David McGuire stated that your interview process didn't involve any interviews with departments themselves.

Mayor Pawlowski stated that the underlings do not have input on who you are going to hire over them. I don't have department heads interview other department heads or the Managing Director. If he is hired, you will have extensive interviews with each department head and get to know all the department heads.

Dr. David McGuire asked during your interview process, what problems or challenges were brought to your attention in that process.

Mr. Oscar Montoya stated that this is true for most cities. The biggest challenge will be able to do more with less. You have limited funding and don't have an extensive resource bucket. Basically, doing more with less and that is the challenge. There is a growing city and a growing Latino community here that is going to have needs and those resources have to be utilized as efficiently as possible.

Mr. Julio Guridy stated that he met with both of the candidates that you brought and even voted for one that you brought here. He stated that he finds it condescending.

Mayor Pawlowski stated that he sent Council this candidate back in November and sent Council the memo with his resume. At the bottom of the memo, I said if you would like to meet with Mr. Montoya, please call our office and set up a meeting. Not a single Councilperson responded in the last three months.

Mr. Julio Guridy stated that we were going through the budget season and I am not the president and I don't set up the Agenda. We had 60 days.

Mr. Ray O'Connell stated that there is no time limit on the Managing Director's Confirmation Hearing, only directorships. He stated that the Agreement stated that Council will interview Mr. Montoya during the month of January.

Mayor Pawlowski asked Council did they contact him to reach out to Mr. Montoya. He stated that Council got Mr. Montoya's information back in November. You had his resume, my memo, a time to set up a meeting. It wasn't until the last couple of weeks you set up a time to meet with him.

Mr. Ray O'Connell stated that you are absolutely correct. That is our decision. He asked any follow ups from Councilmembers.

Mr. Daryl Hendricks thanked Mr. O'Connell. He asked do you have any experience dealing with the collective bargaining process as it relates to unions.

Mr. Oscar Montoya stated no. It is not my role.

Mr. Daryl Hendricks thanked Mr. O'Connell. He asked do you have any experience dealing with the collective bargaining process as it relates to unions.

Mr. Oscar Montoya stated no. It is not my role. He stated that one of his degrees is Labor Relations. The only thing that he would be able to do right now is get acquainted and acclimated to the unions and make sure that I understand what the needs are, but I feel that will not be an issue.

Mr. Daryl Hendricks thanked Mr. O'Connell. He asked do you have any experience dealing with the collective bargaining process as it relates to unions.

Mr. Oscar Montoya stated no. It is not my role.

Mr. Daryl Hendricks asked Mayor Pawlowski was the city's HR Director involved in the interview you did. Was he in on the interview process.

Mayor Pawlowski stated that he actually ran all the background checks for me. No, he was not in on the interview process because it is a cabinet position that I interview. This is my staff, my direct reports. I then provide them to you for approval. I interview them myself. I have second interviews. I bring some other staff into to get another opinion. When I narrow down to one or two individuals, I get the Human Resources Director involved in doing background checks and reference checks. When those checks come back I then make a decision.

Mr. Julio Guridy asked Mr. Montoya if he had any governmental experience working in a city.

Mr. Oscar Montoya stated no, I do not.

Mr. Ray O'Connell asked anyone else on Council. He opened it up to the public for comments, questions, issues.

Mr. Mike Brennison, 1838 W. Chew Street - Environmental Advisory Council, asked Mr. Montoya if he had experience in dealing with environmental issues. You discussed in your introduction that you worked with corporation and your CV doesn't state what the business entities are and your professional experience. He stated as a consultant to a corporation, it is beholden to maximize shareholder profit. What experience and commitment do you bring for a healthy and sustainable environment for the people of Allentown. He asked what are some of the environmental issues that Allentown is facing today.

Mr. Oscar Montoya stated that it is mostly corporations. He stated that BMS which is a pharmaceutical company and one of the things that we would make sure regardless of the different sites around the world, the environment wasn't being adversely affected. He stated that he doesn't have any idea on the environmental issues that Mr. Brennison is facing currently, but it is something important to me and if there are issues that have to be address they will be addressed.

Mr. Ray O'Connell thanked Mr. Brennison and asked any other questions or comments from the public.

A motion was made by Ray O'Connell, seconded by Daryl Hendricks, to Suspend The Rules and Vote of Resolution R16. The motion failed by the following vote:

No: 6 - Ray O'Connell, Julio Guridy, Daryl Hendricks, Cynthia Mota, Candida Affa, and David McGuire

Abstain: 1 - Roger MacLean

ADJOURNED: 7:00 PM