

MINUTES

Eugene City Council
McNutt Room--City Hall

November 22, 1996
9 a.m.

COUNCILORS PRESENT: Tim Laue, Laurie Swanson Gribakov, Shawn Boles, Pat Farr, Kevin Hornbuckle, Barbara Keller, Nancy Nathanson, Jim Torrey.

COUNCILOR-ELECTS PRESENT: Scott Meisner, Betty Taylor, Bobby Lee.

Mayor Ruth Bascom called the meeting to order.

I. INTERVIEWS OF CITY MANAGER CANDIDATES

Councilors and councilor-elects introduced themselves to each candidate as he or she joined the meeting.

Councilors interviewed Steve Byrant, Vicki Elmer, Kirby Bowers, Steve Burkett, and Linda Norris for the position of City Manager, and asked each candidate for the position of City Manager the following questions and, in some cases, follow-up questions. In addition, each candidate made a case study presentation.

1. Self-introduction/background/fit (5 minutes). To start the interview, please take about five minutes to summarize your background and how you think you fit the profile developed for this position.
2. Management style and change. There is a great deal of literature and training available on management and leadership. Describe how you have filtered this information personally and the extent to which you have incorporated it into your style. What would your approach be to influencing Eugene's organizational culture and what type of changes might we expect if you were hired.
3. Defining successful performance. What issues do you believe need to be resolved in Eugene for the next City Manager to be successful. How should we as a City Council define the success of our City Manager?
4. Risk taking. Describe a major risk you've taken in your career, how it turned out, and what you learned from it.

5. Council/manager relationship. Describe to us your approach to developing and maintaining a positive working relationship with City Council members. Give us examples of both your best and worst relationships working with individual council members. Have you changed or adjusted your approach over time? Describe to us the qualities and working style you would like to see in the ideal council member.
6. Interagency relationships. Please state specific examples of how you have tried to work cooperatively with other governmental entities to provide services on a regional level that resulted in greater cost efficiencies and/or quality of service.
7. Budget cutbacks. How will you determine where and how deeply cuts should be made if you are faced with serious financial shortfalls based on a new State legislature? What process would you use to determine if outsourcing/privatization is a viable option for Eugene.
8. Financing/community improvements. Tell us about how you have financed needed infrastructure improvements in your community and how you have planned for these improvements in the future? Particularly focus on any innovative or progressive approaches you have taken.
9. Citizen involvement. What would we learn about you if we contacted a cross-range of citizens from your current community including supporters, detractors, and neighborhood groups? To what extent have citizens been involved in the governance of your community and what attempts have been made to more effectively involve the entire community?
10. Diversity. You may have noticed in our profile the issue of diversity. What does the issue mean to you and how have you demonstrated your support for greater diversity in the organizations you represent.
11. (Follow-up to question 6 asked by Mr. Farr) How do you rate the importance of the City's working cooperatively with local school districts to enhance educational opportunities, and how do you achieve that within the existing framework?
12. The City's long-term policies with respect to growth are unsustainable. How do you manage the transition to sustainability.
13. Community policing. Please give us your understanding and experience working with community policing programs. To what extent have you been involved in implementing a community policing program? Can the goals be accomplished without committing more resources.
14. Factors in accepting position. What factors would most influence your decision to accept this position if offered and when could you begin?

Steve Bryant

The council and councilor-elects welcomed Mr. Bryant and asked him all the above questions.

Mr. Bryant selected the Library for his case study.

Vicki Elmer

The council and councilor-elects welcomed Ms. Elmer and asked her the same questions it asked the previous candidate, with the exception of question 13 as Ms. Elmer used Community Policing as her case study. Mr. Laue asked, as a follow-up to Ms. Elmer's case study: How large an area do Berkeley's area coordinators cover? How big is the Berkeley Police Department? Mr. Lee asked, as a follow-up to question 7, how Ms. Elmer defined "mission." Mr. Torrey requested more description of Ms. Elmer's experience working with elected and appointed officials. Ms. Bascom asked how many elected officials Berkeley had.

Kirby Bowers

The council welcomed Mr. Bowers and asked him the same questions it asked the previous candidates. Mr. Farr noted that his previous follow-up to question 6 (question 11) was addressed in Mr. Bowers' response to that question. Mr. Lee asked the following additional question as a follow-up to question 2: How would you facilitate dialogue between the elected officials and the community when there are differences of opinion between the public and elected officials regarding service priorities.

Mr. Bowers selected the Library as his case study.

Steve Burkett

The council welcomed Mr. Burkett and asked him the same questions it had asked the previous candidates, with the exception of question 13 regarding Community Policing because Mr. Burkett selected Community Policing for his case study. Mr. Laue asked Mr. Burkett a follow-up to question 2: "Who are the [City's] customers?"

Linda Norris

The council and councilor elects welcomed Ms. Norris and asked her the same questions it had asked the previous candidates, with the exception of question 13 regarding Community Policing because Ms. Norris selected Community Policing for her case study. In addition, Mr. Torrey asked Ms. Norris what she would have done differently in the last 12 months as she served as interim City Manager.

Mayor Bascom recessed the meeting at 5:15 p.m. and reconvened the meeting at 6:45 p.m.

II. EXECUTIVE SESSION

The council entered into executive session for discussion of the City Manager Candidates.

The meeting adjourned at 10:15 p.m.

(Recorded by Kimberly Young)
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Respectfully submitted,



Warren Wong
Administrative Services Director