

ROUGHLY EDITED TRANSCRIPT

CITY OF EUGENE
WORK SESSION
JULY 9, 2025
12:00 P.M.

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>> KNUDSON: GOOD AFTERNOON, EVERYONE.

WELCOME TO THE JULY 9, 2025, CITY COUNCIL WORK SESSION.

THANK YOU FOR JOINING US IN THIS VIRTUAL MEETING FORMAT.

THOSE WISHING TO ACCESS THE MEETING CAN DO SO BY WATCHING THE LIVESTREAM AVAILABLE ON OUR WEBSITE, THE BROADCAST ON CHANNEL 21 OR BY CALLING INTO ONE OF THE MEETING PHONE NUMBERS LISTED FOR THIS MEETING ON THE PUBLIC WEBCAST AND MEETINGS MATERIALS AT THE CITY OF EUGENE'S WEBSITE.

THERE IS NO PUBLIC COMMENT FOR THIS MEETING.

THANK YOU FOR JOINING US TODAY.

I NOW CALL THE JULY 9, 2025, CITY COUNCIL WORK SESSION TO ORDER.

JUST A NOTE FOR COUNCIL, THERE'S A LOT WE'LL BE TAKING IN TODAY, AND WORKING THROUGH TODAY.

MY THOUGHT IS THAT AS WE ARE HAVING CONVERSATIONS WITH EACH INDIVIDUAL FIRM TO HAVE THOSE ROUNDS BE 1:30 TO MAKE SURE WE MOVE THROUGH ALL THE QUESTIONS.

AND THEN HOLD THAT SAME MINUTE TIME AS WE MOVE INTO OUR DELIBERATIONS FOR THE FINAL 30 MINUTES.

KNOWING THAT THAT DISCUSSION WILL BE VERY RICH.

SO, WITH THAT, I WILL TURN IT OVER TO ASSISTANT CITY MANAGER KRISTIE.

>> HAPPY TO BE HERE AND SITTING IN FOR CITY MANAGER SARAH MEDARY TODAY.

REALLY APPRECIATE THE EFFORTS THAT HAVE GONE INTO KEEPING THIS PROCESS MOVING.

LAST MONTH COUNCIL CHOSE TO HAVE A COUNCIL TO NARROW THE FIRMS TO LEAD THIS NATIONAL SEARCH.

THEY REVIEWED THE LETTERS OF INTEREST FROM 15 INTERESTED FIRMS AND INTERVIEWED SIX OF THEM LAST WEEK.

AND NARROWED THAT TO THREE.

THAT INCLUDES WBCP, CPS HR AND BOB MURRAY AND ASSOCIATES.

ONCE COUNCIL IDENTIFIES THE FIRM THEY WANT TO WORK WITH, STAFF WILL EXECUTE THE CONTRACTS AND WE WILL LAUNCH -- THEY WILL BEGIN LAUNCHING THE CONVERSATIONS THAT THEY WILL BE HAVING WITH YOU AND OTHER STAKEHOLDERS ACROSS THE SYSTEM.

>> CAN YOU HEAR ME?

>> IN THE INTERVIEWS.

HI, COUNCILOR.

WITH THAT, I WILL TURN IT OVER TO WBCP.

>> CAN YOU HEAR ME NOW?

>> YES.

>> I CAN SEE YOU.

I CAN'T HEAR YOU.

>> CAN YOU HEAR ME, COUNCILOR EVANS?

>> THIS IS AN ANOMALY.

HONEST.

>> KNUDSON: I'M HAVING SARAH PROBLEM SOLVE IN THE BACKGROUND.

SHE'S GOING TO REACH OUT TO COUNCILOR EVANS.

WE MAY HAVE HIM SIGN OUT AND SIGN BACK IN WITH THE LINK THAT HE RECEIVED.

>> MAYOR, WOULD YOU LIKE ME TO START THE PROCEEDINGS?

>> KNUDSON: CAN YOU?

>> WE WILL LAUNCH INTO THE FIRST INTERVIEW SESSION.

AND I'LL TURN IT OVER TO YOU.

JUST A REMINDER, IT'S THREE MINUTES.

I'LL REMIND YOU.

>> THANK YOU, COUNCIL MEMBERS.

THANK YOU, MAYOR, KRISTIE.

I HAVE A --

>> EVANS: I CAN'T HEAR ANYTHING.

>> AND WALKING EVERYBODY THROUGH.

AND THEN I'LL BE TURNING IT OVER TO THE ADVISORY FOR YOUR QUESTIONS AS WELL.

YOU MIGHT HEAR A LITTLE BIT OF BACKGROUND NOISE.

I APOLOGIZE FOR THAT.

I HAVE (INAUDIBLE) IN ABOUT 30 MINUTES.

LEVI MIGHT HAVE TO TAKE OVER AT THE VERY END OF THE INTERVIEW PROCESS.

THANK YOU SO MUCH FOR THE OPPORTUNITY TO CONNECT WITH YOU.

AM I OKAY TO SHARE MY SCREEN?

CAN YOU SEE MY POWER POINT?

OKAY.

A LITTLE BIT ON MYSELF AND MY FIRM.

I HAVE BEEN IN SOUTHERN OREGON FOR OVER 20 YEARS.

AND ORIGINALLY STARTED MY CAREER IN CALIFORNIA.

I WORKED IN -- STARTED MY (INAUDIBLE) CAREER IN THE RESEARCH DEPARTMENT.

AND I WAS VOLUNTEERING ALL OF THE (INAUDIBLE).

HELPING OUT WITH THE (INAUDIBLE) AS WELL AS EXECUTIVE POSITIONS.

SINCE STARTING MY OWN BUSINESS 21 YEARS AGO, MOVED TO SOUTHERN OREGON AT THAT TIME.

AND HAPPY TO GROW THE ORGANIZATION.

WE HAVE 25 EMPLOYEES AND (INAUDIBLE) RECRUITERS.

AS MANY AS FIVE PEOPLE WORKING WITH US.

WE'LL TALK MORE ABOUT SOME OF THAT.

THAT INCLUDES MARKETING AGENCY AS WELL AS CENTRALIZED AGENCY SUPPORTING ALL OF OUR EFFORTS AT WBCP.

WE'RE CURRENTLY IN SEVERAL STATES FOCUSED ON THE WEST COAST.

SO WHY CHOOSE WBCP?

WE'RE 100% WOMEN-OWNED BUSINESS.

WE SUPPORT OREGON.

WE ALWAYS HAVE.

WE HAVE MOST OF OUR EMPLOYEES WHO ARE ALSO OREGON EMPLOYEES.

AS CLIENTS, CANDIDATES AND HR TEAMS WORK WITH US.

WE TAKE THE HEAVY LOAD OFF HR TEAMS.

TO MAKE SURE WE'RE COORDINATING ALL THE PANELS.

AND HELPING CONSULT AND WORK THROUGH ALL THE DETAILS WITH THE COUNCIL.

HOWEVER, WE ALSO RECOGNIZE THEM AS IMPORTANT PARTNERS THROUGHOUT VARIOUS PARTS OF THE PROCESS.

WE WANT TO MAKE SURE THAT THEY'RE INVOLVED.

OUR CANDIDATES HAVE CONSTANTLY RECOGNIZED.

THEY HAVE WORKED WITH US IN THE PAST.

AND HAVE REALLY ENJOYED WORKING WITH US.

HAVE HAD ONE OF THE BEST EXPERIENCES.

THAT'S BECAUSE WE COMMUNICATE WITH APPLICANTS.

WHETHER THEY'RE IDEAL OR NOT, ON A REGULAR BASIS.

AND RESPECT THEM, REGARDLESS OF WHETHER OR NOT THEY ARE (INAUDIBLE).

OF COURSE, CLIENTS, WE HIGHLY RECOMMEND THAT YOU CHECK OUR REFERENCES.

WE HAVE EXCELLENT REFERENCES.

AND NEARLY 100% SUCCESS RATE IN ALMOST EVERY YEAR THAT WE'VE BEEN IN BUSINESS.

IN FILLING POSITIONS.

AS WELL AS A GUARANTEE.

WE ARE EXCELLENT CONSULTANTS IN CULTURE CULTIVATORS.

THAT MEANS WE'RE ABLE TO HELP YOU OUT IN THE PROCESS.

DESIGN AND COORDINATE A FRAMEWORK OF THE RECRUITMENT THAT WORKS BEST FOR YOU.

THAT INCLUDES BOTH INTERNAL AS WELL AS EXTERNAL STAKEHOLDER ENGAGEMENT.

THERE'S VARIOUS DETAILS IN THE NEGOTIATION PROCESS.

SO, WE ARE EXCELLENT CONSULTANTS AND WE HELP YOU WORK THROUGH THE CULTIVATION PART.

I WANT TO MENTION WE WENT THROUGH A COMPETITION ABOUT A YEAR AGO.

WE GOT OUR CONTRACT FINAL IN JANUARY.

WE WERE SUBMITTED FOR A NATIONAL CONTRACT WITH NATIONAL ASSOCIATION OF COUNTIES.

WE WERE SELECTED AS A FULL-SOURCE CONTRACT.

SO ALL CITIES, COUNTIES AND SPECIAL DISTRICTS GO DIRECT WITHOUT HAVING TO GO THROUGH AN RFP.

WE HAVE A PIGGYBACK CONTRACT WITH SAN DIEGO.

WE BEAT OUT EVERY NATIONAL FIRM IN THAT PROCESS BECAUSE OF THE RECORD WE HAVE AND THE REFERENCES AND RESEARCH THAT WE HAVE.

WE HAVE A VAST NETWORK.

TENS OF THOUSANDS OF CONTRACTS.

BUT ALSO BEFORE I GOT INTO RECRUITING WITH MARKETING, ALL OF OUR TEAM MEMBERS HAVE BEEN VERY FOCUSED ON THAT.

RECRUITING REALLY IS MARKETING.

IT'S REACHING OUT TO A TARGET AUDIENCE.

IT'S COMPELLING THEM TO WANT TO MOVE IN A CERTAIN DIRECTION.

AND ALSO PROJECT MANAGEMENT THROUGHOUT THE RECRUITMENT PROCESS.

A LITTLE BIT ABOUT SOME THINGS THAT I THINK ARE DIFFERENT ABOUT OUR FIRM.

AND, OF COURSE (INAUDIBLE) MANAGEMENT.

WE HAVE A GREAT PROCESS.

WE'LL TALK MORE ABOUT THAT.

WE MAKE SURE THAT WE ARE VETTING CANDIDATES VERY WELL.

I KNOW I ONLY HAVE EIGHT MINUTES.

I WANT TO QUICKLY GO THROUGH THIS.

SO I CAN ANSWER IN MORE DETAIL.

WE COULD HAVE A VERY INVOLVED STAKEHOLDER ENGAGEMENT.

WHERE SOME CLIENTS ARE LESS INTERESTED IN THAT.

I'LL GIVE YOU AN EXAMPLE.

WITH THE CITY OF PASADENA.

CITY MANAGER RECRUITMENT.

WE HAD BOTH IN-PERSON AS WELL AS VIRTUAL MEETINGS.

I HAD OVER 100 PEOPLE ACTUALLY ATTEND OUR TELEVISED AND IN-PERSON MEETING.

WE ALSO DID MANY, MANY INDIVIDUAL MEETINGS, AS WELL AS GROUP MEETINGS.

AND REALLY DESIGNED IT BASED OFF THEIR CUSTOMER NEEDS.

WE ALSO DID SURVEYS.

WE DID THE POLICE CHIEF FOR THE CITY OF SACRAMENTO, WE SURVEYED THE COMMUNITY.

AT THE TIME, IT WAS DURING COVID.

AND A LOT OF INTEREST FROM BLACK LIVES MATTER.

SO, WE DID MANY DIFFERENT SURVEYS IN MULTIPLE LANGUAGES AS WELL.

SO, WE CAN DO THE ENGAGEMENT PIECE THE BEST WAY THAT FITS YOU.

AS WELL AS PROVIDE RECOMMENDATIONS AS WELL.

ALL OF OUR RECRUITMENTS ARE DONE BASED ON COMPETENCY.

TECHNICAL AND INTERPERSONAL STRENGTHS YOU'RE LOOKING FOR, AND MEASURE PEOPLE AGAINST THAT THROUGHOUT THE RECRUITMENT PROCESS ALL THE WAY THROUGH FINAL INTERVIEW QUESTIONS.

WE HAVE, OF COURSE, A CAMPAIGN.

WE'LL TALK MORE ABOUT THAT.

WE HAVE THE CANDIDATE SCREENING PROCESS THAT INCLUDES THE PAPER SCREEN.

WE CONDUCT VIDEO SCREENS WITH OUR CANDIDATES BEFORE WE PRESENT THEM ON A SHORT LIST.

WE DO PROFESSIONAL DEVELOPMENT AS WELL AS OTHER THINGS YOU NEED.

OUR BACKGROUND AND REFERENCE CHECKS, ONE THING YOU SHOULD KNOW, (INAUDIBLE) WORKING AS A CONSULTANT THE LAST TEN YEARS.

DOING ALL OF OUR REFERENCE CHECKS.

WE CAN DO A DEEPER DIVE AS WELL AND INVESTIGATIVE BACKGROUND (INAUDIBLE).

SO, THERE WAS SOME INTEREST IN SEEING THE RECRUITMENTS WE'VE DONE.

IF YOU ADD IN OUR EXECUTIVE DIRECTOR AS WELL AS CEO POSITIONS THAT WE'VE DONE FOR NONPROFITS, IT WAS ABOUT 50 VISITS AND SUBLETS OF RECRUITMENTS WITH THE CITY OF SANTA MONICA.

VERY SUCCESSFUL RECRUITMENT.

VERY SUCCESSFUL WITH OUR SERVICES.

