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## Minutes of SPECIAL MAYOR AND COUNCIL Meeting

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Approved by Mayor and Council  
on February 4, 2015.

Date of Meeting: September 11, 2014

The Mayor and Council of the City of Tucson met in special session in the Mayor and Council Chambers in City Hall, 255 West Alameda Street, Tucson, Arizona, at 5:31 p.m., on Thursday, September 11, 2014, all members having been notified of the time and place thereof.

### 1. ROLL CALL

The meeting was called to order by Mayor Rothschild and upon roll call, those present and absent were:

Present:

Regina Romero	Council Member Ward 1
Paul Cunningham	Vice Mayor, Council Member Ward 2
Karin Uhlich	Council Member Ward 3
Richard G. Fimbres	Council Member Ward 5
Steve Kozachik	Council Member Ward 6
Jonathan Rothschild	Mayor

Absent/Excused:

Shirley C. Scott	Council Member Ward 4
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Staff Members Present:

Martha Durkin	City Manager
Michael Rankin	City Attorney
Roger W. Randolph	City Clerk

## **2. TOWN HALL: INVITING PUBLIC COMMENTS REGARDING THE RECRUITMENT OF A NEW CITY MANAGER**

Mayor Rothschild announced City Manager's communication number 292, dated September 11, 2014, was received into and made part of the record. He also announced this was the time to invite public comments regarding the desirable qualifications of the the new City Manager. He said speakers were limited to three-minute presentations.

Mayor Rothschild made introductory comments outlining the process of the City Manager recruitment. He said on July 17, 18 and 21, 2014, the consultant from Bob Murray and Associates, met with Council Members individually. He stated key areas discussed included the recruitment process, how the community could be engaged and the level of transparency provided regarding the process. He said subsequently to that, a Mayor and Council meeting was held to discuss what had transpired from the individual meetings and to determine the process for the next steps.

- Town Hall meeting to solicit input from residents regarding desirable qualifications of the new City Manager, which was what was on the agenda for the evening's meeting.
- Development of a recruitment brochure and advertisement, subject to Mayor and Council approval.
- Consultant to recruit candidates.
- Screening of resumes, conduct preliminary interviews, complete public records searches on recommended candidates.
- Consultant to recommend candidates for Mayor and Council consideration.
- Mayor and Council interviews top 5-7 candidates to identify top 3 finalist.
- Community public meet and greet with the three finalists.
- Panel Interviews consisting of residents selected by the Mayor and Council.
- Finalists meet with department directors, employee representatives and the like.

Mayor Rothschild stated that the next step was that the Mayor and Council would accept input from the Public and Panel regarding strengths, weaknesses and areas to further explore, if necessary. He said, at that point, the Mayor and Council will interview the finalist and select a new City manager.

Mayor Rothschild reiterated that the process for the evening was to hear from the community what those desirable qualifications should be for a city manager and continued by introducing and giving some background information on the consultant, Bob Murray. He said Mr. Murray had extensive experience and was utilized by the Mayor and Council when Richard Miranda was chosen as City Manager, and was also utilized by the Regional Transportation Authority (RTA) when Farhad Moghimi was hired as their Executive Director.

Bob Murray, Bob Murray and Associates, said he had been a recruiter for thirty years, exclusively in the public sector and the last thirteen years as the owner of Bob Murray and Associates. He said he had three questions he thought would help focus the discussions and provide framework. He said the first was individual preceptions of the issues, challenges, and opportunities faced by Tucson, particularly looking in the future; not immediate concerns, but those that the City Manager would help the Mayor and Council address. Second, he said, was personal characteristics of importance for the new candidate to possess, in particular, leadership style, management skills, and how the individual would work with the Mayor and Council, staff, community, and those engaged with city government. He stated the third was anything about experience, background, and education that was appropriate for the position. He said he felt it was appropriate to hear from Mayor Rothschild and asked if he had any questions.

Mayor Rothschild he did not and stated he would call on the public for any comments.

The following individuals spoke at the town hall hearing:

Donald Ijams	Robert Reus	Molly Moore
Linda Dobbyn	Les Pierce	Keith Van Heyningen
Colette Altaffer	Cecilia Cruz	Effie Gregory
Laura Tabili	William Craig	Richard Hernandez
Diana Lett	Stuart Thomas	Barbara Lehmann
J. Lisa Jones	Ruth Beeker	

A recording of this item is available from the City Clerk's Office for ten years from the date of this meeting.

