ROUGHLY EDITED TRANSCRIPT
CITY OF EUGENE
WORK SESSION
SEPTEMBER 8, 2025
5:30 P.M.

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>> MAYOR KNUDSON: THANK YOU FOR JOINING US THIS IN HYBRID MEETING FORMAT.

THERE IS NO OPPORTUNITY FOR PUBLIC COMMENT.

THOSE WISHING TO ACCESS THE MEETING CAN WATCH THE LIVESTREAM AVAILABLE ON OUR WEBSITE.

THE BROADCAST ON COMCAST CHANNEL 21, OR BY CALLING INTO ONE OF THE PHONE NUMBERS LISTED FOR THIS MEETING ON THE PUBLIC WEBCAST AND MEETINGS MATERIALS WEB PAGE OF THE CITY OF EUGENE WEBSITE.

IN CASE OF A MEDICAL EMERGENCY AN AUTOMATED EXTERNAL DEFIBRILLATOR AED IS LOCATED ON COUNTER BEHIND STAFF TO YOUR LEFT ON THE SIDE OF THE ROOM AND EMERGENCY EXITS THROUGH THE DOUBLE DOORS LOCATED AT THE BACK OF THE ROOM AND THE DOORS TO THE PATIO CAN ALSO BE USED AS NEEDED.

THANK YOU, EVERYONE, AGAIN, FOR JOINING US.

I NOW CALL THE SEPTEMBER 8TH, 2025 WORK SESSION OF THE EUGENE CITY COUNCIL TO ORDER AND TURN IT OVER TO CENTRAL SERVICES EXECUTIVE DIRECTOR MIA CARIAGA.

>> I'M JOINED BY BOB MURRAY AND ASSOCIATES, THE FIRST THAT COUNCIL SELECTED TO WORK WITH TO RECRUIT FOR A NEW CITY MANAGER.

BEFORE I TURN IT OVER TO THEM, I JUST WANT TO REMIND YOU OF TWO THINGS THAT THEY AND WE ARE HOPING TO LEAVE WITH TONIGHT.

ONE IS A JOB POSTING WHICH HAS BEEN APPROVED BY ALL OF YOU AND THE DRAFT IS IN FRONT OF YOU, AND THE OTHER IS APPROVAL OF THE PROCESS THAT YOU'D LIKE TO USE TO ENGAGE THE PUBLIC WHILE THE POSTING IS OUT.

SO THOSE ARE THE TWO THINGS WE HOPE TO HEAR FROM YOU TONIGHT AND THEY HAVE A LOT OF INFORMATION TO SHARE.

>> GOOD EVENING, I'M VALERIE PHILLIPS.

IT'S NICE TO SEE ALL OF YOU IN PERSON AND EXCITED TO BE HERE.

I FLEW IN YESTERDAY AND JUST A GORGEOUS CITY, SO THANK YOU FOR HOSTING ME.

I'M STAYING AT THE MARRIOTT WHICH I THINK IS BRAND NEW, ABOUT A YEAR OLD, SO EXCITED TO BE HERE.

WE PROVIDED YOU WITH BOOKLETS.

I DON'T KNOW IF YOU HAD A CHANCE TO TAKE A LOOK AT THAT.

WE PUT THE DRAFT BROCHURE IN THERE.

WE HAVE THE TIMELINE IN THERE, AND SO WE'LL START WITH THE FIRST SLIDE.

I'M GOING TO GO THROUGH A LITTLE BIT WHAT WE'RE TALKING ABOUT TODAY.

THE TIMELINE HAS THE STAKEHOLDER MEETINGS.

WE CONDUCTED QUITE A FEW.

MET WITH 14 INTERNAL, 9 EXTERNAL STAKEHOLDERS AS WELL AS THE DIVISION MANAGERS AND ALL OF YOU.

FROM THOSE KICKOFF MEETINGS WE PUT A SUMMARY OF KIND OF WHAT WE HEARD FOR THE IDEAL CANDIDATE.

IT ISN'T EVERYTHING.

WE LISTED WHAT WE HEARD THE CONSENSUS, THE TOP MAYBE FOUR OR FIVE ATTRIBUTES WE HEARD FOR LEADERSHIP VISION, EMOTIONAL INTELLIGENCE AND INTEGRITY, COMMUNICATION AND COLLABORATION, INNOVATION AND PROBLEM-SOLVING, EXPERIENCE AND ACUMEN, CULTURE, ORGANIZATION, AS WELL AS ACCOUNTABILITY AND THEN WE LISTED SOME OF THE THINGS THAT YOU GUYS SHARED WITH US AS WELL AS THE OTHER STAKEHOLDERS.

NEXT WE HAVE -- WE'RE GOING TO TALK ABOUT BEFORE THE SEARCH CLOSES, THE OUTREACH, AND I JUST BROUGHT THAT UP ABOUT WHAT YOU GUYS WANT THAT TO LOOK LIKE.

I KNOW WE HAVE SOMETHING THAT WE NEED TO CALENDAR FOR I BELIEVE NOVEMBER 17TH, IS WHAT WE'RE LOOKING AT FOR COUNCILORS HOLD PUBLIC SESSION TO HEAR COMMUNITY INPUT AND WE CAN HELP FACILITATE THAT.

THAT'S ONE OPTION THAT I THINK IS FANTASTIC.

IT'S JUST A LISTENING SESSION FOR YOU GUYS TO HEAR WHAT THE PUBLIC HAS TO SAY.

OTHER TOOLS AND WAYS THAT WE'VE DONE THAT AS WELL AS US AS RECRUITERS CAN ALSO HOLD ALMOST WHAT WE CALL A TOWN HALL MEETING.

IT'S VIA ZOOM.

IT COULD BE IN-PERSON, TOO, IF YOU WANTED JEFF HERE BUT SOME DIFFERENT THINGS TO THINK ABOUT.

WE COULD DO THIS ONE AND ALSO INCLUDE MAYBE SOME OTHER OPTIONS SO THERE'S DIFFERENT COMMUNITY MEMBERS THAT MAYBE CAN'T MAKE IT IN THE EVENING OR CAN'T MAKE IT DURING THE DAY, SO WHAT WE'VE DONE WITH OTHER CLIENTS IS OFFER UP LIKE A ZOOM DROP-IN SESSION.

I DID THIS WITH YOUR DIVISION MANAGERS.

I HAD IT OPEN FOR AN HOUR DURING LUNCH.

THEY DROPPED IN, SHARED THEIR THOUGHTS.

I ANSWERED QUESTIONS ABOUT THE PROCESS, AND JUST KIND OF TOOK MY NOTES AND ANSWERED ANY QUESTIONS THAT THEY MAY HAVE.