THEY WOULD BE HAPPY TO GIVE US A REFERENCE IF YOU WANT TO GIVE THEM A CALL.

PASADENA WAS A REFERENCE TO THEM.

THEY CHOSE US BECAUSE OF THE REFERENCE THAT PASADENA GAVE US, THEY SAID.

WE HAVE STELLAR REFERENCES.

THE OTHER THING YOU SHOULD KNOW, WE DON'T WANT PEOPLE IN AN APPLICANT POOL FOR A VERY LONG TIME.

WE TEND TO LOSE THEM.

NOT BECAUSE WE'RE CUTTING CORNERS.

BECAUSE WE HAVE THAT FIVE-MEMBER TEAM THAT'S WORKING IN LOTS OF DIFFERENT DIRECTIONS AT ANY ONE TIME.

WE'RE ABLE TO GET A LOT DONE IN FOUR WEEKS.

DEPENDING WHAT THAT LOOKS LIKE.

WEEK TWO, WE HAVE THE RECRUIT OPEN FOR FOUR WEEKS.

USUALLY, OUR SHORT LIST IS WEEK SIX OR SEVEN, DEPENDING ON THE CLIENT'S AVAILABILITY.

DEPENDING HOW THE INTERVIEWS GO, VIRTUAL OR IN-PERSON.

WE'LL TALK ABOUT THAT WHEN WE GET TOGETHER.

WE'LL HAVE A KICK-OFF MEETING ABOUT WHAT THE RECOMMENDATIONS MIGHT BE, OR OPPORTUNITY FOR DOING THOSE THINGS.

SOMEWHERE BETWEEN WEEK EIGHT AND TEN, DEPENDING WHAT WE SETTLE ON.

AND BACKGROUND AND OFFER STAGE NEGOTIATION IS USUALLY BETWEEN WEEK 10 AND 12.

AND DEPENDING WHERE THE PERSON IS COMING FROM, IT'S ANOTHER FOUR TO SIX WEEKS IF THERE'S RELOCATING TO THE AREA.

IS THERE A TIME CHECK?

I SAW YOU POP UP, KRISTIE.

I WASN'T SURE.

>> NOT YET.

YOU'RE DOING GREAT.

>> OKAY.

WE HAVE FIVE OFFICES ACROSS CALIFORNIA.

TWO IN OREGON.

WE HAVE SATELLITE OFFICE IN DALLAS, SEATTLE, AND JACKSONVILLE, NORTH CAROLINA.

SO, TO GET INTO A LITTLE BIT DEEPER DIVE IN REFERENCE TO OUR ADVERTISING -- BEFORE THAT, I WANT TO TALK ABOUT BRANDING.

BRANDING IS AN EMPLOYER CHOICE.

IT'S IMPORTANT THEY RECOGNIZE THE IMPORTANCE OF HOW TO BRAND YOU.

WE DO THAT MANY WAYS.

OF COURSE, THE PRETTY PART OF THAT IS OUR MARKETING MATERIALS, WHICH WE'LL TALK ABOUT IN A MINUTE.

BRANDING IS ABOUT AN EMOTIONAL EXPERIENCE SOMEBODY HAS WITH A BRAND.

IT'S NOT NECESSARILY ABOUT MARKETING.

THAT'S PART OF IT.

YOU SHOULD KNOW WE TAKE THE EMOTIONAL EXPERIENCE THAT PEOPLE HAVE WORKING THROUGH US VERY SERIOUS.

WE TALKED ABOUT THAT A BIT EARLIER.

BUT ALSO YOUR CONSTITUENTS, YOUR STAFF AND, OF COURSE, YOURSELVES.

AND HOW YOU EXPERIENCE THE PROCESS.

WE WANT TO MAKE SURE THAT EVERYBODY HAS A VERY ENJOYABLE AND POSITIVE EXPERIENCE THROUGHOUT THE PROCESS.

(INAUDIBLE).

QUICKLY TO HIGHLIGHT, OUR ADVERTISING CAMPAIGN IS PRINT.

WE SPEND ABOUT \$80,000 A YEAR ON DIFFERENT SUBSCRIPTIONS FOR AI AND AI PLATFORMS.

EACH OF OUR RECRUITERS CAN (INAUDIBLE) HAVE ACCESS TO 350 MILLION PROFILES.

CITY MANAGER RECRUITMENTS ARE PRETTY EASY TO GET.

BECAUSE THERE'S A LOT OF ASSOCIATIONS BY EVERY STATE.

CONTACT INFORMATION IS FAIRLY EASY.

BUT NOT THE EMAIL AND PHONE NUMBERS.

THOSE ARE VERY PROTECTED THESE DAYS WHEN YOU'RE PURCHASING LISTS OR SOURCING LISTS.

SO OUR AI PLATFORM HAS BEEN A GAME CHANGER WITH REGARDS TO OUR ABILITY TO BE ABLE TO GET EMAILS AND PHONE NUMBERS TO REACH OUTSIDE CANDIDATES AND GET THEIR INTERESTS.

WE ALSO HAVE A CONSULTANT WHO WORKS WITH US FOR OREGON PLACEMENT.

BECAUSE SHE HAS SUCH VAST CONNECTIONS ON THE WEST COAST AND SHE WOULD BE SUPPORTING US IN THE PROCESS AS WELL.

WE HAVE OUR CENTRALIZED MARKETING AS A SOCIAL MEDIA.

WE ALSO HAVE CIRCA, WHICH WE'LL TALK ABOUT IN A BIT.

WE HAVE A SUBSCRIPTION WITH THEM.

(INAUDIBLE) AS WELL AS A SMATTERING OF THEIR 20,000 AFFILIATE ORGANIZATIONS.

SO, EMAIL, LINKEDIN, ASSOCIATIONS, OTHER LISTS, PHONE.

, AND OF COURSE, 20 YEARS AND THOUSANDS OF CONTACTS.

JUST TO GIVE YOU AN IDEA OF OUR RECRUITMENT ANNOUNCEMENTS, BECAUSE WE HAVE THAT BRANDING AND MARKETING BACKGROUND, WE WANT TO MAKE SURE YOU KNOW WE'LL BE ABLE TO LOOK AT WHAT MAKES EUGENE SPECIAL.

WE HAVE A PRETTY GOOD INSIGHT INTO WHAT IS UNIQUE ABOUT EUGENE.

WE'LL BE LOOKING TO YOU TO HELP US MAKE SURE WE'RE BRANDING YOU WELL.

(INAUDIBLE) WE REALLY CUSTOMIZE EVERY MATERIAL TO MAKE SURE WE'RE SELLING YOU (INAUDIBLE) THAT BRANDS YOU WELL.

PASADENA CITY MANAGER RECRUITMENT IS AN EXAMPLE.

HERE IS ANOTHER FOR CITY MANAGER OF SANTA MONICA AND VARIOUS COMMUNITIES.

WE WANTED TO HIGHLIGHT SOME OF THOSE THINGS.

THE CITY MANAGER'S OFFICE HAD FOCUSED A LOT ON CULTURE AND AREAS OF FOCUS THAT WE PUT IN THE BROCHURES.

ANY TIME WE CAN LINK INFORMATION THAT THE CITY HAS BEEN INVOLVED IN.

TO MAKE SURE YOU REPRESENT CULTURE OR ANYTHING ELSE GOING ON, WE WILL MAKE SURE THAT'S IN THE BROCHURE AS WELL.

CITY MANAGER POSITION FOR CITY OF VENTURA.

LASTLY, ONE OF MY FAVORITES I THINK WE'VE EVER DONE IS OXNARD.

WE DO THE BEST WE CAN TO REPRESENT YOU.

>> WENDY, THANK YOU.

WE PROBABLY WANT TO MAKE SURE THAT COUNCIL GETS A CHANCE -- MAYOR AND COUNCIL GETS A CHANCE TO ASK YOU QUESTIONS.

>> OKAY.

I'M GOING TO QUICKLY FLIP THROUGH THESE SIDES IN 30 SECONDS.

THIS IS CIRCA.

YOU CAN ALSO COUNT ON US THAT YOU'LL GET GREAT DOCUMENTATION.

THIS IS AN EXAMPLE OF A SURVEY RESULT.

THIS IS AN EXAMPLE OF OUR SOURCING.

TELL YOU HOW MANY EMAILS WE'VE SENT OUT, PHONE CALLS WE'VE MADE, SOCIAL MEDIA.

WE'LL HAVE AN EEO REPORT.

EACH TIME WE DO AN INTERVIEW, WE HAVE PANELS.

WE'LL COLLECT THINGS THEY REALLY LIKED ABOUT THE CANDIDATES.

ANY QUESTIONS OR CONCERNS.

AND DEVELOP CUSTOMIZED QUESTIONS BASED OFF THAT INFORMATION.

AND WE ALREADY TALKED ABOUT OUR BACKGROUND AND OUR STRENGTHS THERE.

SO, THANK YOU SO MUCH FOR YOUR TIME.

WE WILL TURN IT OVER TO YOU TO ASK QUESTIONS.

>> THANK YOU, WENDY, FOR THAT PRESENTATION.

THANK YOU TO YOUR TEAM FOR WBCP.

I'LL OPEN THE FLOOR FOR COUNCIL DISCUSSION.

JUST A REMINDER, WE'RE LIMITING THIS ROUND TO 1:30.

THESE ARE SPECIFIC TO THIS INTERVIEW TEAM.

COUNCILOR ZELENKA?

>> ZELENKA: YOU WENT THROUGH THIS KIND OF FAST.

HOW MANY CITY MANAGER RECRUITMENTS HAVE YOU DONE IN THE LAST TWO YEARS?

>> THE LAST TWO YEARS?

I'M GOING TO TAKE -- I THINK IT'S ABOUT TEN.

>> ZELENKA: WHERE WERE THEY PREDOMINANTLY LOCATED?

>> CALIFORNIA AND OREGON.

>> ZELENKA: OKAY, THANKS.

AND IF YOU'RE AVAILABLE, WE COULD HIRE YOU AS AN I.T. PERSON.

WELL DONE.

>> KNUDSON: COUNCILOR KASHINSKY?

>> KASHINSKY: THANK YOU SO MUCH FOR THE PRESENTATION.

CAN YOU TALK A LITTLE BIT ABOUT HOW THE SORT OF INITIAL STAKEHOLDER ENGAGEMENT PROCESS WORKS?

LIKE WHAT THAT KIND OF LOOKS LIKE?

>> SURE.

SO, WE'LL PROVIDE AT LEAST A TEMPLATE FRAMEWORK OF WHAT WE RECOMMEND FOR A SEARCH LIKE THIS.

AND ONE OF THE FIRST QUESTIONS WE ASK IS WHAT THE STAKEHOLDER ENGAGEMENT LOOKS LIKE.

AND THEN WE ASK DIFFERENT THINGS YOU MIGHT WANT TO THINK ABOUT.

FOR THIS RECRUITMENT, THAT WOULD PROBABLY INCLUDE COMMUNITY SURVEY, AN ALL-EMPLOYEE SURVEY.

A DEPARTMENT HEAD MEETING.

EITHER INDIVIDUALLY OR AS A GROUP.

USUALLY AS A GROUP WITH INDIVIDUAL PEOPLE WHO MAYBE CAN'T MAKE IT OR DON'T WANT TO BE IN A GROUP.

AND THEN THERE MIGHT BE SOME COMMUNITY INTEREST FROM THE UNIVERSITY, THE CHAMBER OF COMMERCE.

OR MAYBE THERE'S 10 TO 20 OTHER PEOPLE.

WHEN WE DID A RECRUITMENT FOR CITY OF SONOMA, A LOT OF NONPROFITS WERE INTERESTED AT THE TIME.

TURNS OUT ABOUT 40 DIFFERENT PEOPLE THAT COUNCIL WANTED TO REACH OUT TO.

WE OFFERED TWO DIFFERENT TIMES FOR THEM TO CONNECT TO US VIRTUALLY.

WE DID THAT IN A GROUP.

IT WILL BE INDIVIDUAL, ONE-ON-ONE, 15 TO 20 MINUTES.

AS WELL AS POTENTIALLY GROUP MEETINGS.

REALLY DEPENDING ON YOU.

WE'LL BE LOOKING TO FINALIZE THAT STAKEHOLDER ENGAGEMENT, DEPENDING ON HOW INTERESTED YOU ARE.

AND WHETHER THAT WILL BE IN-PERSON OR VIRTUAL, DEPENDING ON THE GROUP.

SO, USUALLY IT'S A COMMUNITY MEETING AS WELL.

WHETHER IT'S VIRTUAL OR IN-PERSON.

EVEN IF WE DO A SURVEY.

IT REALLY DEPENDS.

WE'LL BE LOOKING FOR YOU TO FINALIZE THAT.

AND WE DON'T HAVE A LIMIT ON HOW MUCH STAKEHOLDER ENGAGEMENT.

>> KASHINSKY: THANK YOU VERY MUCH.

>> KNUDSON: COUNCILOR GROVES?

>> GROVES: THANK YOU, MAYOR.

THANK YOU, WENDY, FOR THE PRESENTATION.

LOOKING AT THE MARKET FOR CITY MANAGERS, WOULD YOU SAY THERE'S A LOT OF QUALIFIED CANDIDATES OUT THERE RIGHT NOW?

IS IT A SCARCITY SITUATION?

WHAT'S THE MARKET?

WHAT IS OUR EXPERIENCE GOING TO BE WITH THE MARKET?

>> (INAUDIBLE) I THINK IT'S A PRETTY GOOD MARKET.

CITY MANAGERS, UNFORTUNATELY, IN TODAY'S WORLD ARE, ON AVERAGE, THREE TO FIVE YEARS.

IF YOU LOOK AT THE RECENT STATISTIC, THE INTERNATIONAL CITY MANAGERS ASSOCIATION.

IT'S NOT NECESSARILY ALWAYS BECAUSE THEY'RE LEAVING.

