

Memorandum

REPORT TO: City Commission

FROM: Greg Sullivan, City Attorney

SUBJECT: Authorize Mayor to Sign Employment Agreement with Chuck Winn for City Manager Appointment

MEETING DATE: May 13, 2025

AGENDA ITEM TYPE: Agreement - Legal

RECOMMENDATION: Authorize the Mayor to sign the employment agreement with Chuck Winn for the City Manager position.

STRATEGIC PLAN: 7.1 Values-Driven Culture: Promote a values-driven organizational culture that reinforces ethical behavior, exercises transparency and maintains the community's trust.

BACKGROUND:

This item authorizes the Mayor, on behalf of the City Commission, to enter into an employment agreement with Chuck Winn to serve as the Bozeman City Manager. This agreement terminates the [Interim Employment Agreement](#) with Mr. Winn the Commission entered into in 2024. The agreement is based on the contract used by the Commission for previous city managers.

The Bozeman Charter establishes the role of city manager. See [Charter at Article III. Section 3.01](#) of the Charter requires the Commission, by a majority vote of its total membership, to appoint a city manager. Chuck Winn has continuously served and been employed by the City since October 1, 1984, serving the City first as a firefighter, then the City's fire chief, and eventually an assistant city manager. Chuck currently serves as the City's interim city manager.

UNRESOLVED ISSUES: None identified.

ALTERNATIVES: None recommended.

FISCAL EFFECTS: The employment agreement details the compensation and benefits provided to the city manager which are included in the current adopted budget.

Attachments:

[City Manager Winn Employment Agreement 4 30 25 for Commission.pdf](#)

Report compiled on: May 5, 2025