IT'S ANOTHER GREAT OPTION JUST TO BE MORE INCLUSIVE FOR MAYBE GROUPS THAT CAN'T MAKE IT HERE IN-PERSON FOR THE LISTENING, WORKING WITH YOU GUYS OR THEY CAN MEET WITH MYSELF OR JEFF, MAYBE TWO DIFFERENT, OFFER UP ONE THAT'S AT LUNCH TIME OR ONE IN THE EVENINGS.

IT GIVES FOLKS OPPORTUNITIES TO DROP IN AND GIVE FEEDBACK WHAT THEY ARE LOOKING FOR IN THEIR NEXT CITY MANAGER.

I'M NOT SAYING YOU HAVE TO DO THAT BUT IT'S SOMETHING WE COULD ADD TO THE PROCESS IF THAT'S SOMETHING IMPORTANT TO YOU.

TO ME, THE MORE OUTREACH, THE BETTER.

THE MORE OPPORTUNITY TO GIVE THE COMMUNITY TO VOICE THEIR

THOUGHTS, THEN YOU GET LESS COMPLAINTS ON THE BACK END HE WHEN YOU MAKE THAT DECISION.

PEOPLE ARE GIVEN THAT OPPORTUNITY TO SHARE THEIR THOUGHTS.

THE SEARCH RIGHT NOW WE HAVE IT CLOSING -- I'M GOING TO GO BACK TO MY TIMELINE HERE.

>> NOVEMBER 3RD.

>> NOVEMBER 3RD.

SO THIS WOULD HAPPEN, ALL THAT I JUST MENTIONED WOULD HAPPEN BEFORE NOVEMBER 3RD AND THEN ONE OF THE THINGS THAT WE TALKED ABOUT IN THE PROCESS, AND I BROUGHT THIS UP DURING MY PRESENTATION OF WHAT THE SEARCH IS GOING TO LOOK LIKE ONCE IT CLOSES, YOU KNOW, WHAT WE SEE TYPICALLY FOR CITY MANAGER RECRUITMENTS IS AROUND MAYBE 30 APPLICANTS, COULD BE A LITTLE BIT MORE.

WHAT REALLY IMPACTS THAT NUMBER IS WHEN, WHAT THE PROCESS IS GOING TO LOOK LIKE ON THE BACK END ONCE THE SEARCH CLOSES.

I WOULD HIGHLY RECOMMEND, I WOULD HIGHLY RECOMMEND THAT WE KEEP THE SEARCH -- THE CANDIDATES CONFIDENTIAL UP TO A CERTAIN

POINT.

WHAT THAT MEANS WHEN THE SEARCH CLOSES, LET'S SAY WE HAVE 30 APPLICANTS.

I'LL SCREEN MAYBE 10 TO 12 POTENTIAL CANDIDATES.

WE RUN PUBLIC RECORDS ON ALL OF THE CANDIDATES THAT I'M GOING TO SCREEN.

I INTERVIEW.

I SPEND AN HOUR WITH EACH OF THOSE CANDIDATES.

SOMETIMES IT COULD BE A LITTLE BIT MORE, BUT AN HOUR WITH EACH OF THOSE CANDIDATES.

WE HAVE AN EXECUTIVE SESSION, WHICH WE CALL THE RECOMMENDED FINALIST MEETING, AND THAT IS WHERE WE PROVIDE YOU WITH A PACKET THAT HAS THE LIST OF APPLICANTS.

IT HAS WHO I SCREENED, ANY PUBLIC RECORDS THAT MIGHT HAVE COME UP DURING THAT, BECAUSE THAT MIGHT REMOVE A CANDIDATE FROM MY LIST, BECAUSE YOU MIGHT SAY WELL, I SEE THE CITY MANAGER FROM SO-AND-SO APPLIED.

WHY DIDN'T YOU RECOMMEND HIM OR HER.

THIS IS WHY.

YOU'LL SEE WHY, BECAUSE I'M NOT GOING TO BRING ANYONE FORWARD THAT HAS NEGATIVE PRESS, ANYTHING OUT THERE EGREGIOUS.

THERE'S NO NEED.

NOT FOR A CITY LIKE YOURS.

WE TRY TO BE REALLY THOROUGH AND PROVIDE THAT TO YOU IN THAT PACKET.

AND THEN IT WILL HAVE MY RECOMMENDATIONS.

SAY I INTERVIEW EIGHT TO TEN CANDIDATES.

I MAYBE RECOMMEND FIVE OR SIX.

IT'S A BACK-AND-FORTH.

I MAY RECOMMEND THEM BUT MAY I SAY, VAL, WE ONLY SEE FOUR IN

THIS GROUP THAT WE REALLY WANT TO INTERVIEW PARTICIPANTS A BACK-AND-FORTH DISCUSSION.

THE MEETING CAN TAKE ABOUT 90 MINUTES.

YOU'LL HAVE A CHANCE TO REVIEW THE DOCUMENTATION.

IT'S ALL CONFIDENTIAL.

WE DON'T RELEASE ANY NAMES AT THAT POINT, AND I STRESS THE IMPORTANCE OF THAT BECAUSE I'VE DONE A NUMBER OF THESE RECRUITMENTS AND WHEN WE HAVE TO RELEASE NAMES EARLY ON, WE DON'T GET VERY MANY CITY MANAGERS APPLYING, AND YOU GUYS, WHAT I HEARD, YOUR ARE OPEN TO DEPUTY CITY MANAGERS BUT YOU'D REALLY LOVE A CITY MANAGER, SOMEONE WHO HAS BEEN IN THE SEAT.

YOU WON'T GET MANY APPLYING BECAUSE IT'S PUBLIC, UP FRONT, THEIR COUNCIL WILL FIND OUT AND THEY CAN LOSE THEIR JOB.

I'VE SEEN IT HAPPEN OVER AND OVER.

IT'S UNFORTUNATE.

I WANT TO BRING YOU THE BEST.

FOR ME TO DO THAT, WE NEED TO KEEP THIS PROCESS CONFIDENTIAL UP TO THE FIRST ROUND OF INTERVIEWS.

AFTER THE FIRST ROUND OF INTERVIEWS, SAY YOU GUYS INTERVIEW FIVE OR SIX CANDIDATES AND TAKE IT DOWN TO THE TOP TWO OR THREE, THEN THEY HAVE TO LET THEIR COUNCILS KNOW.

WE START REFERENCE AND BACKGROUND CHECKS AND SCHEDULE A MEETING WITH THE LEADERSHIP TEAM TO INTERVIEW THEM AND STAKEHOLDERS.

YOUR STAKEHOLDER WILL HAVE AN OPPORTUNITY TO MEET THE TOP TWO OR THREE CANDIDATES THAT YOU GUYS TOOK THE LIST DOWN TO, GET TO SEE RESUME, COVER LETTERS, QUESTIONNAIRES, AND THEN OFFER THAT FEEDBACK.