(INAUDIBLE) CHANGE AND PEOPLE WANT TO HAVE A DIFFERENT (INAUDIBLE).

BUT BECAUSE OF THAT, THERE'S A LOT OF PEOPLE LOOKING AT EUGENE.

IT'S AN EXTREMELY ATTRACTIVE COMMUNITY.

THE STATE IS A BEAUTIFUL STATE, REGARDLESS.

AND I THINK EUGENE PROVIDES MANY THINGS THAT A CITY MANAGER WOULD BE VERY ATTRACTED TO.

SO TO ANSWER YOUR QUESTION SPECIFICALLY, I DON'T THINK THERE'S A SHORTAGE OF CITY MANAGERS THAT WOULD BE INTERESTED IN THIS POSITION.

AND THEY'RE USUALLY IN TRANSITION OR LOOKING TO LEAVE TO COME TO A CITY LIKE EUGENE.

DID YOU WANT TO ADD ANYTHING TO THAT?

>> MAYBE TO PROVIDE SOME SPECIFIC EXAMPLES.

FROM A RECRUITMENT FOR TILLAMOOK AS WELL AS SANTA MONICA THAT WE JUST WRAPPED UP.

TILLAMOOK, WE HAD 60 APPLICATIONS.

20 OF THOSE INDIVIDUALS, WE BROUGHT FORWARD TO COUNCIL FOR CONSIDERATION DURING THE SHORT LIST MEETING.

THEN THEY MOVED FORWARD WITH ABOUT EIGHT INDIVIDUALS.

WITH A FEW BACKDROPS TO THE INTERVIEW PROCESS.

SANTA MONICA, IT WAS CLOSE TO 300 APPLICATIONS.

AND THEN ABOUT 30 TO 35 OF THOSE INITIAL APPLICATIONS, WE PRESENTED TO COUNCIL.

AND THEY MADE DECISIONS BASED ON THOSE INDIVIDUALS.

WITH ALL THE INFORMATION WE PROVIDED THEM AROUND THAT SEVEN TO EIGHT CANDIDATES AS WELL FOR THEIR FIRST ROUND.

>> YEAH.

JUST FOR CLARITY, WE BROUGHT FORWARD ABOUT 20.

BECAUSE THEY WERE ACTUALLY LOOKING TO INTERVIEW OR POTENTIALLY INTERVIEW PRIVATE SECTOR.

>> GROVES: MAYOR, THANK YOU.

DO I HAVE TIME FOR A SECOND SHORT QUESTION?

>> KNUDSON: YOU DO.

>> GROVES: WENDY, WHAT'S YOUR EXPERIENCE BEEN WITH COMMUNITIES THAT HAVE UNIVERSITIES IN THEM?

>> COMMUNITIES WITH -- WE'VE DONE LOTS OF COMMUNITIES WITH UNIVERSITIES IN THEM.

LEVI, CAN I --

>> I WOULD SAY FOR THE SIZE OF THE UNIVERSITY, THAT UNIVERSITY OF OREGON IS, I'M NOT SURE IF THERE'S A LARGER CITY WE'VE WORKED WITH, WITH A LARGER SCHOOL.

THERE HAVE BEEN PLENTY OF MORE, YOU KNOW, D II, D III UNIVERSITIES, COMMUNITY COLLEGES.

FOR TILLAMOOK, I MET WITH THEIR COMMUNITY COLLEGE PRESIDENT TO TALK ABOUT WHAT HE WOULD LIKE TO SEE OUT OF THE NEXT CITY MANAGER.

JUST AS AN EXAMPLE.

OFF THE TOP OF MY HEAD, I DON'T THINK WE WORKED WITH A COMMUNITY WITH A LARGER UNIVERSITY THAN U OF O.

>> GROVES: THANK YOU.

>> NOT FOR CITY MANAGER.

BUT COUNTIES WE WORKED WITH.

BUT NOT (INAUDIBLE).

>> GROVES: GOTCHA.

>> KNUDSON: COUNCILOR CLARK?

>> CLARK: WENDY, LEVI, THANK YOU FOR YOUR PRESENTATION.

TWO OF THE EIGHT MEMBERS OF THE COUNCIL -- NINE, INCLUDING THE MAYOR -- HAVE BEEN THROUGH THE PROCESS BEFORE OF HIRING A CITY MANAGER, A NEW ONE.

THE REST HAVE NOT.

AS A CONSULTANT, WHAT DO YOU RECOMMEND TO THE COUNCILORS WHO MAKE THE FINAL DECISION IS THE MOST IMPORTANT CRITERIA TO BE LOOKING FOR THE CANDIDATE?

OR THE MOST IMPORTANT SET OF CRITERIAS TO BE LOOKING FOR THE CANDIDATE, FROM YOUR POINT OF VIEW?

>> WELL, IF YOU WANT TO HEAR MY POINT OF VIEW, MY JOB IS TO MAKE SURE TO GET YOUR POINT OF VIEW.

JUST SO YOU KNOW, OUR JOB IS TO FIND OUT WHAT YOU'RE LOOKING FOR.

IF YOU WERE TO ASK MY POINT OF VIEW, MOST PEOPLE ARE LOOKING FOR SOMEBODY WITH EXPERIENCE, ESPECIALLY FOR A SIZE OF YOUR COMMUNITY.

IDEALLY, SOMEBODY WHO HAS WORKED IN A TOWN WITH A UNIVERSITY.

BECAUSE THAT'S QUITE UNIQUE AND MAKES IT A LITTLE BIT DIFFERENT.

ECONOMIC DEVELOPMENT AND FINANCIAL BACKGROUND ARE USUALLY REALLY STRONG COMPETENCY, TECHNICAL COMPETENCY THAT PEOPLE ARE LOOKING FOR.

WHAT IT COMES DOWN TO, WE CAN FIND THE PEOPLE WHO HAVE ALL THE RIGHT TECHNICAL BACKGROUND AND EXPERIENCE.

WHAT IT COMES DOWN TO WHEN IT GETS TO THE INTERVIEWS, IF WE'VE DONE OUR JOB -- AND WE ALWAYS DO -- IT COMES DOWN TO STYLE AND THE CULTURAL FIT FACTOR.

AND THAT'S KIND OF HARD TO PUT YOUR FINGER ON.

THOSE THINGS COME OUT OF ALL THE CONVERSATIONS WITH YOU AS A GROUP AND INDIVIDUALLY, WITH THOSE WHO WANT TO HAVE ONE-ON-ONES WITH YOU.

WE'RE GOING TO HAVE A GREAT CANDIDATE POOL.

WE'RE GOING TO HAVE A GREAT OPPORTUNITY TO REALLY BE ABLE TO FIND THE RIGHT PERSON THAT'S RIGHT FOR YOUR TEAM, RIGHT FOR YOU, AND RIGHT FOR YOUR COMMUNITY.

THAT CAN INCLUDE A LOT OF DIFFERENT THINGS.

SOMEBODY WHO IS AVAILABLE, PRESENT, RESPONSIVE, OUT IN THE COMMUNITY, REALLY GREAT SUPPORT FOR YOU, A GREAT BUFFER BETWEEN STAFF AND ELECTED OFFICIALS IN THE JOB OF MANAGER.

THERE'S A LOT OF THINGS THAT WILL COME OUT OF THIS (INAUDIBLE).

>> CLARK: THANK YOU.

>> IF I MAY, WENDY, IT'S IMPORTANT TO HAVE SOMEBODY THAT'S ENGAGED WITH YOUR COMMUNITY.

NOT SOMEBODY THAT LIVES AN HOUR AWAY OR IS INTERESTED IN A HYBRID WORK SCHEDULE.

SOMEBODY WHO CAN GO INTO A GROCERY STORE.

AND BE ABLE TO REPRESENT YOU AS A COUNCIL, REPRESENT THE STAFF AND THE CITY AS A WHOLE.

AND JUST BEING A FRIENDLY SMILE TO THE CITY AND ORGANIZATION.

JUST WANTED TO INCLUDE THAT.

>> CLARK: THANK YOU.

>> KNUDSON: COUNCILOR ZELENKA?

>> ZELENKA: YEAH, I MEANT TO ASK, OF THE CITIES YOU'VE DONE CITY MANAGER RECRUITMENTS FOR, WHAT'S THE LARGEST ONE YOU'VE DONE RECENTLY, IN THE LAST TWO YEARS?

>> THE LAST TWO YEARS?

I WOULD SAY THAT'S PROBABLY SANTA MONICA, LEVI.

SANTA MARIA WAS 100,000.

850,000.

LEVI, ANY OTHERS YOU CAN THINK OF?

>> LONG BEACH ASSISTANT CITY MANAGER WAS 500 TO 600,000.

I THINK SANTA MONICA WILL BE THE LARGEST IN POPULATION SIZE.

>> ZELENKA: THANKS.

>> I CAN'T REMEMBER NOW.

I THINK VENTURA AND OXNARD WERE CLOSER TO 100,000.

>> 80 TO 100.

YEAH.

>> KNUDSON: COUNCIL, ANY OTHER QUESTIONS?

SEEING NONE, LEVI, WENDY, THANK YOU FOR TAKING YOUR TIME.

WE APPRECIATE THESE DISCUSSIONS.

>> THANK YOU SO MUCH.

WE'RE VERY HOPEFUL TO BE ABLE TO WORK WITH ALL OF YOU.

THANK YOU, MAYOR.

THANK YOU, COUNCIL.

THANK YOU, STAFF.

WE APPRECIATE ALL THE COMMUNICATION.

AND YOUR SUPPORT THROUGHOUT THIS PROCESS.

THANK YOU.

>> KNUDSON: THANK YOU.

>> BYE-BYE.

>> LET ME KNOW IF YOU'RE READY TO ROLL INTO THE NEXT AREA.

>> KNUDSON: I THINK WE'RE CLOSE ON TIME AND READY TO MOVE IN TO THE NEXT.

>> HAMMITT: PAM, I'LL HAND IT OVER TO YOU.

>> THANK YOU.

WE'RE HAPPY TO BE HERE AND SPEAK WITH YOU.

DO YOU MIND IF I SHARE MY SCREEN?

>> KNUDSON: PLEASE DO.

>> THANK YOU FOR HAVING US HERE TODAY.

I AM A RESIDENT OF SOUTHER LAND.

I HAVE BEEN HERE THE LAST COUPLE OF YEARS.

MY DAUGHTER WENT TO SOU.

AND HAS BEEN HERE NOW FOR ALMOST TEN YEARS.

FELL IN LOVE WITH AN OREGON BOY.

MY DAD RETIRED TO GOLD BEACH ABOUT 17 YEARS AGO.

SO WE SPEND A LOT OF TIME IN THE AREA.

AND, OF COURSE, I USE THE EUGENE AIRPORT.

WE'RE IN EUGENE ONCE OR TWICE A MONTH.

I USE THE AIRPORT ON PROBABLY ALMOST A WEEKLY BASIS.

WITH THAT, I'M GOING TO TURN IT OVER TO TEDDY ANDERSON, JUST TO QUICKLY INTRODUCE HERSELF.

>> TEDDI ANDERSON.

OVER 30 YEARS OF EXPERIENCE.

20 OF THOSE, ROUGHLY, IN OREGON.

CONDUCTING A NUMBER OF SEARCHES FROM A CLIENT PERSPECTIVE AND ALSO FROM AN EXECUTIVE RECRUITER.

HAPPY TO BE HERE.

>> FIRST OF ALL, WE WANTED TO ADDRESS OUR QUALIFICATIONS.

TEDDI AND I ARE BOTH LONG-TERM PUBLIC AGENCY EXECUTIVE RECRUITERS AND HR PROFESSIONALS.

I'M IN MY 22ND YEAR AT CPS.

I MANAGE THE EXECUTIVE FUNCTION.

I WORKED FOR A SMALL COUNTY PRIOR TO THAT AS AN AIDE TO SUPERVISORS.

I SERVED IN OTHER AGENCIES OVER THE FIRST 20, 15 TO 20 YEARS OF MY CAREER.

SO, MOST OF IT HAS ALL BEEN IN GOVERNMENT.

AND WE FEEL LIKE THAT REALLY MAKES A DIFFERENCE.

THAT WE HAVE BEEN EMPLOYEES OF LOCAL GOVERNMENT.

WE UNDERSTAND IT.

INSIDE AND OUTSIDE.

TEDDI, LET'S TALK A LITTLE BIT ABOUT YOUR EXPERIENCE.

>> I STARTED OUT AS A POLICE OFFICER IN 1994-ISH.

WENT TO HR IN 2006.

HAVE DONE A NUMBER OF, OBVIOUSLY, EXECUTIVE LEVEL RECRUITMENTS FROM AN HR MANAGER ROLE.

BUT ALSO PARTNERING WITH CONSULTING FIRMS SUCH AS OURS ON THOSE SEARCHES.

I DO A LOT OF WORK ON SALARY COMPENSATION.

I DO LABOR RELATIONS WORK.

CAPITALIZING ON MY LAW ENFORCEMENT EXPERIENCE IN THE PAST.

AND I JUST AM A PUBLIC SERVANT.

I SEE MYSELF AS AN EXTENSION OF MY CLIENTS.

I THINK IT HELPS TO HAVE THE BACKGROUND, UNDERSTANDING WHAT CITIES AND WHAT THE CITY MANAGER IS RESPONSIBLE FOR.

I'VE WORKED VERY CLOSELY WITH CITY MANAGERS ON PROJECTS BUT ALSO ON EXECUTIVE SEARCHES AS WELL.

>> THANK YOU, PAM.

CALIFORNIA JOINT POWERS AUTHORITY IS --

>> IS NOT AVAILABLE.

AT THE TONE, PLEASE RECORD YOUR MESSAGE.

>> I'M SORRY.

CAN EVERYBODY STILL HEAR ME?

