Woodland City Council Meeting City Hall 300 First Street Woodland, California 95776

MINUTES

CITY COUNCIL SPECIAL/CLOSED SESSION

MARCH 12, 2007

5:00 P.M.

CLOSED SESSION

Council met in closed session at 5:02 p.m. to hold a conference with the Labor Negotiator pursuant to Section 54957.6. The Agency Designated Representative was Phil Marler. The Employee Associations were the Woodland City Employees' Association and the Woodland Professional Firefighters' Association. Present at this session were Mayor Flory, Vice Mayor Davies, Council Members Marble and Monroe, City manager Kirkwood, Assistant City Manager Marler, Fire Chief Cahill and Finance Director Drayton. Council Member Pimentel was absent.

SPECIAL SESSION

6:00 P.M.

CLOSED SESSION ANNOUNCEMENT

Mayor Flory said Council had met in closed session to discuss Labor Negotiations and had provided direction to the Agency Designated Representative.

CALL TO ORDER

At 6:04 p.m., Mayor Flory called the special study session of the Council to order.

PLEDGE OF ALLEGIANCE

Mayor Flory invited all in attendance to join in the Pledge of Allegiance led by Jim Dahl.



ROLL CALL

COUNCIL MEMBERS PRESENT: Skip Davies, William Marble, Jeff Monroe, David

Flory

COUNCIL MEMBERS ABSENT: Council Member Pimentel

STAFF MEMBERS PRESENT: Rick Kirkwood, Phil Marler, Sue Vannucci, Barry

Munowitch, Carey Sullivan, Dan Gentry

COUNCIL/STAFF COMMENTS

Council Member Monroe asked that the proposal for a Dead Cat Alley Proclamation be placed on a future Agenda. Council concurred.

Mayor Flory requested the signal on Pioneer and Branigan be moved ahead more quickly. Concurrence was not requested of or received by the remaining Council Members.

REPORT OF THE CITY MANAGER

COMMUNITY INPUT-RECRUITMENT OF CITY MANAGER

City Manager Kirkwood said the Council had met last week to discuss qualifications, criteria and process for the recruitment of the City Manager. Council had concurred to give the public the option to comment via the City Website, e-mail, written letter or by attendance at this meeting. Staff has received one letter from Supervisor Rexroad and one e-mail from Al Smith. Vice Mayor Davies indicated he had received an e-mail as well. No further communication has been received.

Vice Mayor Davies said his input was from Christine Shoemaker who would add knowledge of energy conservation and usage as one of the criteria. She encourages having City buildings as "green" buildings.

Eric Zane, Board Member of the Woodland Professional Firefighters' Association would like to include a management style to the consideration for City Manager. The City Manager should lead and manage. Finances and logistics should be managed and employees led. Relations by objectives is the management style that expands the role employees have in decision making process for the City. A Committee should be formed to discuss the changing realm of employee and retiree medical benefits. Support of teamwork to strengthen communication between management and



employees is crucial. Someone who values and promotes teamwork between the employees groups and the City to solve current and future City issues is important.

Kathy Trott said she is an expert in recruitment and hiring talented leaders. The City needs a leader who is creative and a visionary. The job description is purely executional and does not have the qualities of a leader. The City needs someone who can take a plan, understand what the key components and values are and find creative ways to implement them given City constraints. The person should look beyond the boundaries and discover why things work in other Cities. They should be willing to take The person needs to have a record of hiring, developing and calculated risks. supporting their staff who deliver quality services. Team development based on trust should be strong. People should be engaged early on in key issues. The issues should be advanced. People should be given time to develop ideas, workshops held, and work with staff who have good ideas. Someone who will ask what the City can do better, what is working, what is not. The Assistant City Manager should be finding the way and Directors to embrace the City Manager's vision. The published job description is more appropriate for the Assistant City Manager. The City Manager should not be setting the Agenda for the meetings. Both positions need to have proven interest and experience. Someone who values the heritage, history, downtown, our agricultural roots and knows how to capitalize on those interests. Someone who can work with the farming community who surrounds us. True leader, strong communicator, a visionary and sell the City.

Mayor Flory said the recruitment firm has met with each Council Member individually and members of the senior staff and many of the issues Ms. Trott has mentioned were discussed in those interviews. He will be looking for all of those qualities in the recruitment.

Jane Griffin is Chair of the Commission on Aging. She would like a City Manager who pays attention to the lack of hand rails in the new Senior Center. She wants a City Manager who will correspond with the Commission. She wants publicity on the new building to include the Senior Center. City Manager Kirkwood said those issues are being addressed.

Frank Cooper said the City Manager should live in the City.

Cathe Posehn said we need a City Manager who is accessible to Community Groups and non-profits, such as our current City Manager is accessible.

Dottie Pritchard Huber said the current City Manager is a civic educator and she would like to see that continue. The City should have someone who will go out and educate the public on how government works and why the decisions are being made.



<u>ADJOURN</u>

At 6:25 p.m., Mayor Flory adjourned the	special meeting of the Council.
	Respectfully submitted,
	Sue Vannucci, CMC, City Clerk