THEY DON'T RANK THE CANDIDATES BUT THEY OFFER THE PROS AND CONS AND WE PROVIDE THAT INFORMATION AND FEEDBACK TO YOU BEFORE YOU CONDUCT YOUR FINAL INTERVIEW.

SO ALL THAT STAKEHOLDER LEADERSHIP TEAM IS GOING TO HAPPEN BEFORE, AND THEN WE PROVIDE YOU WITH THE FEEDBACK FROM THOSE DIFFERENT GROUPS, AND THEN YOU GUYS START YOUR FINAL INTERVIEWS.

YOU'LL HAVE HAD TIME TO REVIEW THE REFERENCES, THE BACKGROUNDS AND THE FEEDBACK FROM THE DIFFERENT PANELS, AND THEN YOU JUMP INTO YOUR INTERVIEWS.

THOSE ARE -- WHAT THAT LOOKS LIKE IS GOING TO BE PROBABLY PUBLIC.

THAT'S THE POINT WHERE WE'D BE PUBLIC.

WE CAN HELP SET UP MEET-AND-GREETS, WORK WITH YOUR STAFF.

WE'VE DONE THIS WITH OTHER CLIENTS.

THAT'S WHY YOU'RE TRANSPARENT AND LETTING THE PUBLIC MEET AND INTERVIEW AND JUST HAVE A CONVERSATION WITH THE CANDIDATES.

SO THAT'S MY RECOMMENDATION KIND OF FOR THE PROCESS, MOVING FORWARD.

AND THEN OF COURSE TODAY I WANT TO GET, YOU KNOW, YOUR THOUGHTS ON THE BROCHURE, AND I JUST WANT TO REMIND YOU THAT WITH THE BROCHURE, WE INCLUDED IT IN HERE.

IT'S JUST A MARKETING TOOL.

I WOULDN'T GET SO HUNG UP ON MAKING BIG CHANGES TO IT, BECAUSE WE DON'T WANT TO PUSH THE TIMELINE OUT.

WE REALLY WANT TO STICK TO THE TIMELINE THAT WE HAVE.

YOU SHOULD BE MORE CONCERNED ABOUT THE PHONE CALLS AND THE OUTREACH THAT JEFF AND I ARE DOING FOR THE RECRUITMENT, NOT NECESSARILY THE MARKETING TOOL, AND YES, IT IS IMPORTANT.

WE GOT THE BEAUTIFUL PICTURES OF YOUR CITY, SO BUT IT'S REALLY THE OUTREACH.

THE BROCHURE IS GOING TO GO OUT TO OVER 6,000 FOLKS NATIONWIDE, BUT IT'S THE PHONE CALLS AND ALL OF THE THINGS THAT WE'RE DOING BEHIND THE SCENES, YOU KNOW, WHETHER IT WAS OUTREACH THROUGH LINKEDIN OR A LEAGUE OF CITIES CONFERENCE AND MAKING THOSE CONNECTIONS.

WE ALREADY HAVE TWO APPLICANTS, AND THAT'S EVEN WITHOUT HAVING A BROCHURE.

SO I THINK THERE'S GENERAL -- DEFINITELY SOME INTEREST IN YOUR CITY, AND I WANT TO BE ABLE TO REALLY TAKE ADVANTAGE OF THAT,

ESPECIALLY IF WE CAN DO THE PROCESS A LITTLE MORE CONFIDENTIAL ON THE FRONT END.

CAN I ANSWER ANY QUESTIONS?

>> MAYOR KNUDSON: THANK YOU.

THANK YOU FOR THAT PRESENTATION.

THANK YOU FOR YOUR TEAM TO THE WORK TO DATE.

I'LL NOW OPEN THE FLOOR FOR COUNCIL DISCUSSION.

COUNCILOR GROVES?

>> GROVES: THANK YOU, MAYOR.

I APPRECIATE YOU WANTING TO HAVE THE CONFIDENTIALITY FOR THE CANDIDATES.

I THINK THAT'S INCREDIBLY IMPORTANT.

IT'S TOO BAD THAT EMPLOYERS ARE LIKE THAT, WHERE YOU COULD LOSE YOUR JOB, BUT I ALSO KNOW THAT THAT'S A REALITY, SO I WATCHED IT HAPPEN WITH COLLEAGUES IN THE FIRE SERVICE.

SO I KNOW IT'S TRUE.

THANK YOU.

>> MAYOR KNUDSON: COUNCILOR LEECH?

>> LEECH: THANK YOU SO MUCH FOR THE INFORMATION FOR ALL OF THE HARD WORK.

I KNOW WHEN I MET WITH YOU, YOU WERE VERY GENEROUS WITH YOUR TIME TO LET ME REALLY TALK ABOUT WHAT IT IS THAT AT LEAST I'M LOOKING FOR.

I DON'T THINK ANYONE'S REALLY GOING TO REPLACE OUR WONDERFUL CITY MANAGER AT THE MOMENT, BUT I THINK, YOU KNOW, PUTTING THAT TRUST IN YOU TO FIND SOMEBODY THAT CAN REALLY TAKE THE LEAD.

IT'S MY UNDERSTANDING TODAY WE ARE APPROVING THIS BROCHURE.

THIS IS OUR FIRST LOOK AT IT.

>> RIGHT.

>> LEECH: I DON'T KNOW IF WE NEED SOME TIME TO LOOK IT OVER AND SEND ANY KIND OF FEEDBACK OR DO YOU WANT THE FEEDBACK NOW AND WE HAVE SOME TIME TO LOOK AT IT NOW?

>> YOU CAN LOOK AT IT NOW.

I DON'T HAVE A PROBLEM WITH YOU GUYS TAKING A LOOK AT IT NOW.

>> LEECH: OKAY.

I WOULD LOVE TO DO THAT, THANK YOU.

>> MAYOR KNUDSON: COUNCILOR YEH?

>> YEH: THANK YOU FOR MEETING WITH US.

IT WAS NICE.

IT MAKES SENSE TO KEEP THINGS CONFIDENTIAL.

YOU HAVE EXPLAINED THAT VERY WELL AND I APPRECIATE THAT.

EARLIER YOU WERE TALKING ABOUT THE COMMUNITY OUTREACH, WHICH IS ANOTHER -- CORRECT?

>> YES.

>> SO I LIKED YOUR IDEA -- [INDISCERNIBLE]

>> WILL YOU TURN OFF YOUR MIC FOR A SECOND?

I THINK IT'S THE WHOLE SYSTEM.

[STATIC AUDIO]

>> YEH: WE'RE GOING TO TRY AGAIN.

FOR THE OUTREACH PART YOU MENTIONED THE IDEA OF POTENTIALLY ADDING A COUPLE ZOOMS THAT FOLKS COULD DROP INTO.

IS THAT IN THE PACKAGE WE HAVE ALREADY PAID FOR OR IS THAT AN ADDITIONAL?

>> [OFF MIC]

>> YEH: RIGHT.