>> KNUDSON: PLEASE CONTINUE, PAM.

SORRY ABOUT THAT.

>> I'M SORRY.

I BELIEVE IN OREGON, WE CALL THEM INTRA-LOCAL GOVERNMENT AGREEMENTS.

STATE PERSONNEL BOARD MANY, MANY YEARS AGO.

AND IN 1985, WE WERE SPUN OFF AS A JPA.

AND SO WE CELEBRATED OUR 40TH YEAR AS A COMPANY THIS YEAR.

25 YEARS OF THOSE, WE'VE BEEN DOING EXECUTIVE SEARCH.

AS I MENTIONED, I HAVE BEEN HERE 22 YEARS, 22-PLUS ACTUALLY.

WE FEEL THAT DIFFERENTIATES US A BIT.

WE'RE ALL FULL-TIME EMPLOYEES, RATHER THAN BEING SOLE PROPRIETORSHIP.

AND OUR MISSION IS THE PUBLIC SECTOR.

AS TEDDI SAID, WE ARE MISSION DRIVEN.

WE ARE PUBLIC SERVANTS.

OVER THE LAST FIVE YEARS, WE'VE DONE MORE THAN 100 CITY MANAGER CEO, EXECUTIVE DIRECTOR, CITY MANAGER.

SO BOARD COUNCIL APPOINTED RECRUITMENTS.

THE PAST FIVE YEARS, THAT'S INCLUDED ABOUT 24 CITY MANAGERS.

THE LAST COUPLE OF YEARS, WE'VE DONE, I BELIEVE, SIX.

SO OUR PROCESS, PHASE ONE WOULD BE HAVING DISCUSSIONS WITH THE MAYOR AND CITY COUNCIL.

WHAT THINGS YOU WOULD BE LOOKING FOR, WHAT YOU WOULD LIKE TO SEE THE CITY MANAGER WORKING ON.

OBVIOUSLY THE TYPE OF ENGAGEMENT PROCESS YOU WOULD LIKE US TO EMPLOY.

CURRENTLY I AM DOING THE CITY OF SACRAMENTO CITY MANAGER SEARCH.

WE HAD A ROBUST SEARCH.

WE DID IN-PERSON MEETINGS, TWO VIRTUAL MEETINGS.

WE ALSO DEPLOYED A COMMUNITY-WIDE SURVEY, ONLINE SURVEY THAT WE RECEIVED OVER 400 RESPONSES TO.

SO, WE HAVE A DEPTH OF EXPERIENCE IN THOSE TYPES OF RECRUITMENTS.

WHERE WE'RE DOING EXTENSIVE COMMUNITY ENGAGEMENT.

WE ALSO SPOKE TO, I BELIEVE IT WAS, 13 DIFFERENT CVOS, NONPROFIT TYPE ORGANIZATIONS WHERE WE HAD CONVERSATIONS WITH THEM VIA ZOOM.

THOSE WERE RECOMMENDED BY THE CITY COUNCIL.

ORGANIZATIONS THEY WOULD LIKE US TO SPEAK WITH.

ALL OF THAT WAS COMPILED INTO A COMPREHENSIVE REPORT FOR THE COUNCIL.

TEDDI ALSO DID AN EXECUTIVE SALARY STUDY FOR THAT POSITION.

IT HADN'T BEEN DONE FOR A WHILE.

IT DID RESULT IN THE SALARY RANGE BETWEEN 5 TO 7%.

THERE HAD BEEN A LOT OF NEGATIVE MEDIA ABOUT THE FORMER CITY MANAGER'S SALARY.

IT WAS REALLY IMPORTANT TO BE ABLE TO BRING THAT TYPE OF EXPERTISE.

AND SHOW THAT WE HAD DONE THE COMPS.

WE DID TOTAL COMPENSATION PACKAGES AS WELL.

AND SO IN THAT FIRST PHASE, REALLY, THE BIGGEST PART OF IT IS MAYBE WE DO AN EXECUTIVE STUDY.

WE'RE HAVING ALL OF THOSE CONVERSATIONS WITH YOU.

AND THEN WE CONDUCT THAT COMMUNITY ENGAGEMENT PROCESS.

ALSO IN THAT FIRST PHASE AFTER WE GATHERED ALL OF THAT INFORMATION, THEN WE CREATE THE MARKETING MATERIALS.

WHICH INCLUDES OUR RECRUITMENT BROCHURE, THE ADS.

DECIDE WHERE WE'RE GOING TO PLACE THOSE ADS, ET CETERA.

PHASE TWO IS THAT EXECUTIVE RECRUITMENT PROCESS.

TEDDI, DO YOU WANT TO TALK MORE ABOUT THAT?

>> YES.

WE ALSO HAD TRANSLATED IT TO DIFFERENT LANGUAGES, BASED ON THE COMMUNITY AND DIVERSITY OF THE COMMUNITY.

WHICH WAS REALLY IMPORTANT.

SO WE COULD GET THEIR PARTICIPATION.

AND ALSO THE OUTREACH INCLUDED INTERNAL AND EXTERNAL STAKEHOLDERS.

WHICH WAS REALLY HELPFUL AS WELL.

FROM A RECRUITMENT PERSPECTIVE, BEING AGGRESSIVE, ASSERTIVE, WE START VERY EARLY DOING THAT.

EVEN WHILE WE'RE PLANNING THE REST OF THE RECRUITMENT PROCESS, USING OUR EXPANSIVE NETWORK, OUR DATABASE, OF COURSE.

ALSO, LOOKING AT AND DOING A LOT OF DEEP DIVE RESEARCH INTO WHAT TYPE OF CANDIDATES ARE OUT THERE.

WHAT ONES ARE LOOKING, WHICH ONES AREN'T.

RESEARCHING THEM.

SEEING IF THEY WOULD BE A GOOD FIT.

LOOKING AT THEIR HISTORY OF PROJECTS.

THEIR SALARY, IF WE CAN FIND IT.

JUST TO GAUGE IF THEY WOULD BE A VIABLE CANDIDATE.

SOCIAL MEDIA.

ANYTHING WE WOULD NEED TO LET YOU KNOW ABOUT, BE AWARE OF UP FRONT, WHETHER IT'S GOOD OR BAD.

AND THEN WE CONTACT THEM MULTIPLE TIMES, YOU KNOW.

NO THANK YOU IS GREAT.

BUT WE ALSO ASK THEM, DO YOU KNOW OF ANYBODY ELSE THAT'S INTERESTED?

IS THERE ANYBODY THAT WE CAN SPEAK TO?

CONFIDENTIALLY EVEN.

AND ALSO ASKING FOR FEEDBACK ON WHAT THE BROCHURE IS.

IS THERE CONTENT IN THERE THAT YOU COULDN'T UNDERSTAND?

OR WAS THERE INFORMATION THAT YOU DON'T QUALIFY FOR?

WAS THERE SOMETHING NOT APPEALING ABOUT IT?

SO WE CAN MODIFY OUR STRATEGY AS WE GO.

BUT THERE'S LOTS OF COMMUNICATION, LOTS OF FEEDBACK BEING WITH OUR CANDIDATES AND YOU ALL.

MAKING SURE WE'RE ON TOP OF IT AS WE GO.

I THINK THE LABOR MARKET CAN BE VOLATILE.

I THINK WE'RE SEEING THAT IN DIFFERENT PLACES.

I THINK THERE ARE SOME SEARCHES WHERE WE'RE SEEING A LOT OF CANDIDATES AND OTHERS NOT SO MUCH.

PART OF OUR OBLIGATION IS TO FIND OUT WHY THAT IS.

AND RE-STRATEGIZE WITH YOUR PARTNERSHIP AS WE GO.

AND REALLY LOOKING AT THE DEMOGRAPHICS OF THE CITY.

AND WHERE THEY WORKED.

NOT JUST CURRENTLY, BUT WHERE THEY WORKED IN THE PAST.

DO THEY HAVE MORE RELEVANT EXPERIENCE OVER THE YEARS?

AND NOT JUST WHERE THEY ARE NOW.

ANYTHING I DIDN'T TOUCH ON, PAM?

>> I WOULD ADD THAT THAT RECRUITMENT PROCESS REALLY -- A LOT OF THAT STRATEGY COMES OUT IN THE CONVERSATIONS WE'RE HAVING WITH ALL OF YOU.

ARE YOU LOOKING FOR SOMEONE THAT HAS WORKED IN A UNIVERSITY TOWN?

YOUR EMPLOYEE SIZE AND BUDGET.

THAT HELPS TO FORMALITY THAT STRATEGY FOR US DOING THAT AGGRESSIVE RECRUITMENT.

AND SO THOSE ARE THE TYPES OF THINGS THAT GO INTO IT.

IT'S A SPOKE.

WE HAVE LINKEDIN RECRUITER.

WE HAVE ZOOM INFO, WHICH HAS A DIVERSITY FILTER WE USE QUITE OFTEN.

AND SO I WOULD ANTICIPATE THERE WOULD BE AN AWFUL LOT OF PEOPLE THAT ARE INTERESTED IN THIS ROLE.

AND I THINK WE CAN -- FOR SACRAMENTO AT THIS POINT, IT'S A MUCH LARGER ORGANIZATION.

WE HAVE 92 APPLICANTS.

SO THEN THE SELECTION PROCESS, WHICH IS PHASE THREE.

WE HELP YOU DECIDE HOW THAT'S GOING TO BE COMPLETED.

MAYBE APPROVING THE RECRUITMENT MATERIALS.

GOING THROUGH THE FIRST GROUP OF CANDIDATES THAT WE WOULD PRESENT TO YOU.

DECIDING WHO YOU WOULD LIKE TO INTERVIEW.

WE ARE TAKING EVERYTHING OFF YOUR PLATE THAT WE CAN.

WE CONSIDER THIS TO BE A WHITE BOARD PROCESS.

WE PROVIDE ALL THE MATERIALS.

WE HELP YOU COME UP WITH THE QUESTIONS.

WE DO ALL THE CANDIDATE CONTACT.

WE FACILITATE ALL OF THOSE THINGS, THE SCHEDULING, ET CETERA.

AND TYPICALLY, YOU WOULD MAYBE DO THAT SEMI FINALIST.

MAYBE YOU WANT TO HAVE COMMUNITY OR SOME OF THE STAKEHOLDERS IN A PANEL, SUBJECT MATTER EXPERT PANEL.

WE OFTEN DO THAT.

WHERE WE DO HAVE OTHER LOCAL CITY MANAGERS PARTICIPATE.

SO YOU CAN GET THE TECHNICAL -- SOME TECHNICAL EXPERTISE, TO TELL YOU -- THEY SIT IN THAT CHAIR, AND TO SHARE WITH YOU WHAT THEY THINK THESE CANDIDATES BRING TO THE TABLE.

MULTI-FACTOR SELECTION PROCESS IN A SITUATION LIKE THIS AS WELL.

WE MANAGE MANY OF THOSE PROCESSES.

WE DO VERY EXTENSIVE MEDIA CHECKS.

WE DO SOCIAL MEDIA CHECKS.

WE DO BACKGROUND CHECKS ON THE FINALIST CANDIDATES.

WE CAN DO PIECES OF THE BACKGROUND CHECK.

I BELIEVE THAT OREGON IS A BAY IN THE BOX STATE.

SO YOU CANNOT DO A CRIMINAL BACKGROUND CHECK UNTIL YOU'VE MADE A VERBAL JOB OFFER.

THAT HAS TO WAIT FOR THE FINAL CANDIDATE.

WE TALKED TO SIX PEOPLE IN THE REFERENCES.

WE WANT TO DO A 360.

AND SPEAK TO PEOPLE THEY'VE REPORTED TO.

PEOPLE WHO HAVE REPORTED TO THEM, COLLEAGUES.

CANDIDATES OFTEN TIMES INTERACT IN DIFFERENT WAYS WITH ALL OF THOSE DIFFERENT EMPLOYEES AND REPORTS.

BUT I KNOW WE'RE BUMPING UP AGAINST TIME.

WE KNOW YOU HAVE SOME QUESTIONS.

SO I WILL STOP SHARING.

AND TURN IT OVER TO YOU.

>> KNUDSON: THANK YOU SO MUCH, PAM AND TEDDI.

THANK YOU FOR THAT PRESENTATION.

WITH THAT, I'LL OPEN THE FLOOR FOR COUNCIL DISCUSSION.

A REMINDER WE HAVE 1:30 FOR EACH OF THESE ROUNDS FROM COUNCIL.

COUNCILOR CLARK?

>> CLARK: THANK YOU, MAYOR.

I'M GOING TO ASK THE SAME QUESTION I'VE SPOKEN TO OTHERS, TO THESE FOLKS, PAM AND TEDDI.

THANK YOU SO MUCH FOR YOUR PRESENTATION.

OF THE NINE OF US THAT ARE ON COUNCIL AND MAYOR, TWO OF US HAVE BEEN THROUGH THIS PROCESS BEFORE OF SELECTING A NEW CITY MANAGER.

THE REST HAVE NOT.

FROM YOUR EXPERIENCE AND YOUR PERSPECTIVE, WHAT ARE THE MOST (INAUDIBLE) WE SHOULD BE USING AS JUDGE OF A CITY MANAGER OR THE MOST IMPORTANT CRITERIA FACTORS, FROM YOUR POINT OF VIEW?

>> SO, OBVIOUSLY, I THINK FOR EUGENE, YOU PROBABLY ARE LOOKING FOR SOMEONE WHO HAS ALREADY BEEN A CITY MANAGER OR A PRETTY LONG-TENURED CITY MANAGER IN AN ORGANIZATION AT LEAST AS LARGE, IF NOT BIGGER.

180,000 PEOPLE IS A LITTLE BIT MORE THAN MID-SIZE.

THERE'S ONLY 300 CITIES ACROSS THE COUNTRY THAT ARE OVER 100,000.