Mayor Rothschild asked Mr. Murray to explain what the public meet and greet with the candidate finalists would entail.

Mr. Murray stated it was an opportunity for members of the community to meet the candidates and chat briefly with them. He said it did not preclude any contact from council members after having attended those meetings, and having met and holding brief conversations with the candidates. He said it was meant to provide a forum, absent an auditorium and question and answer period with every candidate.

Mayor Rothschild said the next step in the process was to develop a recruitment brochure and advertisement, which would come back to the Mayor and Council for approval.

Council Member Uhlich stated she had been involved in different executive hiring processes, maybe not at the city manager level, but one of the things she had heard in terms of frustration was with public process and that it was different when everyone heard the same thing, including questions and answers. She said to her, a meet and greet, implied individuals would go to different tables and not everyone would be hearing or engaging in the same dialogue. She said she would be surprised, if a candidate would be at all intimidated by a process where at the beginning there would be a five-minute introduction to introduce themselves and then a brief period to address some key

questions as opposed to a reception format. She asked the consultant if he could be more specific on the final session with the candidates.

Mr. Murray said it was up to the Mayor and Council on what kind of session they wanted held. He said the last time he met with the Mayor and Council, it was decided on a meet and greet and if they wanted to change the process, it could be done.

Council Member Uhlich asked if he could describe some other formats.

Mr. Murray stated that, only once in his thirty years, in the city of Eugene, Oregon, he had seen what Council Member Uhlich was talking about. He said three candidates were invited to address residents in the council chambers and about fifteen minutes were allowed for each candidate to speak. Questions were submitted, and while that was taking place, the council selected the next city manager. He said this was an example of something that could happen, but said he understood this Mayor and Council would not be doing that. He suggested holding a public forum the night before interviews, so they could receive feedback.

Council Member Uhlich stated she felt they were asking somebody to operate at a very high level, in an extremely public position. She said she felt it was valid feedback, and what was done in the process would be a signal to both the candidates and the public of how the Mayor and Council wanted see engagement in the process moving forward and how it could be formatted and constructed.

Mayor Rothschild stated there was time for refinement. He said his vision was that he would be most interested in watching how the three finalists interact with the community. He commented that he did not want to walk around a cocktail table setting to watch the candidates interact, rather he wanted the same kind of comments as were presented that evening, and to see what type of reaction was received from the candidates. He said he felt how one interacted with citizens should be a big part of being a good city manager and he would be very interested in seeing that happen.

Council Member Romero stated she envisioned the meet and greet allowing the last three candidates to introduce themselves with who they were and why they were interested in the position. She said there could be a two to three question and answer period from the audience to see how the candidates translated their experience in to the unique issues in Tucson. She said she wanted the opportunity to provide comment cards at the end of the meet and greet, so the public could indicate which candidate they felt was best.

Council Member Romero stated that the Tucson City Charter gave the Mayor and Council, as representatives of the citizens, a very serious responsibility of appointing the City Manager. She said she wanted to listen to the issues the citizens brought back after listening and looking into the candidates and taking their feedback into account. She stated she agreed it was important for the candidates to know the strengths and weaknesses of the issues of the City and to have the disposition and qualifications to tackle them.

Mayor Rothschild thanked everyone for attending the evening's meeting. He particularly thanked them for their approach to the issue and said it help a great deal in the process and was very much appreciated. He stated all of the input would be taken seriously when developing and approving the final recruiting brochure.

**3. ADJOURNMENT:** 6:39 p.m.

Mayor Rothschild announced the next regularly scheduled meeting of the Mayor and Council would be held on Tuesday, September 23, 2014, at 5:30 p.m., in the Mayor and Council Chambers, City Hall, 255 West Alameda, Tucson, Arizona.

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MAYOR

ATTEST:

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CITY CLERK

**CERTIFICATE OF AUTHENTICITY**

I, the undersigned, have read the foregoing transcript of the meeting of the Mayor and Council of the City of Tucson, Arizona, held on the 11th day of September 2014, and do hereby certify that it is an accurate transcription.

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CITY CLERK

RWR:ds:dd