I REALLY LIKE YOUR SUGGESTION.

I THINK YOU'RE RIGHT THAT FOLKS WANT TO HAVE THAT OPPORTUNITY TO HAVE A CONVERSATION WITH YOU AND LIKE ASK QUESTIONS AND GIVE THEIR FEEDBACK AND IF WE DO THAT AT THE FRONT END, IT MAKES A LOT MORE SENSE EARLY ON, JUST IN CASE THERE'S SOMETHING THAT SURPRISES US OR WE LEARN SOMETHING NEW.

>> RIGHT.

>> YEH: IF IT FITS IN THE SCHEDULE AND IT WORKS, I THINK THAT'S A GREAT IDEA.

>> ONE MIGHT BE ENOUGH.

WE HELD THREE FOR LAGUNA BEACH AND IT WAS THE SAME PEOPLE THAT SHOWED UP FOR EACH ONE.

>> YEH: SO YES.

NO, I THINK -- I WOULD TRUST YOUR JUDGMENT ON YOU TO REACH THE COMMUNITY AS YOU'RE LEARNING MORE ABOUT US, BUT YEAH, I THINK IT DEFINITELY WOULD BE WORTH THE TIME.

>> MAYOR KNUDSON: COUNCILOR ZELENKA AND THEN COUNCILOR CLARK.

>> ZELENKA: I APPRECIATE THE NEED FOR THE CONFIDENTIALITY.

I THINK IT'S APPROPRIATE AND ALSO COMMON PRACTICE, UNFORTUNATELY.

YOU DON'T WANT TO INADVERTENTLY LIMIT YOUR POOL.

I WOULD LIKE TIME TO READ THIS SINCE WE JUST GOT IT.

>> IT'S NOT LIKE WE NEED A QUICK TURN-AROUND TOMORROW WITH THE BROCHURE.

I CRACK MY WHIP A LITTLE BIT BUT WE HAVE TIME.

WE LIKE TO GET THE ADS PLACER SOONER THAN THE TIMELINE SO THAT'S WHAT WILL HOLD UP PLACING ADS.

WHEN WE GO LIVE ON THE WEBSITE IS THE BROCHURE.

>> ZELENKA: SO BY WEDNESDAY?

>> THAT WOULD BE GREAT.

>> ZELENKA: I LIKE THE BROCHURE, ALTHOUGH THESE ARE BEAUTIFUL

PICTURES OF EUGENE, BUT THIS PICTURE ON THE RIGHT IS ACTUALLY SPRINGFIELD IN THE BACKGROUND.

>> OKAY.

I CAN CHANGE THAT.

>> ZELENKA: POINT THE CAMERA AROUND, THAT MIGHT BE GOOD BUT I LIKE THIS AND WE'RE GOING TO TALK ABOUT THE INTERVIEW PROCESS AND WHATNOT, RIGHT?

THANKS.

>> MAYOR KNUDSON: COUNCILOR CLARK?

>> CLARK: I LIKE YOUR SUGGESTIONS, I'D LIKE TO FOLLOW THEM.

THE BROCHURE LOOKS FINE.

I DON'T KNOW WHY THAT'S HAPPENING.

[STATIC AUDIO]

IT'S A MORE IMPORTANT PROCESS AS WE GET TOWARDS THE END.

WE CHOSE YOU GUYS VERY CAREFULLY, AND I WANT TO TRUST WHAT YOU HAVE TO SAY AT THE BEGINNING OF THE PROCESS, ESPECIALLY WHERE CONFIDENTIALITY IS MORE NEEDED.

I SUSPECT YOU'RE GOING TO REACH OUT UNTIL YOU FIND A POOL OF PEOPLE THAT YOU KNOW YOU CAN RECOMMEND WELL.

AS WE GET TOWARDS THE END, THAT'S WHAT'S ACTUALLY MOST INTERESTING TO ME.

AS ONE OF THE TWO PEOPLE WHO, AT THE TABLE WHO HAVE DONE THIS BEFORE, FROM OUR STANDPOINT, WHEN WE HAD THE LAST CITY MANAGER SEARCH AND WE CHOSE JOHN REESE, ONE OF THE THINGS THAT WAS REALLY INTERESTING TO ME WAS, WE HAD A COUPLE OF FINALISTS, AND YOU KNOW, JOHN AND ANOTHER FELLA WHO WERE VERY, VERY WELL CREDENTIALED, LOOKED GREAT ON PAPER, WONDERFUL PEOPLE TO MEET AND TALK TO, BUT IT WAS AFTER THE COMMUNITY STAKEHOLDERS HAD A CHANCE TO MEET WITH THESE GUYS ONE ON ONE THAT IT BECAME REALLY CLEAR TO ME LISTENING TO A LOT OF PEOPLE IN THE COMMUNITY WHOSE OPINIONS I TRUST WHO WERE LIKE NO, JOHN'S THE GUY.

I THINK JOHN'S THE GUY.

HE GETS US.

I LIKE HIM.

AND SO THAT PART AS WE GET CLOSER TO THE END IS PROBABLY GOING TO BE MORE OF A FOCUS FOR ME.

>> RIGHT, AND THERE'S DIFFERENT WAYS TO DO IT.

YOU COULD DO THE MORE FORMAL PANEL.

WE DID THAT IN VANCOUVER AND YOU COULD DO A MEET-AND-GREET, WHERE WE HAVE TWO FINALISTS IN THE ROOM AND PEOPLE JUST CIRCULATE AND HAVE A CONVERSATION.

IT WAS SO MUCH MORE RELAXED.

>> CLARK: I LIKE THAT.

>> PEOPLE PUT THEIR INTERVIEW FACE FORWARD, WHEN YOU'RE MORE RELAXED HAVING A CUP OF COFFEE AND A DOUGHNUT, PEOPLE MIGHT SAY SOMETHING LIKE HMM, THAT WAS INTERESTING.

MIGHT GIVE YOU PAUSE OR YOU MIGHT THINK WOW, SHE'S A ROCK STAR.

>> CLARK: YOU'LL HEAR THE REAL TRUTH.

>> I THINK SO, BECAUSE THEY'RE RELAXED.

>> CLARK: THANK YOU FOR THE HARD WORK SO FAR.

THIS LOOKS GOOD AND I'M EXCITED TO SEE HOW THIS GOES.

>> MAYOR KNUDSON: COUNCILOR KEATING?

>> KEATING: THANKS, MAYOR.

I REALLY APPRECIATE THE OPPORTUNITY TO CHECK IN WITH YOU ONE ON ONE OVER THE BREAK.

I WASN'T ONE OF THE COUNCILORS THAT DOUBLED DOWN ON THE NEED FOR SOMEONE WITH CITY MANAGER EXPERIENCE.

I'M OPEN TO ANY QUALIFIED APPLICANT, JUST TO MAKE THAT CLEAR.