SO, YOU KNOW, THAT'S A CONVERSATION TO HAVE WITH YOU, OBVIOUSLY.

SOME OF THAT COMES OUT OF OUR CONVERSATIONS WITH YOU.

WE ALWAYS BELIEVE THAT THEY NEED TO UNDERSTAND BUDGETS, ABSOLUTELY.

WE WANT TO HEAR THAT THEY HAVE -- WE WANT TO TALK TO THEM ABOUT HOW THEY'VE INTERACTED WITH STAFF.

THEY HAVE TO MANAGE UP.

I ALWAYS SAY CITY MANAGER IS THE ULTIMATE MIDDLE MANAGER POSITION.

THEY'RE MANAGING UP TO TEN PEOPLE, NINE PEOPLE.

THEN THEY HAVE A STAFF OF 1700 THROUGH THEIR ASSISTANT CITY MANAGERS AND DEPARTMENT HEADS.

WE WANT TO TALK TO THEM ABOUT HOW THEY INTERACT WITH THEIR STAKEHOLDERS.

I'M SURE THERE ARE MANY PARTNERSHIPS.

PARDON ME.

I WENT APHASIC FOR A MOMENT.

WHAT TYPE OF PROJECTS DO YOU HAVE COMING UP?

DO THEY HAVE BACKGROUND IN THOSE TYPES OF PROJECTS?

TEDDI, WHAT ARE SOME OF THE OTHER THINGS?

>> YOU KNOW, EXECUTION.

A LOT OF TIMES WE ASK PEOPLE WHAT TYPES OF PROJECTS CITIES OR CLIENTS HAVE HAD.

BUT DID IT GET EXECUTED?

AND WHY OR WHY NOT?

AND WHAT WAS THE ROLE OF THE CITY MANAGER IN THAT?

NO ONE EXPECTS THEM TO LEAD IT ALL BY THEMSELVES.

BUT IT IS IMPORTANT TO KNOW HOW INVOLVED THEY WERE ON THOSE.

ALSO GOING BACK HERE, I'LL FIRST MENTION THAT NOT EVERYBODY ON THE COUNCIL HERE HAS BEEN THROUGH EXECUTIVE RECRUITMENT.

WE TAKE PRIDE IN THAT COMMUNICATION AND EDUCATION ABOUT THE PROCESS AND WHAT WE'RE DOING AND WHY.

AND I THINK THAT WILL HELP EVERYONE UNDERSTAND IT MORE.

AND NOT BE SURPRISED.

IT'S VERY TRANSPARENT.

AND THEN REALLY HELP WITH ANY FUTURE RECRUITMENTS AS WELL.

>> WE ALSO LIKE TO -- THERE'S SEVEN, EIGHT OF YOU THAT HAVE NOT PARTICIPATED IN THIS PROCESS PREVIOUSLY.

WE WOULD PROBABLY PROVIDE A SAMPLE IDEAL CANDIDATE PROFILE.

TO GIVE YOU IDEAS ABOUT THOSE THINGS BEFORE WE EVEN HAVE THE CONVERSATIONS WITH YOU.

A SAMPLE BROCHURE.

SO THAT YOU'VE ALREADY SEEN THOSE THINGS.

AND GIVE YOU AN IDEA OF THE QUESTIONS WE'RE GOING TO ASK YOU AS WELL.

SO YOU'RE PREPARED TO HAVE THAT CONVERSATION WITH US.

>> CLARK: THANK YOU.

>> KNUDSON: COUNCILOR EVANS?

>> EVANS: YEAH, THANK YOU FOR THE PRESENTATION.

FOR SOME OF US WHO ARE NOT FAMILIAR WITH HR JARGON, WHAT SAY WHITE GLOVE PROCESS?

>> SO, IT MEANS THAT WE ARE GOING TO TAKE THIS, AS THEY SAY, FROM CRADLE TO GRAVE.

AND WE WANT TO TAKE EVERYTHING OFF YOUR STAFF'S PLATE AS POSSIBLE.

WITH CITY MANAGER SEARCHES, OFTENTIMES THAT IS MOST OF THE PROCESS.

OBVIOUSLY, FROM THEM, WE NEED THINGS LIKE JOB DESCRIPTION, BENEFITS.

IS THERE A CURRENT SALARY RANGE?

THOSE THINGS THAT HELP US PUT THE RECRUITMENT BROCHURE TOGETHER.

PHOTOS, ET CETERA.

BUT, REALLY, FROM THEN OUT IT DEPENDS WHAT THE COUNCIL DECIDES.

THIS IS YOUR RECRUITMENT.

SO, SOME CITIES WILL SAY, WELL, HR IS GOING TO BE YOUR MAIN POINT OF CONTACT.

WITH SACRAMENTO, I'M WORKING WITH THE CHIEF OF STAFF AS MY MAIN CONTACT FROM THE PERSONNEL COMMITTEE.

THAT HAS BEEN MY MAIN CONTACT.

THERE'S BEEN SOME INTERACTION WITH HR.

MOST OF IT HAS BEEN THROUGH THE CHIEFS OF STAFF THROUGH ALL THE MAYOR AND COUNCIL MEMBERS.

THAT'S WHAT THAT WHITE GLOVE PROCESS IS.

IT DOESN'T JUST APPLY TO THE CITY COUNCIL.

IT ALSO APPLIES TO THE CANDIDATES.

WE WANT TO MAKE SURE THAT THE CANDIDATES HAVE A GREAT EXPERIENCE.

AND I JUST TOLD SOMEONE TODAY, THERE'S NO BETTER, REALLY, THANK YOU THAN IF YOU GET A THANK YOU FROM A CANDIDATE THAT WASN'T PLACED.

AND THEY SAY, YOU KNOW, IT WAS A GREAT PROCESS.

I FELT GOOD ABOUT IT.

AND I REALLY APPRECIATE YOU WALKING ME THROUGH THE PROCESS.

SO, BETWEEN MYSELF AND TEDDI AND ONE OF MY HR CONSULTANTS WHO IS NOT ON THE CALL WHO HANDLES ALL THE LOGISTICS.

WHEN YOU'RE TALKING TO US IN EMAILS, ET CETERA, YOU'RE ALWAYS CC'ING TWO OF US.

SO THAT NOTHING FALLS THROUGH THE CRACKS.

THAT WE ARE ALWAYS RESPONSIVE.

WE'RE TETHERED 24/7, FRANKLY.

AND THAT MEANS, YOU KNOW, A LOT OF TIMES I'M DOING INTERVIEWS ON SATURDAY AND SUNDAY.

CITY MANAGERS ARE SO BUSY.

OFTEN TIMES IT MEANS ADJUSTING TO WHAT THEIR SCHEDULES ARE.

THAT'S WHAT WE MEAN BY THAT WHITE GLOVE PROCESS.

>> EVANS: APPRECIATE THE CLARIFICATION.

>> KNUDSON: THANK YOU, ALL.

ANY OTHER QUESTIONS FROM COUNCIL FOR THIS INTERVIEW TEAM?

I WILL ADD ONE.

COUNCILOR GROVES, GO AHEAD.

>> GROVES: THANK YOU, MAYOR.

THANK YOU, PAM AND TEDDI FOR THE PRESENTATION.

WHAT EXPERIENCE HAVE YOU HAD IN RECRUITING FOR CITY MANAGER IN A UNIVERSITY COMMUNITY?

>> SO, THE LAST -- IN A MAJOR UNIVERSITY COMMUNITY, I REALLY THINK COLUMBIA, MISSOURI, IS PRETTY MUCH THE LAST ONE.

MISSOU IS A D I SCHOOL.

IN COLUMBIA -- THEY HAVE A COUPLE OF OTHER COLLEGES THERE, SURPRISINGLY.

BUT EVERYTHING SURROUNDS THAT.

IN THAT SITUATION, WE ACTUALLY HAD SPENT TWO DAYS THERE, DOING CONVERSATIONS WITH THOSE EXTERNAL STAKEHOLDERS.

AND THEN WE DID -- OF COURSE, YOU KNOW, THE TWO MAJOR JOURNALISM SCHOOLS IN THE COUNTRY ARE BOTH THE COLUMBIAS.

COLUMBIA, MISSOU AND COLUMBIA, NEW YORK.

I WAS INTERVIEWED BY A COUPLE OF REPORTERS.

I MUST HAVE DONE 10 OR 12 INTERVIEWS WITH REPORTERS.

AND SO -- BUT THAT WAS -- I THINK WE ENDED UP IN TOTAL 75 CONVERSATIONS IN A COUPLE OF DAYS BETWEEN THE TWO OF US.

WE SPLIT IT UP.

THERE WAS SO MUCH ENGAGEMENT.

I WILL SAY SOME OF THE BIGGEST WORK WE'VE DONE IS WORK WITH BERKELEY FOR YEARS.

POLICE CHIEF.

PUBLIC WORKS DIRECTOR.

FINANCE DIRECTOR, ET CETERA.

AND POLICE CHIEF, IN PARTICULAR, IS PROBABLY THE CLOSEST THING YOU'LL DO TO A CITY MANAGER.

AND, IN FACT, IT OFTEN TIMES IS MORE COMPLICATED.

WE DID THREE OR FOUR PANELS FOR THE FIRST ROUND.

YOU HAVE TO INVOLVE LABOR.

YOU HAD TO INVOLVE, YOU KNOW, DEPARTMENT HEADS.

THEN THERE WERE EXTERNAL STAKEHOLDERS, NONPROFIT GROUPS.

BERKELEY, OF COURSE -- AGAIN, LIKE EUGENE -- YOU'RE TALKING ABOUT A VERY ACTIVIST TYPE COMMUNITY THAT IS VERY INVOLVED.

OH, WE DID CITY ATTORNEY AS WELL.

THEY REALLY WANTED SOMEONE TO BE FROM A MAJOR UNIVERSITY.

WE HAD THE TOP 100 UNIVERSITIES IN THE COUNTRY THAT WE MADE SURE WE REACHED OUT TO EVERY ONE OF THOSE CITY ATTORNEYS.

THAT'S WHAT I WOULD ANTICIPATE WOULD HAPPEN IN THIS AS WELL.

AND THAT'S PART OF THAT RESEARCH THAT WE NEED TO DO.

WE STILL HAVE THAT LIST, OBVIOUSLY, OF THOSE CITIES.

IT COULD HAVE CHANGED A LITTLE BIT OVER THE YEARS.

SOME OF THOSE MAJOR UNIVERSITIES ARE IN CALIFORNIA.

WE WORKED WITH MOST OF THE UC CITIES.

SACRAMENTO IS A CSU CITY.

WE WORKED IN DAVIS QUITE A BIT.

SANTA BARBARA, IRVINE.

RIVERSIDE.

MOST OF THE UC CITIES AS WELL.

I DO THINK CITY MANAGER WISE, AS FAR AS JUST BEING VERY HIGHLY VISIBLE, A LOT OF MEDIA PRESENCE WAS IN COLUMBIA.

>> GROVES: THANK YOU.

ALSO, ARE YOU SEEING A STRONG -- WELL, HOW IS THE MARKET SITUATED WITH QUALITY CANDIDATES RIGHT NOW?

I KNOW IT KIND OF EBBS AND FLOWS.

>> IT DOES EBB AND FLOW.

THESE MID-SIZE CITIES ARE MORE ATTRACTIVE, OBVIOUSLY.

SACRAMENTO IS HALF A MILLION PEOPLE.

THEY HAVE A \$75 MILLION BUDGET DEFICIT, STRUCTURAL BUDGET DEFICIT AT THE MOMENT.

BUT EVEN WITH THAT, WE'VE ATTRACTED SOME VERY STRONG CANDIDATES.

I WOULD ANTICIPATE THAT EUGENE -- OBVIOUSLY, OREGON IS NOW MY SECOND HOME.

I AM A NATIVE CALIFORNIAN.

SOMETIMES I KNOW THAT'S A BAD THING.

BUT I JUST THINK THAT WE'RE NOT GOING TO HAVE AN ISSUE ATTRACTING GREAT CANDIDATES TO THIS POSITION.

AND WHETHER WE NEED TO LOOK AT DIVERSITY, I THINK.

OBVIOUSLY, WE NEED TO LOOK AT THOSE CITIES, THE DEMOGRAPHICS, ET CETERA.

BUT I DO THINK WE CAN ATTRACT A VERY GOOD QUALITY CANDIDATE.

TEDDI, ANYTHING YOU WOULD LIKE TO ADD TO THAT?

>> GROVES: THANK YOU.

>> UH-HUH.

>> KNUDSON: ANY OTHER QUESTIONS?

PAM, YOUR ANSWER JUST ANSWERED THE QUESTION I WAS GOING TO ASK.

SO THANK YOU FOR THAT ABOUT CURRENT WORK AND CONTEXT.

SEEING NO OTHER QUESTIONS FROM COUNCIL, I WILL JUST THANK YOU, PAM AND TEDDI, FOR YOUR TIME HERE TODAY.

THANK YOU TO YOUR TEAM, CPS HR'S TIME AND INVESTMENT IN THIS INTERVIEW PROCESS.

WE APPRECIATE IT.

AND APPRECIATE THE OPPORTUNITY TO LEARN MORE ABOUT YOUR WORK TODAY.

THANK YOU.

>> THANK YOU SO MUCH.

WE GREATLY APPRECIATE THE OPPORTUNITY.

AND LOOK FORWARD TO, HOPEFULLY, WORKING WITH ALL OF YOU.

THANK YOU SO MUCH.

>> KNUDSON: KRISTIE, I'LL HAND IT BACK TO YOU, ASSISTANT CITY MANAGER.

>> HAMMITT: THANK YOU.

I THINK OUR BOB MURRAY REPRESENTATIVES ARE LOGGING IN.

HELLO, JEFF.

>> GOOD AFTERNOON, EVERYBODY.

>> HAMMITT: ARE YOU READY FOR US TO TURN IT OVER TO YOU?

>> VALERIE WILL BE HERE ANY SECOND.

SHE HAS THE PRESENTATION.

>> HAMMITT: INTERVIEW TOTAL TIME IS 30 MINUTES.

WHEN YOU HAVE ABOUT THREE MINUTES LEFT, WE'LL GIVE YOU A HEADS UP.

SO THAT YOU DON'T RUN OUT OF TIME.

LOOKING FORWARD TO HAVING SOME AMPLE TIME FOR OUR COUNCILORS
AND MAYOR TO ASK QUESTIONS AS WELL.

>> GREAT.

>> HAMMITT: THANK YOU AGAIN.

>> KNUDSON: JEFF, WE ARE A MINUTE AND A HALF TO TWO MINUTES EARLY.

SO NOT TO WORRY, ABOUT TIMING.

>> THANK YOU, MAYOR.

>> I'LL INTRODUCE MYSELF QUICKLY.

I'M VALERIE GAETA PHILLIPS, OWNER AND EXECUTIVE PRODUCER FOR BOB MURRAY & ASSOCIATES.

JOINING ME IS JEFF MORI, LOCATED IN VANCOUVER.

I HAD A QUICK POWER POINT PRESENTATION THAT I CAN FLY THROUGH PRETTY QUICKLY, IF THAT'S OKAY.

IF I CAN SHARE MY SCREEN.

>> KNUDSON: PLEASE.

THANK YOU.

>> I DON'T KNOW IF I HAVE THE ABILITY TO SHARE YET.

LET ME TRY THIS.

OKAY.

LET'S SEE.

CAN YOU SEE IT?

>> KNUDSON: WE CAN SEE THAT -- THERE IT IS.

THERE'S A LITTLE BIT OF A LAG.

I THINK ALSO A LITTLE BUTT OF A LAG ON YOUR VIDEO.

JUST SO YOU KNOW.

>> SORRY ABOUT THAT.

>> KNUDSON: THAT'S OKAY.

>> FANTASTIC.

AGAIN, VALERIE PHIL LIPS, BOB MURRAY & ASSOCIATES.

WE ARE HEADQUARTERED OUT OF -- VANCOUVER, AUSTIN, TEXAS, BAY AREA, SACRAMENTO, LOS ANGELES AND THE CENTRAL VALLEY OF CALIFORNIA.

JUST A LITTLE BIT ABOUT OUR FURTHERMORE.

OVER 25 YEARS OF EXPERIENCE.

MOST RECENTLY PLACED 40 CITY MANAGERS IN THE LAST TWO YEARS.

WE REALLY -- OUR PROCESS INCLUDES SEEKING A DEEP UNDERSTANDING OF THE ISSUES AND CHALLENGES THAT OUR CLIENTS FACE.

WE'RE WITH YOU FROM BEGINNING TO END.

WE'RE KIND OF GUIDING AND FACILITATING THE PROCESS.

MAKING RECOMMENDATIONS ON SOME OF THE STEPS THAT WE'VE TAKEN WITH OTHER CLIENTS THAT HAVE WORKED REALLY WELL.

I MOST RECENTLY CONDUCTED THE CITY MANAGER AS WELL AS THE DEPUTY CITY MANAGER SEARCH FOR THE CITY OF VANCOUVER.

LOTS OF STAKEHOLDER INPUTS.

WE CAN OFFER UP IDEAS AND THINGS WE'VE DONE WITH OTHER CLIENTS.

AND REALLY TAILOR THE SEARCH.

JUST BECAUSE I DID IT WITH VANCOUVER DOESN'T MEAN WE NEED TO DO THAT WITH YOU.

JUST BECAUSE I DID THAT WITH THE CITY OF RENO DOESN'T MEAN -- WE REALLY TAILOR THE SEARCH.

WHAT COUNCILORS ARE LOOKING FOR.

WE TAILOR THE SEARCH, WHETHER IT'S LISTENING SESSIONS, SURVEYS, ON-SITE WITH THE EXECUTIVE SESSION.

WE TAILOR IT WITH ALL THE MILESTONES IN ADVANCE.

SO YOU CAN SEE THESE ARE THE THINGS HAPPENING.

TYPICAL RECRUITMENT IS 14 TO 16 WEEKS FOR CITY MANAGER.

I TOUCHED ON MEETING WITH INTERNAL AND EXTERNAL STAKEHOLDERS.

I PERSONALLY FEEL THAT'S IMPORTANT.

REALLY, IT'S UP TO MY CLIENT.

IF YOU FEEL THAT'S IMPORTANT.

WE INCLUDE THAT AND WILL ADD IT TO THE PROCESS.

WE ALSO OFFER UP AN OPTION FOR AN ASSESSMENT.

CLIFTON STRENGTH FINDER.

LATINA-OWNED BUSINESS, IT'S SOMETHING THAT'S IMPORTANT TO ME.

RESONATED ME MY WHOLE LIFE.

WE'VE GOT ABOUT 45,000 FOLLOWERS ON SOCIAL MEDIA.

I'LL TOUCH ON WHY THAT'S IMPORTANT IN THE NEXT SLIDE OR TWO.

THESE ARE OUR SUCCESS STORIES.

FOR THE CITY OF EUGENE, WE PLACED YOUR PUBLIC WORKS DIRECTOR ABOUT A YEAR AND A HALF AGO.

VANCOUVER.

CITY OF RENO.

LOUISVILLE.

VERY DIFFERENT THAN THE CITY MANAGER RECRUITMENT IN CALIFORNIA.

IMPORTANT TO HAVE HAD THAT EXPERIENCE.

A LOT OF BIG CITIES.

EVEN MOST RECENTLY CONDUCTED, YOU THOUGH, POLICE CHIEF RECRUITMENT FOR THE CITY OF L.A., WORKING WITH MAYOR BASS.

ALSO POLICE CHIEF RECRUITMENT FOR THE CITY OF SAN DIEGO.

I KNOW THOSE AREN'T CITY MANAGER RECRUITMENTS.

BUT HEAVY, HEAVY INVOLVEMENT WITH STAKEHOLDERS IN THE COMMUNITY.

WITH SAN DIEGO, WE HAD NINE DISTRICTS.

WE HAD IN-PERSON LISTENING SESSIONS, ALMOST LIKE A TOWN HALL MEETING.

I KNOW FOR LAGUNA BEACH WE DID IT VIA ZOOM.

WE OFFERED THREE SESSIONS.

VANCOUVER, I DID A LOT OF LISTENING WITH AN EXECUTIVE TEAM ON ZOOM.

WITH STAFF, WE OFFERED THEM ZOOM SESSIONS.

AND WE COULD DROP IN AND LISTEN.

I WANTED TO WILL YOU SAY THE BIGGER COMMUNITIES WE DID RECRUITMENTS FOR, AS WELL AS SMALLER ONE.

AND SOME HIGHLY POLITICAL RECRUITMENTS AS WELL.

SO WHEN I MENTIONED DEIB, THIS IS SOMETHING I'M REALLY PROUD OF.

I BOUGHT THE FIRM FROM BOB MURRAY ABOUT 12 YEARS AGO.

THE FIRM LOOKED VERY DIFFERENT BACK THEN.

I FEEL LIKE WE TOOK SOMETHING THAT WAS GREAT AND MADE IT EVEN BETTER.

I'M VERY PROUD OF THIS.

WE DID AN AUDIT OF OUR LAST 100 SEARCHES, RECRUITMENTS.

I'M PROUD TO SAY 50% OF OUR PLACEMENTS WERE WOMEN.

IT DID NOT LOOK LIKE THAT 12 YEARS AGO.

IT'S IMPORTANT TO ME.

OUTREACH IS KEY.

SUCH A VAST NETWORK.

WE HAVE OVER 50,000 APPLICANTS IN OUR DATABASE.

WE HAVE 7,000 FOLKS THAT SUBSCRIBE TO OUR MONTHLY NEWSLETTER.

AND CLOSE TO ABOUT 45,000 FOLKS, LIKE I MENTIONED, ON SOCIAL MEDIA.

THAT'S SUCH AN IMPORTANT TOOL THAT WE UTILIZE.

IT GIVES US ACCESS TO ALL THE DIFFERENT AFFINITY GROUPS.

WHETHER IT'S ASIAN PROFESSIONALS IN GOVERNMENT, WOMEN LEAGUE OF GOVERNMENT.

IT'S SOMETHING WE TALK SERIOUSLY FOR EVERY RECRUITMENT, EVEN IF IT'S NOT A PRIORITY OF OUR CLIENT.

IT'S IN THE FOREFRONT OF OUR OUTREACH.

ALL OF OUR RECRUITERS AND STAFF HAVE BEEN TRAINED IN OUTREACH TO ALL THE DIFFERENT GROUPS.

SO IT IS AN INCLUSIVE PROCESS.

OKAY.

HERE WE GO.

WE COLLABORATE WITH YOU.

WE START A BROAD-SEARCH PROCESS LEVERAGING SOCIAL MEDIA.

IT IS A NATIONWIDE RECRUITMENT.

A LOT OF THE FOCUS WILL BE WITH CITIES THAT ARE SIMILAR.

AND MAYBE HAVE THE SAME CORE VALUES THAT EUGENE HAS.

IT DOESN'T MAKE SENSE, NECESSARILY, TO BRING SOMEONE COMING FROM A VERY DIFFERENT TYPE ORGANIZATION.

IT DEPENDS ON THE CANDIDATE.

WE TRY TO VET THAT OUT.

BUT IT'S A NATIONWIDE RECRUITMENT.

WE MAINTAIN STEADY COMMUNICATION.

IT'S THAT CUSTOMER SERVICE.

YOU'LL ALWAYS KNOW WHAT'S HAPPENING IN THE RECRUITMENT.

WHETHER WE'RE WORKING WITH AN AD HOC COMMITTEE OR A GROUP OF YOU.

I'M PRETTY GOOD AT STAYING UP FRIDAY NIGHTS AND HAVING AN UPDATE ON RECRUITMENT.

HOW MANY CANDIDATES HAVE APPLIED?

WHAT KIND OF FEEDBACK ARE WE GETTING?

THAT EXCITES ME.

I LOVE GIVING THAT FEEDBACK.

TYPICALLY IT'S GOOD NEWS.

ONCE IN A WHILE WE HAVE A SEARCH THAT CAN DRAG A LITTLE LONGER.

AND IT MAY BE COMPETITIVE IN THAT THE COMPENSATION ISN'T HIGH ENOUGH.

BUT I DO OFFER THAT FEEDBACK THAT I'M GETTING FROM POTENTIAL CANDIDATES TO MY CLIENTS, SO THEY'RE AWARE.

AS I MENTIONED IT'S A 14 TO 16-WEEK RECRUITMENT PROCESS.

THIS ISN'T EVERYBODY FROM OUR FURTHERMORE.

WE'VE GOT ABOUT 15.

I WANTED TO LET YOU KNOW, THAT'S ME.

THAT'S JEFF MORI.

GARY PHILLIPS IS MY HUSBAND.

WE TECHNICALLY OWN THE FIRM TOGETHER.

BUT I AM HIS BOSS.

JEFF IS SUPPORTING ME, BECAUSE HE'S LOCAL.

VANCOUVER, KNOWS A LOT OF FOLKS IN THE REGION.

AS A RETIRED POLICE CHIEF HE KNOWS CITY MANAGERS AND DEPUTY CITY MANAGERS.

ALEXANDRIA KOPACK WILL BE WORKING WITH ME SHOULDER-TO-SHOULDER, PUTTING TOGETHER THE BROCHURE, MARKETING MATERIALS, PLACING ADS.

AND I LISTED A COUPLE OF OUR RECRUITERS DOWN BELOW.

BECAUSE YASMIN BEERS IS A RETIRED CITY MANAGER FROM GLENDALE, HEAVILY INVOLVED IN ICMA.

SAME WITH STEPHANIE DIETZ.

SHE SEMI RETIRED AFTER THREE YEARS AT THE CITY OF MERCED IN THE CENTRAL VALLEY.

AND STACEY STEVENSON RETIRED FROM CITY OF MARIETTEA AND WAS THE DEPUTY CITY MANAGER THERE.

THESE WOMEN ARE ROCK STARS AND HAVE A VAST NETWORK IN THE CITY MANAGER WORLD.

I WANTED TO TOUCH ON THAT.

LASTLY, MY LAST SLIDE, THANK YOU FOR CONSIDERING MY FIRM.

LOVE TO TAKE ANY QUESTIONS YOU MIGHT HAVE.

>> KNUDSON: THANK YOU SO MUCH, VALERIE, FOR THAT PRESENTATION AND INTRODUCTION TO YOUR WORK.

NOW I'LL OPEN THE FLOOR FOR COUNCIL DISCUSSION.

AND REMINDER THIS THESE ROUNDS ARE LIMITED TO 1:30.

QUESTIONS FROM COUNCIL FOR THIS TEAM?

COUNCILOR GROVES?

>> GROVES: THANK YOU, MAYOR.

THANK YOU VERY MUCH, VALERIE, FOR THE PRESENTATION.

JEFF, IT'S NICE TO MEET YOU AS WELL.

WHAT EXPERIENCE, SPECIFICALLY, AROUND UNIVERSITY COMMUNITIES HAVE YOU HAD IN RECRUITMENTS?

>> SO, THERE ARE NUMEROUS CITIES.

IRVINE.

WE PLACED THE CITY MANAGER IN UC IRVINE.

SANTA CLARA, UNIVERSITY PRIVATE CATHOLIC.

I'M TRYING TO THINK OF A FEW OTHERS.

I KNOW THERE'S MORE.

THAT WASN'T A QUESTION I WAS ANTICIPATING.

I SHOULD HAVE BEEN PREPARED FOR THAT.