I SUSPECT I'M NOT ALONE, BUT I JUST WANTED TO PUT THAT OUT THERE.

I DIG THIS DOCUMENT, AND DON'T WANT TO HOLD IT UP ESPECIALLY

CONSIDERING THERE'S A DEADLINE RAPIDLY APPROACHING, AND THERE'S A LEAGUE OF CITIES EVENT AT THE END OF THIS MONTH/EARLY NEXT MONTH THAT COUNCILOR LEECH AND ARE ATTENDING IN PORTLAND, SO I HOPE THERE'S SOME ACTIVITY AND ACTION UP THERE.

>> RIGHT.

>> KEATING: IF I WERE -- I DON'T WANT TO MICRO MANAGE, BUT IF I WERE TO, SINCE YOU ASKED, ADD ANY SUGGESTIONS, IT WOULD INCLUDE BUT NOT LIMITED TO ADDING SOME DESCRIPTORS ABOUT WHAT THESE PICTURES ARE.

FOR EXAMPLE, ON PAGE 3, THAT'S OUR NEW CITY HALL.

IT LOOKS LIKE THAT'S A TRUNK-OR-TREAT CELEBRATION DOWNTOWN, I DON'T KNOW.

ON PAGE 2, I'M ASSUMING THAT'S RIGHT OUT HERE AT THE PARKS PLAZA AND THEN THERE'S A BIKE TRAIL.

I JUST THINK IT'S A -- [STATIC AUDIO]

>> I LIKE THAT IDEA.

WE CAN DEFINITELY DO THAT.

SWITCH OUT THAT PICTURE.

WE JUST TOOK THE PICTURE YOU GUYS PROVIDED US.

>> KEATING: I'M STARTING TO PUT MYSELF IN SOMEONE --

[STATIC AUDIO]

>> I'M NOT SURE IF IT'S MY MIC.

CAN WE PAUSE THIS AGAIN FOR A MOMENT.

>> -- REALLY EXCITED TO APPLY ANYWAY, SOME OF THAT COULD BE PARED DOWN OR MARRIED TO THE DESCRIPTORS.

>> WHEN SOMEONE GOES TO THE WEBSITE TO APPLY, YOU'LL SEE YOUR CITY LOGO, THE TITLE.

THEY'LL CLICK ON IT AND GO TO A SHORT TEXT.

IT'S GOING TO HAVE JUST MINIMAL, IT'S CALLED AD TEXT.

IT'S GOING TO HAVE THE HIGHLIGHTS.

IT'S LITERALLY MAYBE 300 WORDS.

SO THAT'S GOING TO BE WHAT PEOPLE FIRST SEE.

BUT WHAT WE CAN DO AND WE'VE DONE THIS FOR SOME OF OUR OTHER CLIENTS IS THEY CAN CLICK ON THE PDF AND LOOK AT THE BROCHURE.

SO IF YOU GUYS -- I THINK WHEN I DID A PUBLIC WORKS SEARCH, I HAD VIDEO.

IF YOU GUYS HAVE SOME COOL YOUTUBE VIDEOS OR ANY VIDEO OR -- I ALWAYS THINK THAT'S KIND OF COOL TO ADD.

WE HAVE THIS PROJECT COMING UP OR WE HAVE THIS AND IF IT'S A VIDEO, WE CAN ALSO PUT THAT ONTO OUR WEBSITE, SO PEOPLE CAN LOOK AT THIS.

THEY CAN LOOK AT THE VIDEO.

THEY HAVE OTHER OPTIONS.

I'M KIND OF VEERING OFF FROM WHAT YOU'RE SAYING.

I GET WHAT YOU MEAN.

>> CLARK: THE METRO TEAM HAVE GREAT VIDEOS AND I SUSPECT THEY'RE LISTENING NOW SO CONNECTING THE TWO OF YOU WOULD BE VERY COOL.

EVERY YEAR AT THE STATE OF OUR CITY THEY PLAY A VIDEO MONTAGE THEY PUT TOGETHER.

>> I'D LOVE THAT.

SO SOMETHING LIKE THAT, AND THAT WON'T HOLD UP PLACING ADS OR ANY OF THAT STUFF.

>> CLARK: AND THE FINAL THING THAT I WOULD SUGGEST COULD OR MAYBE NOT SHOULD BUT COULD BE IN HERE, AT LEAST I'M CURIOUS WHAT MY COLLEAGUES THINK, THE YEARS THAT I'VE MOVED FROM RADIO INTO POLITICS AND THEATER AND EVERYTHING IN BETWEEN, WHEN I AM APPLYING FOR A JOB, ONE OF THE QUESTIONS I LIKE TO ASK IS, WHY THE LAST PERSON LEFT.

WHAT'S THEIR IMPRESSION ON THE ROLE.

AND I THINK THAT UNLESS MANAGER MADERY THERE'S AN OPPORTUNITY ABOUT HER EXPERIENCE ON THE GROUND IN THE TRENCHES THAT MIGHT INSPIRE A FUTURE CM, LIKE I'VE HAD IT, GOOD LUCK.

[LAUGHTER]

I LEAVE THAT UP TO THE MANAGER.

>> I'M FINE WITH THAT AS WELL OR EVEN A VIDEO.

>> CLARK: I DON'T WANT TO CREATE MORE WORK FOR OUR MANAGER.

IT IS TEXT HEAVY.

THERE'S NOT A LOT OF QUOTES.

SOME OF THE PICTURES IMPLY SOME MOVEMENT.

I'M NOT SO MAD AT THE VIEW OF OUR NEIGHBORS ACROSS THE RIVER.

IT'S OUR VIEW.

BUT IF WE ARE TO ADD THINGS AND PARING DOWN TO STRICTER, THERE'S AN OPPORTUNITY.

>> WE CAN PARE DOWN THE PORTION OF IT.

THE JOB DESCRIPTION, THE IDEAL CANDIDATE, THAT'S WHAT CITY MANAGER CANDIDATES ARE GOING TO BE LOOKING AT.

THAT'S REALLY WHAT THEY'RE GOING TO BE LOOKING AT.

>> CLARK: [OFF MIC]

>> WE'LL WAIT.

I THINK THE OTHERS MIGHT HAVE SOME THOUGHTS AND GIVE YOU GUYS UNTIL MAYBE THE END OF THE WEEK.

>> MAYOR KNUDSON: ANY OTHER DISCUSSION FROM COUNCIL?

ANY QUESTIONS?

COUNCILOR GROVES?

>> GROVES: THANK YOU FOR A SECOND TURN.

I WAS FAIRLY BRIEF IN MY RESPONSE.

I WANT TO THANK YOU FOR THE THOROUGHNESS AND I APPRECIATED THE INTERVIEW TIME.

QUESTION I HAD, AND ACTUALLY I HAVE TWO SCHOOLS OF THOUGHT HERE.