NUMEROUS CITIES IN CALIFORNIA HAVE UNIVERSITIES THAT WE HAVE CONDUCTED CITY MANAGEMENT RECRUITMENTS FOR.

THAT MAKES -- THOSE CITIES ARE THE MOST FUN.

BECAUSE THEY'RE MOST VIBRANT.

AND ECONOMICALLY, DOES DRAW IN FOLKS.

ANOTHER ONE, DAVIS.

THEY HAVE UC DAVIS.

THEIR CHILDREN ARE APPLYING FOR THOSE SCHOOLS.

THEY'RE THINKING, I CAN FOLLOW MY KIDDO TO THAT UNIVERSITY.

>> GROVES: SURE.

>> A LOT OF FOLKS THAT THEIR KIDS ATTEND YOUR SCHOOL THERE.

GO DUCKS.

>> GROVES: THANK YOU.

I SAW SOME OTHER UNIVERSITY CITIES.

I'VE ASKED THAT QUESTION OF THE OTHER ONES.

I'M TRYING TO BE CONSISTENT IN THE QUESTIONS.

>> OF COURSE.

>> GROVES: ADD A QUESTION ABOUT WHAT YOU ARE SEEING IN THE WAY OF STRENGTH OF MARKET WITH INTERESTED CITY MANAGER CANDIDATES.

>> SO, IT REALLY EBBS AND FLOWS.

I STARTED WORKING FOR BOB ALMOST 15 YEARS AGO.

AND WE WOULD HAVE A CITY MANAGER RECRUITMENT, WE WOULD RECEIVE 80 TO 90 APPLICANTS FOR IT.

NOW FOR CITY MANAGER RECRUITMENTS -- IT REALLY DOESN'T MATTER SO MUCH THE SIZE OF THE CITY -- WHAT WE'RE SEEING IS TYPICALLY 30 TO 40.

THAT'S QUITE A DIFFERENCE.

AND I CAN SPEAK TO THAT.

WHAT I THINK THE REASONING IS, IS BECAUSE A LOT OF THE BABY BOOMERS HAVE RETIRED OUT.

THERE'S A LOT OF PHENOMENAL CITY MANAGERS THAT HAVE RETIRED OUT.

SO THE CANDIDATE WAVES ARE SMALLER.

HOW DOES THAT IMPACT OUR RECRUITMENTS?

IT REALLY DOESN'T IN THE SENSE THAT WE'RE AGGRESSIVE RECRUITERS.

MY BACKGROUND IS THE PRIVATE SECTOR.

PRIOR TO WORKING FOR BOB, I WORKED IN THE PRIVATE SECTOR.

I BRING THAT UP ALL THE TIME.

I HAD TO BE A TRUE HEAD HUNTER.

YOU HAD TO GO AFTER PEOPLE.

IT WAS UBER COMPETITIVE.

I'VE TAKEN THAT SKILL SET AND BROUGHT IT TO BOB MURRAY & ASSOCIATES.

AND REALLY ELEVATED OUR PROCESS, USING SOCIAL MEDIA AND TECHNOLOGY.

WE HAVE A REALLY ROBUST DATABASE.

IN FACT, WE'RE UPDATING IT.

WE'RE USING AI AND TECHNOLOGY ON OUR DATABASE FOR CANDIDATES.

WE'RE ALWAYS EMBRACING THAT AND LOOKING FORWARD.

BUT RECRUITMENTS, YOU KNOW, WHAT I SEE TYPICALLY THAT I TEND TO BRING FORWARD FOR CITY MANAGER GM, DIRECTOR RECRUITMENTS IS SIX TO SEVEN CANDIDATES THAT LOOK REALLY GOOD.

I MAY SCREEN 10 OR 12.

THEN RECOMMEND OR BRING FORWARD THOSE CANDIDATES AND SAY THESE ARE THE ONES THAT ROSE TO THE TOP.

FOR AN OPEN PROCESS, IT MAY BE SLIGHTLY LESS.

OR YOU MAY TAKE IT DOWN BEFORE WE ACTUALLY GO PUBLIC.

THAT PROCESS, WE'LL WORK WITH YOU ON.

IT WAS VERY DIFFERENT IN VANCOUVER VERSUS RENO IN HOW WE ADDRESSED THAT.

>> GROVES: APPRECIATE THAT.

I'M HOPING YOU GET OUT THERE AND SHAKE SOME TREES.

THIS IS ONE OF THE MOST IMPORTANT HIRES.

>> IT IS.

>> GROVES: WE'RE GOING TO BE MAKING.

THESE ARE EXTRAORDINARY TIMES WE'RE LIVING IN RIGHT NOW.

AND HAVING A STEADY HAND AT THE HELM WILL BE IMPORTANT FOR THE SUCCESS OF OUR COMMUNITY.

SO, THANK YOU.

>> YOU'RE WELCOME.

>> KNUDSON: COUNCILOR CLARK?

>> CLARK: THANK YOU, MAYOR.

VALERIE, JEFF, THANK YOU FOR THE PRESENTATION.

AND IT'S VERY NICE TO MEET YOU.

OF THE NINE OF US THAT WILL BE MAKING THE FINAL DECISION, TWO OF US HAVE BEEN THROUGH A CITY MANAGER SEARCH PREVIOUSLY.

THE REST HAVE NOT.

WHAT WOULD YOU RECOMMEND TO US AS THE MOST IMPORTANT CRITERIA, OR SOME OF THE MOST IMPORTANT CRITERIA TO THINK ABOUT WHEN MAKING THAT FINAL SELECTION?

>> SO, YOU KNOW, EWE THINK WHAT'S IMPORTANT WHEN I KICK-OFF A SEARCH WITH EACH OF YOU INDIVIDUALLY, AND IT'S KIND OF MY LISTENING SESSION WITH YOU, SOMETIMES THAT'S ONLY 15 MINUTES.

SOMETIMES IT CAN BE A FULL HOUR.

WE OFFER AS MUCH TIME AS YOU NEED.

ONE, I TRY TO FIND OUT A LITTLE BIT ABOUT EACH OF YOU INDIVIDUALLY.

WHY YOU SERVE.

I'M ALWAYS IN AWE OF PEOPLE WHO DO.

A LITTLE BIT OF YOUR BACKGROUND.

THEN WHAT DO YOU SEE AS SOME OF THOSE OPPORTUNITIES AND CHALLENGES FACING THE CITY AND THE ORGANIZATION?

WHAT CAN YOU TELL ME?

WHAT CAN YOU SHARE ABOUT THE CULTURE?

NOT JUST THE CULTURE INTERNAL, BUT EXTERNAL.

I THINK THOSE ARE REALLY IMPORTANT.

THEN THAT SKILL SET.

WHAT KIND OF RÉSUMÉ ARE YOU LOOKING FOR?

ARE YOU LOOKING FOR ONLY SOMEBODY WHO HAS BEEN A CITY MANAGER?

OR ARE YOU OPEN TO SOMEBODY WHO IS NUMBER TWO WITH A BIG CITY?

KNOWING ALL OF THAT UPFRONT.

THEN WE BUILD THE MARKETING MATERIALS.

WHEN I BRING YOU THE FINALISTS, THE CANDIDATES, I REMIND YOU,
REMEMBER, THIS IS WHAT I HEARD DURING KICK-OFF MEETING.

THESE WERE THE ATTRIBUTES YOU SHARED.

THIS IS THE TYPE OF EXPERIENCE YOU'RE LOOKING FOR.

I BROUGHT YOU A BUNCH OF UNICORNS.

LET'S REALLY VET THOSE CANDIDATES OUT.

THEY MAY LOOK SIMILAR ON PAPER.

IT'S GOING TO COME DOWN TO WHAT'S THE BEST FIT FOR YOUR
ORGANIZATION.

SO, I REALLY TRY TO GUIDE YOU THROUGH THAT PROCESS.

I THINK INTERVIEW QUESTIONS ARE IMPORTANT.

I THINK NOT JUST THE TECHNICAL QUESTIONS, BUT THOSE EMOTIONAL
INTELLIGENCE QUESTIONS, THOSE SOFT SKILL TYPE QUESTIONS.

I THINK THEY'RE EVEN MORE IMPORTANT THAN THE TECHNICAL -- I'M NOT
GOING TO BRING YOU SOMEONE WHO HASN'T HELPED RUN A CITY OR RUN A
CITY.

THEY'RE GOING TO HAVE THE TECHNICAL JOBS.

BUT WHAT'S THEIR COMMUNICATION STYLE LIKE?

HOW DO THEY EMPOWER STAFF?

HOW DO THEY MOTIVATE?

HOW DO THEY BUILD MORALE?

IT'S A HUGE CHANGE.

NOT JUST FOR ELECTED OFFICIALS.

BUT STAFF.

IT'S TO HELP ALLEVIATE THOSE WOES.

YOU WANT TO MAKE SURE YOU FIND SOMEONE WHO IS AN EMPATHETIC LEADER.

WHO SHARES THE CORE VALUES OF EUGENE.

I'VE THROWN A LOT AT YOU RIGHT NOW.

I'M GOING TO HELP GUIDE YOU THROUGH THAT PROCESS.

WHEN YOU GET DOWN TO THE FINAL INTERVIEWS, THOSE TYPES OF QUESTIONS YOU'RE ASKING WILL BE REALLY KEY.

>> COUNCILOR CLARK, IF I COULD ALSO OFFER SOME SUGGESTIONS.

THE BEST CITY MANAGERS I'VE WORKED FOR OR I COLLABORATED WITH HAD THESE SOFT SKILLS TO HELP BRING THE TEMPERATURE DOWN IN A ROOM WHERE CHAOS WAS STARTING TO ERUPT.

PEOPLE THAT HAVE A HISTORY OF DOING THAT, I THINK, MAKE GREAT CITY MANAGERS.

THE OTHER QUALITY THAT I FOUND VERY IMPORTANT ARE PEOPLE WHO ARE COALITION BUILDERS.

YOU KNOW, EUGENE, LANE COUNTY SPRINGFIELD IS A CORE OF YOUR METRO AREA DOWN THERE.

SOMEONE IS GOING TO NEED TO BE ABLE TO BE FAMILIAR WITH THAT.

AND HELP ALL VOTES RISE TO THE SAME LEVEL.

WHILE KEEPING A VERY SHARP FOCUS ON THE NEEDS OF THE CITY OF EUGENE.

SO, JUST SOME QUICK LITTLE THINGS THAT I THOUGHT I WOULD OFFER.

>> CLARK: THANKS, GUYS.

GREAT ANSWERS.

>> KNUDSON: COUNCILOR EVANS?

>> EVANS: THANK YOU, MAYOR.

AND THANK YOU, JEFF -- VALERIE AND JEFF FOR THAT PRESENTATION.

I NOTICED IN YOUR MATERIALS THAT YOU HAD AN EMPHASIS ON INTERNAL AND EXTERNAL OUTREACH.

CAN YOU TALK A LITTLE BIT MORE ABOUT WHAT THOSE OUTREACH PROCESSES LOOK LIKE?

AND WHAT IS THE DIFFERENCE BETWEEN AN INTERNAL OUTREACH VERSUS AN EXTERNAL OUTREACH FROM YOUR PERSPECTIVE?

>> OKAY.

HAPPY TO DO SO.

SO, THE INTERNAL IS PRETTY, YOU KNOW, STRAIGHTFORWARD.

TYPICALLY WHAT I DO IS I MEET WITH THE EXECUTIVE TEAM TOGETHER.

SOMETIMES I'LL OFFER UP IF THERE'S SOMEONE ON THE EXECUTIVE TEAM THAT WANTS TO SPEAK TO ME ONE ON ONE.

KIND OF THAT CONE OF SILENCE.

TO JUST OFFER THEIR THOUGHTS.

I DO THAT.

I ALSO DO WHAT I CALL LIKE A BROWN BAG LUNCH OR BREAKFAST, WHICH I'VE DONE FOR A FEW CITIES.

I OFFER SOMETHING UP SUPER EARLY IN THE MORNING.

THERE'S CODE ENFORCEMENT, POLICE, FIRE THAT HAVE DIFFERENT HOURS.

I OFFER UP SOMETHING SUPER EARLY IN THE MORNING.

IT'S ONE HOUR, ZOOM.

STOP BY, HAVE A CUP OF COFFEE WITH A RECRUITER.

OFFER UP THOUGHTS ABOUT WHAT YOU'RE LOOKING FOR IN THE NEXT CITY
MANAGER, CULTURE.

I HAVE TWO OR THREE SET QUESTIONS I ASK THEM.

THEN I LISTEN AND TAKE MY NOTES.

WHAT I DO WITH THAT INFORMATION I GET FROM THE EXECUTIVE TEAM AS
WELL AS THE STAFF IS I PUT TOGETHER A SUMMARY FOR COUNCIL TO
REVIEW.

NOW, I DON'T SAY, HEY, YOUR POLICE CHIEF SAID THIS.

AND YOUR PUBLIC WORKS DIRECTOR SAID THAT.

IT ISN'T LIKE THAT.

IT'S JUST A SUMMARY OF KIND OF WHAT I HEARD.

SO THAT YOU GUYS ARE FULLY AWARE AS WELL.

I DO OFFER UP HELPING USUALLY WITH HR OR YOUR COMMUNICATIONS TEAM
PUTTING TOGETHER A SURVEY.

I THINK YOU GUYS HAVE A REALLY GOOD, I THINK, BASE FOR THAT ALREADY
FOR FOLKS.

EXTERNALLY, THE SURVEY CAN GO OUT TO FOLKS.

YOUR COMMUNITY.

BUT WE ALSO DO -- I ALSO OFFER UP LISTENING SESSIONS.

IT CAN BE IN PERSON.

IT CAN BE ZOOM, OR A COMBINATION OF THAT.

IT'S LIKE A TOWN HALL MEETING.