THERE'S NOTHING ABOUT THE BREADTH OF SERVICES AND WHAT ARE THE CRITICAL ISSUES FACING OUR COMMUNITY RIGHT NOW.

PART OF ME SAYS ANYBODY COMING IN WHO WILL BE ABLE TO CARRY THE WEIGHT IS GOING TO DO THEIR OWN RESEARCH AND FIND OUT WHERE THE CHALLENGES ARE, WHERE THE OPPORTUNITIES ARE, AND WHAT SERVICES WE PROVIDE, BUT FOR EXAMPLE, THE CITY OF EUGENE RUNS AN AIRPORT.

NOT EVERYBODY DOES THAT.

YOU HAVE SOME REALLY UNIQUE THINGS FOR HERE.

BY THE WAY, I DID READ THE WHOLE THING.

IT DIDN'T TAKE THAT LONG.

SO THE AMOUNT OF TEXT DOESN'T BOTHER ME AT ALL.

I'M SURE THESE PEOPLE CAN ALL READ AND DIGEST WHAT THEY'RE READING AND I THINK THAT'S PART OF IT.

I THINK IT DOES LAY OUT THE EXPECTATIONS FOR THE POSITION.

I'M MORE THINKING ABOUT THE COMMUNITY, BUT WHAT ARE YOUR THOUGHTS ON THAT?

>> SO WHEN YOU BROUGHT UP LIKE THE CHALLENGES.

>> GROVES: YES.

>> I'M GLASS HALF FULL SO I SEE THOSE AS OPPORTUNITIES, THEY'RE GOING TO CALL US.

I'M ALREADY GETTING PHONE CALLS.

SO I DON'T REALLY PUT ALL OF THAT IN HERE, YOU KNOW, WHETHER IT'S DEFICIT ISSUES, YOU KNOW, INFRASTRUCTURE, YOU KNOW, AGING INFRASTRUCTURE.

IT'S NOTHING NEW.

EVERY CITY IS FACING THAT, UNHOUSED ISSUES.

SO I USUALLY WANT TO PUT THE SHINY, PRETTY PENNY OUT FRONT AND THEN THEY CALL ME, THE GOOD CANDIDATES ARE GOING TO CALL ME AND THEN I'M GOING TO LAY IT OUT.

>> GROVES: SO YOU'RE COMFORTABLE WITH UNDERSTANDING.

>> YES, I HAVE ALL MY NOTES FROM ALL OF YOU AND YOU TOOK REALLY GREAT NOTES MEETING WITH THE STAKEHOLDERS, SO WE HAVE A SUMMARY OF THAT.

IT'S NOT IN THIS BOOK.

IT WAS WAY TOO MUCH.

>> GROVES: DOESN'T NEED TO BE IN THIS BOOK.

>> WAY TOO MUCH BUT WE HAVE THAT FOR WHEN WE SIT DOWN WITH CANDIDATES.

I MEAN, YEAH, I FEEL CONFIDENT BEING ABLE TO EXPLAIN SOME OF THAT.

>> GROVES: I JUST WANT PEOPLE TO KNOW WHAT THEY'RE GETTING INTO.

>> RIGHT.

>> GROVES: AND AGAIN, I WOULD EXPECT THEM TO DO THEIR OWN RESEARCH.

>> RIGHT, THE GOOD CANDIDATES WILL, AND IT'S PRETTY -- YOU CAN TELL WHICH ONES DO AND WHICH ONES DON'T PRETTY QUICKLY AND I USUALLY DON'T SCREEN THE ONES THAT DON'T.

>> GROVES: GREAT, THAT TAKES CARE OF IT.

THANK YOU.

>> I TALK ABOUT THAT ALL THE TIME ON LINKEDIN, TO PREPARE, YOU NEED TO PREPARE AND I DON'T WANT TO SEE A CUT AND WAIST COVER LETTER.

I DON'T WANT TO SEE A RESUME WRITTEN BY AI EITHER.

I MEAN, DO THE WORK.

AND I HAVE CANDIDATES FILL OUT THE QUESTIONNAIRE WHICH COULD ME THAT GIVES YOU GUYS A LITTLE MORE INSIGHT, SHARING WHETHER IT'S EMOTIONAL INTELLIGENCE QUESTION OR SHARE A FAILURE OR TIME YOU HAD TO TELL A COUNCIL MEMBER NO.

WALK ME THROUGH IT.

BUT YOU GUYS GET TO SEE THE ANSWERS TO THE QUESTIONS IN THEIR OWN WRITING.

I DON'T SPELLCHECK, I DON'T DO ANY OF THAT.

IT'S THEIR WRITING.

>> GROVES: I THINK IT'S IMPORTANT WE SEE THEIR WRITING.

>> COMPENSATION, WHAT ARE THEY LOOKING FOR.

YOU WILL SEE HOW MUCH NOTICE THEY NEED TO GIVE THEIR CURRENT EMPLOYER.

YOU GUYS ARE GOING TO SEE THAT AS WELL.

IF THEY DON'T FILL THAT OUT, I HAD A CANDIDATE, YOU DIDN'T FILL THIS OUT.

YOU'RE NOT A COMPLETE APPLICANT.

FILL THAT OUT.

I NEED TO KNOW THE ANSWERS TO THAT, BECAUSE MY CLIENT'S GOING TO SEE THIS AS WELL.

>> GROVES: GREAT, THANK YOU.

>> UM-HUM.

>> MAYOR KNUDSON: COUNCILOR LEECH?

>> LEECH: THANK YOU, MAYOR.

THIS IS A PROCESS QUESTION, IN OUR AIS IT'S TELLING US WE NEED TO VOTE ON THE BROCHURE OR ASK TO BE ABLE TO MAKE CHANGES.

IF WE ASK TO MAKE CHANGES, IT SOUNDS LIKE YOU'RE SAYING WE CAN SUBMIT THOSE VIA EMAIL, BUT THEN DO WE NEED TO COME BACK TO APPROVE THAT LATER?

SOUNDS LIKE --

>> IF THEY'RE MINOR EDITS, YOU'RE THE ATTORNEY, I WOULD SAY MAKE THE CHANGES AND WE GO WITH IT.

YOU GUYS HAVE TO JUST LIVE WITH IT.

>> MAYOR KNUDSON: THE SENSE I'M GETTING IS THAT EVERYONE'S GENERALLY COMFORTABLE AND HAVE SOME TWEAKS THEY WANT TO MAKE.

THERE'S A LEVEL OF THRUST.

YOU CAN MAKE THOSE AND SHE'LL USE HER JUDGMENT AND MOVE FROM THERE SO A MOTION IS NOT NECESSARY.

>> LEECH: PERFECT, THANK YOU SO MUCH.

>> MAYOR KNUDSON: COUNCILOR CLARK?

>> CLARK: TO BE A CITY MANAGER SOMEWHERE ELSE THAN SOMEONE IS CURRENTLY IS A PRETTY BIG CHANGE OF LIFE, SO THIS IS SOMETHING WHO HAS GOT TO HAVE THOUGHT ABOUT THIS A LITTLE BIT.

>> UM-HUM.

>> CLARK: THIS IS SOMEBODY WHO IS INTERESTED IN A NEW CHALLENGE FOR A REASON, AND I HAVE -- I'M NOT WORRIED ABOUT WHAT WOULD ENTICE SOMEONE TO CALL, BECAUSE MY GUESS IS THEY'VE THOUGHT ABOUT THAT.

>> RIGHT.

>> CLARK: THE CALIBER OF PEOPLE WE'RE GOING TO WANT HAVE THOUGHT ABOUT IT.

THEY'RE READY FOR THIS FOR THEIR OWN REASONS, AND YOU'LL FIND THEM.

>> RIGHT.

>> CLARK: I TRUST THAT FROM YOUR LEVEL OF EXPERIENCE.

MY QUESTION IN YOUR LEVEL OF EXPERIENCE WITH ALL THE CITIES THAT YOU GUYS HAVE WORKED WITH, YOU SEE OURS YET AS HAVING ANY SORT OF COMPARATIVE DISADVANTAGE OR STRUCTURAL NEED THAT WOULD MAKE US LESS COMPETITIVE AMONGST THOSE CANDIDATES THAT WE SHOULD ADDRESS?

>> A LOT OF THE ISSUES, EVERYTHING I HEARD FROM YOU AND THE STAKEHOLDERS YOU HAVE THE TOP FIVE THINGS THAT WE ARE HEARING FROM ALL OF OUR CANDIDATES, WHETHER IT'S WASHINGTON, OREGON, CALIFORNIA, EVEN TEXAS.

IT'S UNFORTUNATE.

>> CLARK: RIGHT.

>> BUT EVERYONE KNOWS I THINK WHAT WE'RE GETTING INTO, ESPECIALLY A CITY THIS SIZE.

I THINK THE ONLY THING I RUN INTO WHERE CANDIDATES -- AND IT WILL BE INTERESTING TO SEE WHAT PEOPLE SAY ABOUT THE COMPENSATION.

SO YOU KNOW, THAT COULD BE A LATER CONVERSATION, BUT I AM GOING TO ASK CANDIDATES, WHAT ARE YOUR -- IT'S GOING TO BE POSTED BUT THAT DOESN'T MEAN THEY WON'T ASK FOR MORE.

>> CLARK: IS THAT A REGIONAL THING FROM DIFFERENT AREAS, DIFFERENT STATES, THEY MAY HAVE --

>> YES, BAY AREA STARTS AT THE FOUR.

THIS ISN'T THE BAY AREA.

ALL OF MY CITY MANAGER RECRUITMENTS, MGM.

>> CLARK: GOT YOU.

THANK YOU VERY MUCH.

>> UM-HUM.

>> MAYOR KNUDSON: THANK YOU.

I THINK FOR THE FIRST QUESTION THAT'S ABOUT TO COME TO COUNCIL WE'RE AT ABOUT OUR TIME CHECK.

SO I'LL TURN TO THE COUNCIL PRESIDENT TO PUT THE MOTION FORWARD.

>> EVANS: LET'S SEE IF MY MICROPHONE WORKS.

MOVE TO APPROVE THE JOB POSTING AS PRESENTED BY BOB MURRAY AND ASSOCIATES.

>> A MOTION ISN'T NECESSARY BECAUSE YOU ACTUALLY AREN'T -- THERE'S GOING TO BE CHANGES THAT FOLKS ARE GOING TO WANT TO MAKE, AND SO GENERALLY IF FOLKS ARE JUST OVERALL COMFORTABLE WITH IT, YOU CAN -- YOU DON'T NEED TO MAKE THAT MOTION, BECAUSE WHAT IS ULTIMATELY GOING TO BE POSTED WILL HAVE SOME OF THE TWEAKS THAT I'M HEARING FOLKS ARE GOING TO WANT.

SO YOU'RE GOOD NOT HAVING A MOTION ON THAT TONIGHT.

THEY CAN MOVE FORWARD.

>> EVANS: SO I WITHDRAW IT.

>> MAYOR KNUDSON: THANK YOU, COUNCIL PRESIDENT AND THANK YOU, COUNCIL, FOR BEING FLEXIBLE AND TRUSTING IN THIS PROCESS WITH OUR TEAM.

WITH THAT, WE WILL MOVE TO OUR OTHER POINT OF DISCUSSION, WHICH IS AROUND THE PUBLIC FORUM, SCHEDULING A PUBLIC FORUM.

I'D LIKE TO ASK A CLARIFYING QUESTION FIRST TO FOLLOW-UP WITH THE PRESENTATION WE RECEIVED.

THE SECOND QUESTION BEFORE COUNCIL FROM THE AIS IS A MOTION TO DIRECT STAFF TO SCHEDULE A FORM TO COLLECT PUBLIC INPUT IN ALIGNMENT WITH THE PROPOSAL PRESENTED BY BOB MURRAY.

I THOUGHT I HEARD OF A MENTION OF A FORUM IN NOVEMBER BUT THE SLIDE REFERS TO OCTOBER 20TH AS A POTENTIAL PUBLIC SESSION.

COULD YOU JUST OFFER SOME CLARIFICATION AS TO WHAT DATE IS BEING DISCUSSED FOR THIS PIECE OF WORK?

>> MAYOR, I DON'T THINK WE'RE LOOKING FOR DIRECTION ON A DATE CERTAIN TODAY.

JUST SO THAT YOU HAVE FLEXIBILITY TO WORK WITH SARAH TO SCHEDULE THAT AS YOU USUALLY DO.

>> MAYOR KNUDSON: OKAY, THANK YOU.

WITH THAT, I WILL TURN TO THE COUNCIL PRESIDENT.

DO WE NEED A MOTION ON THIS PIECE OF INFORMATION?

>> YES.

>> MAYOR KNUDSON: THANK YOU.

>> THAT WOULD BE THE EASIEST.

>> MAYOR KNUDSON: I'LL TURN TO THE COUNCIL PRESIDENT TO PUT THAT MOTION FORWARD.

>> EVANS: MOVE TO DIRECT STAFF TO SCHEDULE A FORUM TO COLLECT PUBLIC INPUT IN ALIGNMENT WITH THE PROPOSAL PRESENTED BY BOB MURRAY AND ASSOCIATES.

>> LEECH: SECOND.

>> MAYOR KNUDSON: ANY FURTHER DISCUSSION FROM COUNCIL?

SEEING NONE I'LL TAKE A VOTE FOR THIS MOTION.

ALL IN FAVOR PLEASE RAISE YOUR HANDS.