BUT I LISTEN TO COUNCIL TO TELL ME, VALERIE, WE WANT YOU TO MEET WITH THIS GROUP.

MAYBE IT'S A NONPROFIT, A CHAMBER, DOWNTOWN ASSOCIATION.

MAYBE IT'S THE SCHOOL.

I DID THAT FOR A COUPLE OF MY RECRUITMENTS.

I MET WITH ALL THE DIFFERENT STAKEHOLDERS.

WE BROKE IT UP.

AND, AGAIN, IT WAS ANOTHER LISTENING SESSION.

I SUMMARIZED MY NOTES AND PROVIDED THAT TO MY CLIENT.

WE TAILOR IT TO WHAT YOU GUYS WANT.

I'M GOING TO LOOK TO YOU TO TELL ME WHO YOU WANT ME TO MEET WITH.

I DON'T WANT TO TAKE IT UPON MYSELF TO KNOW WHO YOU GUYS WANT TO MEET WITH.

I IMAGINE THERE WILL BE A LOT OF STAKEHOLDER GROUPS YOU WANT TO MEET WITH.

MORE THAN HAPPY TO DO SO.

WHETHER IT'S IN-PERSON, ON-SITE SOMEWHERE, CITY HALL OR SOMEWHERE ELSE, OR A ZOOM MEETING.

>> KNUDSON: THANK YOU.

OTHER QUESTIONS FROM COUNCIL FOR THIS TEAM?

ALL RIGHT.

SEEING NONE, I WILL JUST SAY THANK YOU TO VALERIE AND JEFF, AND THE REST OF YOUR TEAM AT BOB MURRAY & ASSOCIATES.

WE REALLY APPRECIATE THIS TIME TODAY AND THE OPPORTUNITY TO LEARN MORE ABOUT YOUR WORK, AND THE INSIGHTS THAT YOU SHARED.

THANK YOU FOR THIS DISCUSSION.

>> FANTASTIC.

THANK YOU.

THANK YOU FOR CONSIDERING US.

HAVE A GREAT DAY.

>> KNUDSON: OKAY.

HI, EVERYONE.

TIME CHECK.

WE'RE AT ABOUT 1:20 RIGHT NOW.

WE'RE NOW MOVING ON TO GENERAL COUNCIL DISCUSSION AND
DELIBERATIONS FOR THIS TOPIC.

LOT OF GREAT INFORMATION AND INSIGHT SHARED THROUGH THIS SERIES OF
THREE INTERVIEWS.

I WANT TO TAKE A MOMENT TO THANK COUNCIL AND THE MEMBERS OF
COUNCIL WHO HAVE PARTICIPATED IN THE PROCESS TO BRING US TO THIS
POINT, AND THIS POINT OF DISCUSSION.

AND ALSO THANK ALL THE TEAMS FOR SHARING IDEAS AND ANSWERING
QUESTIONS TODAY IN THIS INTERVIEW FORMAT.

WITH OUR GOAL OF COMING TO A CONCLUSION AT THE END OF THIS MEETING
AND BEING ABLE TO WORK PRETTY INTENSIVELY THROUGHOUT COUNCIL
BREAK TOWARDS OUR SCHEDULE IN THIS CONTINUED RECRUITMENT
PROCESS, WE ARE GOING TO HAVE ROUNDS.

THOUGHT WOULD BE TO LIMIT THIS FIRST ROUND TO ONE MINUTE.

AND HEAR FROM COUNCIL.

THOUGHTS ON, CERTAINLY, THIS TOUCHPOINT IN THE INTERVIEW PROCESS.

BUT ALSO YOUR THOUGHTS ABOUT PREFERENCES.

SORT OF FURS, SECOND AND THIRD POSITION COMING OUT OF THE
INTERVIEW PORTION.

NO NEED TO FEEL RUSHED.

WE HAVE PLENTY OF TIME.

WITH THAT, I WOULD OPEN DISCUSSION AND ROUNDS.

WHO WOULD LIKE TO OFFER FIRST THOUGHTS?

COUNCILOR ZELENKA?

>> ZELENKA: THANKS.

ALL THREE OF THEM COULD DO THE JOB.

THEY'RE ALL VERY WELL QUALIFIED.

I DIDN'T FIND MUCH DIFFERENTIATION IN PRICE OR PROCESS, OR MARKETING.

THEY'RE ALL PRETTY MUCH EQUAL IN THAT.

SO THEN IT CAME DOWN TO WHAT EXPERIENCE DO THEY HAVE DOING WHAT WE WANT THEM TO DO?

WHICH IS GO GET A CITY MANAGER FOR US.

OR HELP US GET A CITY MANAGER.

AND SO I LOOKED AT WHO HAD THE MOST EXPERIENCE DOING CITY MANAGER RECRUITMENTS AND WHAT THEIR MARKET WAS.

MOST OF THEM HAVE THE SAME MARKET.

WHICH IS MOSTLY CALIFORNIA AND OREGON, SOME NEVADA.

THAT WASN'T TOO MUCH OF A DIFFERENTIATOR.

AND THEN WHO DID I FEEL LIKE WOULD GIVE US -- WHO DID I FEEL THE MOST COMFORTABLE WITH?

I ENDED UP WITH BOB MURRAY AS NUMBER ONE.

WBCP AS NUMBER THREE.

AND CPS AS NUMBER THREE.

WBCP AS NUMBER TWO.

CPS AS THREE.

I FELT REALLY COMFORTABLE THAT THEY HAD HIRED A PUBLIC WORKS DIRECTOR.

I'M VERY COMFORTABLE WITH JEFF AND VALERIE.

ESPECIALLY VALERIE.

>> KNUDSON: THANK YOU, COUNCILOR.

VERY APPRECIATED.

COUNCILOR CLARK?

>> CLARK: IN A STRANGE CHANGE OF EVENTS, I AGREE WITH COUNCILOR ZELENKA ON HIS RANK.

WITHOUT LYNDIE, I CAN'T REMEMBER WHO THE FOUR COUNCILORS WERE WHO WENT THROUGH THE PROCESS OF LOOKING AT EVERYONE.

I KNOW GREG DID.

AND I THINK LINDSAY.

>> ZELENKA: LYNDIE, GREG AND JENNIFER.

>> CLARK: THANK YOU.

>> KNUDSON: COUNCILOR YEH?

>> YEH: THAT WAS A GREAT QUESTION ABOUT LYNDIE.

WE WERE VERY CONFIDENT IN THESE THREE BEING OUR TOP CHOICES.

WE WERE CONFIDENT ANY OF THEM COULD DO THE JOB.

I FEEL LIKE LYNDIE IS CONFIDENT WE CAN MAKE A DECISION.

MY THREE WERE SIMILAR TO THE OTHER FOLKS.

I LIKED THEM IN BACKWARDS ORDER.

BOB MURRAY, WBCP AND CPS.

SO FAR, WE LIKE THE SAME ONE THE MOST.

SO WE'RE ON A ROLL.

CURIOUS TO SEE WHAT OTHER PEOPLE THOUGHT, THOUGH.

>> KNUDSON: THANK YOU, COUNCILOR.

COUNCILOR KASHINSKY?

>> KASHINSKY: I'LL JUST SORT OF SECOND OR FOURTH -- FOURTH AT THIS POINT THAT SORT OF ORDER OF BOB MURRAY BEING THE ONE WHO STOOD OUT THE MOST.

PARTICULARLY HAVING WORKED WITH THEM IN THE PAST AND WORKING SUCCESSFULLY WITH THEM IN THE PAST.

THAT'S ALWAYS A GOOD SIGN.

AND THE OTHER TWO, I FEEL LIKE CPS HAS DONE LARGER RECRUITMENTS FOR LARGER CITIES.

BUT, YOU KNOW, I THINK IF WE GET TO THAT POINT, WE COULD TALK ABOUT FIRST VERSUS SECOND AND THIRD FOR ME.

>> KNUDSON: THANK YOU, COUNCILOR.

COUNCILOR GROVES?

>> GROVES: THANK YOU, MAYOR.

I WOULD AGREE BOB MURRAY.

CPS IS SECOND AND WBCP AS THIRD.

AGAIN, I THINK ANY OF THEM COULD DO THE JOB.

TO ME, IT WAS JUST MORE SCOPE AND MAGNITUDE, AND SCALE.

I THINK MURRAY -- THE MURRAY FIRM HAS THE MOST EXPERIENCE.

ESPECIALLY WITH LARGE, MEDIUM-TO-LARGE COMMUNITIES.

IT JUST FITS.

PLUS THEY HAVE QUITE A FEW LARGE UNIVERSITIES THEY'VE WORKED WITH.

U OF O IS A BIG PART OF THIS COMMUNITY.

ANYWAY, YOU KNOW, AGAIN, THIS IS MY FIRST TIME AS A COUNCILOR WITH A CITY MANAGER RECRUITMENT PROCESS.

BUT I'VE WATCHED BOB MURRAY'S GROUP BEFORE WORK.

THEY'VE DONE A LOT OF CITY RECRUITMENTS.

AND I HAVE BEEN INVOLVED IN OTHER CITY MANAGER PROCESSES AS A STAFF PERSON.

THANK YOU.

MY TIME IS UP.

>> KNUDSON: THANK YOU, COUNCILOR.

COUNCILOR KEATING?

>> KEATING: THANK YOU, MAYOR.

I CONCUR WITH MY COLLEAGUES.

IF IT AIN'T BROKE, DON'T FIX IT.

THE WORK BOB MURRAY HAS DONE WITH US AND OUR COMMUNITY IS STRONG.

I SUPPORT THE -- I SUPPORT EVERYTHING I'M HEARING.

IF I HAD TO GIVE AN ORDER, I THINK COUNCILOR YEH'S ORDER SHE GAVE REPRESENTS WHERE I'M AT.

SHE WAS ON THAT COMMITTEE AND DID THAT WORK.

AND I ALSO CONCUR THAT THESE ARE ALL HIGHLY QUALIFIED.

YOU KNOW, I DON'T WANT TO SPEAK FOR COUNCILOR LEECH.

I WOULD TRUST SHE WOULD BE PLEASED WITH THE DIRECTION, WHERE COUNCIL IS GOING TODAY.

>> KNUDSON: THANK YOU, COUNCILOR.

AND COUNCILOR EVANS, WOULD LOVE TO HEAR YOUR THOUGHTS.

AND THEN ALSO, I THINK THAT WILL WRAP UP THIS ROUND.

IF YOU'RE COMFORTABLE MOVING FORWARD AND PUTTING A MOTION ON THE TABLE, I WOULD ALSO WELCOME THAT.

>> EVANS: I'LL SAY THIS.

FOR ME COMING OUT OF THE INITIAL ROUND OF INTERVIEWS, MY THOUGHT WAS BOB MURRAY AND WBCP.

WBCP PARTIALLY BECAUSE I DID SERVE ON OREGON CITIES WITH KRISTIE WORCESTER, WHO IS PART OF THAT TEAM AND BEEN CITY MANAGER BEFORE.

LOT OF EXPERIENCE IN OREGON.

WHEN I GO BACK TO MY INITIAL RATINGS, WBC PRESENTATION WITH TECHNICAL DIFFICULTIES, I CAN LIVE WITH GOING WITH BOB MURRAY BECAUSE I HAD ONLY TWO POINTS DIFFERENCE BETWEEN THEM AND WBC.

IF FOLKS ARE GOOD WITH THAT AND I'M KIND OF HEARING THE CONSENSUS THAT BOB MURRAY & ASSOCIATES MIGHT BE OUR FRONT-RUNNING CANDIDATE.

I THINK I'M PREPARED TO PUT FORWARD A MOTION.

>> KNUDSON: THANK YOU, COUNCILOR.

PLEASE.

>> EVANS: WANT ME TO GO AHEAD, MAYOR?

>> KNUDSON: YES, PLEASE, COUNCILOR EVANS.

THANK YOU.

>> EVANS: MOVE TO SELECT BOB MURRAY & ASSOCIATES TO CONDUCT THE EUGENE CITY MANAGER RECRUITMENT PROCESS IN ACCORDANCE WITH THE TERMS OF A CONTRACT NEGOTIATED AND EXECUTED BY CENTRAL SERVICES MANAGER -- CENTRAL SERVICES DIRECTOR MIA CARIAGA.

>> CLARK: SECOND.

>> ZELENKA: SECOND.

>> YEH: SECOND.

>> KNUDSON: THANK YOU.

ANY ADDITIONAL DISCUSSION FROM COUNCIL?

SEEING NONE, I NOW TAKE A VOTE FOR THIS MOTION.

ALL IN FAVOR?

SEEING ONE -- SORRY.

ONE, TWO, THREE, FOUR, FIVE, SIX, SEVEN -- SEVEN IN FAVOR.

AND ZERO OPPOSED.

THAT MOTION PASSES WITH A VOTE OF 7-0.

THANK YOU, ALL, SO MUCH.

THANK YOU TO COUNCIL, TO COUNCIL COMMITTEE, TO STAFF, AND ALSO TO ALL OF THE TEAMS AND PROFESSIONALS WHO TOOK TIME TO TALK WITH US TODAY IN THIS CONVERSATION.

THIS IS INCREDIBLY IMPORTANT WORK FOR OUR COMMUNITY.

AND WE ARE LOOKING TO MOVING INTO THE NEXT STEPS AND PHASES WITH THIS PROCESS.

IT WILL OCCUPY A LOT OF ATTENTION.

AND IS A CRITICAL DECISION POINT COMING INTO THESE NEXT SEVERAL MONTHS.

SO WE'LL LOOK FORWARD TO THAT CONTINUED WORK.

WITH THAT, I WILL NOW CLOSE THE JULY 9TH, 2025 CITY COUNCIL WORK SESSION.

THANK YOU, ALL.

WE ARE ADJOURNED.