ONE, TWO, THREE, FOUR, FIVE, SIX, SEVEN, EIGHT, WITH NONE OPPOSED AND THE MOTION PASSES 8-0.

THANK YOU ALL VERY MUCH.

THAT CONCLUDES OUR AGENDA AND THIS DISCUSSION AND THE WORK SESSION.

SO I WILL NOW CLOSE THE SEPTEMBER 8TH, 2025 -- OH, YES?

>> [OFF MIC]

>> MAYOR KNUDSON: OKAY, THANK YOU.

>> MAYOR, WE TALKED ABOUT, YES, WE'RE GOING TO HAVE THAT COMMUNITY INPUT BUT WE TALKED ABOUT A POSSIBLE TOWN

HALL-STYLE ZOOM.

SO WHAT I'LL I'M GOING TO GO WHEN I GET TO THE OFFICE WE'VE BUILT IN ZOOM MEETINGS AND IF THE COUNCIL WANTS ME TO DO THAT, SO IT WOULD BE LIKE A DROP-IN LIKE I DID FOR THE DIVISION MANAGERS.

SO YOU GUYS WOULD WANT TO ADVERTISE IT ON YOUR WEBSITE, COMMUNITY CENTERS, LIBRARIES, YOU KNOW, "MEET THE RECRUITER" OFFER YOUR INPUT ON THE CITY MANAGER RECRUITMENT OR ASK QUESTIONS, THAT TYPE OF THING.

SO IF YOU'RE ALL IN AGREEMENT, AND I GO BACK TO THE OFFICE AND I SEE THAT WE HAVE ENOUGH ZOOMS, I WANT TO MAKE SURE YOU GUYS ARE ALL ON THE SAME PAGE AND YOU'RE OKAY WITH THAT IF WE SCHEDULE THAT AND WORK WITH YOUR STAFF ON THAT.

>> MAYOR KNUDSON: ANY COUNCIL FEEDBACK CONTRADICTORY TO WHAT WE JUST HEARD?

THAT SOUNDS TO WHAT I HEARD IN DISCUSSION.

WE ARE IN AGREEMENT.

>> AWESOME, THANK YOU.

>> MAYOR KNUDSON: THAT BRINGS US TO THE END OF OUR WORK SESSION AND I WILL -- COUNCILOR ZELENKA?

>> ZELENKA: THERE'S A SLIDE ON INTERVIEW PROCESS OPTIONS.

>> MIC, COUNCILOR?

>> ZELENKA: IT'S ON.

ARE WE GOING TO TALK ABOUT INTERVIEW PROCESS OPTIONS?

>> MAYOR KNUDSON: I DID NOT HAVE IT SLATED FOR US TO DISCUSS INTERVIEW PROCESS OPTIONS THIS EVENING BUT WE HAVE TIME, SO HAPPY TO DISCUSS IF WE'RE PREPARED TO DO THAT TONIGHT.

NEED SOME FEEDBACK.

>> ZELENKA: THE FASTER WE GO, THE BETTER, AS FAR AS I'M CONCERNED.

>> MAY I?

>> MAYOR KNUDSON: GO AHEAD.

>> COUNCILOR ZELENKA, VALERIE DESCRIBED THE PROCESS BY WHICH

THEY'LL NARROW CANDIDATES FOR TO YOU INTERVIEW.

WE CAN FIND TIME FOR TO YOU OUTLINE THE PROCESS FOR IN-PERSON INTERVIEWS WHICH WILL TAKE PLACE IN JANUARY AT ANOTHER LATER DATE, AFTER YOU KNOW HOW MANY CANDIDATES YOU'RE WORKING WITH.

>> ZELENKA: OKAY.

SO THIS IS JUST FYI RIGHT NOW.

>> YES.

>> MAYOR KNUDSON: ANY OTHER QUESTIONS FROM THE COUNCIL?

COUNCILOR KEATING?

>> KEATING: CLARIFICATION.

IF THERE'S A ZOOM MEETING TO GET TO KNOW THE CANDIDATES AND I'M ASSUMING COUNCIL IS INVOLVED SOMEHOW, SOME WAY, IS THAT A PUBLIC MEETING?

>> NO.

SO WHAT I WAS TALKING ABOUT, THE SEARCH CLOSES.

I DO MY SCREENING PROCESS.

PUBLIC RECORDS.

I INTERVIEW EIGHT TO TEN CANDIDATES.

WE HAVE I CALL IT CLOSED SESSION, EXECUTIVE SESSION WHERE WE DISCUSS THE CANDIDATES I SCREENED AND WHO I'M RECOMMENDING AND THEN YOU GUYS GIVE ME FEEDBACK.

OKAY, VALERIE, WE AGREE WITH YOU, WE WANT TO INTERVIEW THESE FIVE.

THAT'S WHAT WE CALL LIKE A RECOMMENDED FINALIST MEETING.

AND THEN WE'RE GOING TO HAVE AN EXECUTIVE SESSION WHERE YOU GUYS ARE INTERVIEWING THOSE CANDIDATES THAT YOU SELECTED.

WE'RE NOT RELEASING ANY NAMES.

>> KEATING: I HEAR THAT.

I'M TALKING ABOUT THE PUBLIC-FACING TOWN HALL ZOOM SESSION

YOU ALLUDED TO.

>> THAT'S BEFORE IT CLOSES.

THAT'S JUST THE LISTENING SESSION FOR ME TO DO BEFORE THE SEARCH CLOSES.

>> KEATING: CORRECT, BUT IF THERE'S A QUORUM OF COUNSELORS PRESENT FOR THAT, AND IT'S SQUARELY ABOUT SOMETHING WE'RE GOING TO DELIBERATE ON, DOESN'T THAT -- IT'S A PUBLIC MEETING, I WOULD THINK.

>> POTENTIALLY, BUT I DON'T THINK THE PURPOSE OF IT WOULD BE TO HAVE THE COUNCILORS --

>> COUNCIL DOESN'T USUALLY JOIN IN ON THOSE MEETINGS.

>> KEATING: WE ALL WENT TO THE FOOTBALL GAME.

>> BUT I GIVE YOU A SUMMARY WHAT HAVE I HEARD.

>> KEATING: ALRIGHT, COOL.

I WAS JUST MAKING SURE OUR IS ARE DOTTED AND TS ARE CROSSED.

>> I WANT PEOPLE TO SPEAK FREELY, NOT THAT THEY CAN'T IN FRONT OF YOU, BUT YOU KNOW.

>> MAYOR KNUDSON: ANY OTHER FINAL QUESTIONS BEFORE WE WRAP THIS ITEM?

THANK YOU ALL.

THANK YOU FOR THIS OUTLINE OF THE PROCESS, AND WITH THAT, I WILL CLOSE THE SEPTEMBER 8TH, 2025 CITY COUNCIL WORK SESSION.

WE ARE ADJOURNED.