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CALL TO ORDER

[Time: 00:00:04]

Mayor Lane: Good evening, everyone. Nice to have you here with us for our special meeting. I would like to call to order our special meeting with possible executive session. It's approximately 5:00. It's December 8th, 2016. We will start with a roll call, please.

ROLL CALL

[Time: 00:00:21]

City Clerk Carolyn Jagger: Mayor Jim Lane.

Mayor Lane: Present.

City Clerk Carolyn Jagger: Vice Mayor Kathy Littlefield.

Vice Mayor Littlefield: Present.

City Clerk Carolyn Jagger: Councilmembers Suzanne Klapp.

Councilwoman Klapp: Here.

City Clerk Carolyn Jagger: Virginia Korte.

Councilmember Korte: Here.

City Clerk Carolyn Jagger: Linda Milhaven.

Councilwoman Milhaven: Here.

City Clerk Carolyn Jagger: Guy Phillips.

Councilman Phillips: Here.

City Clerk Carolyn Jagger: David Smith.

Councilman Smith: Present.

City Clerk Carolyn Jagger: Acting City Manager Brian Biesemeyer.

Acting City Manager Brian Biesemeyer: Here.

City Clerk Carolyn Jagger: City Attorney Bruce Washburn.

City Attorney Bruce Washburn: Here.

City Clerk Carolyn Jagger: City Treasurer Jeff Nichols.

City Treasurer Jeff Nichols: Here.

City Clerk Carolyn Jagger: City Auditor Sharron Walker.

City Auditor Sharron Walker: Here.

City Clerk Carolyn Jagger: And the Clerk is present.

[Time: 00:00:48]

Mayor Lane: Thank you. Tonight's meeting, a special meeting, of course, and it has just one agenda item and that's for the city manager candidate presentations, interviews and possible appointments. And tonight's meeting is specifically for the introduction and interview of our three finalists for the city manager vacancy. I don't believe that's correct.

I would like to thank our human resources director, Donna Brown and Jim Mercer of the Mercer group for getting us to this point. I would like to introduce our candidates from the previous meeting the

earlier three. If you would like to stand for the camera as well, Mr. Konrad Hildebrandt, Mr. Gary Luebbbers, welcome back and Mr. Jeff Nichols. Thank you. Welcome back. Of course you have been here all the time.

So tonight, we will have presentations and interviews of the following city manager candidates, Mr. John Kross, Mr. Joseph Lessard and Mr. Jim Thompson. And I will now ask that Mr. Lessard, and Mr. Thompson wait in another area which I think they have already done. We do not have that need but I will ask Mr. John Kross to come to the podium and make a presentation and I think you have been preadvised that we are looking at about 10 minutes and if there are questions, we will be able to follow whatever time there.

[Time: 00:02:10]

City Manager Applicant John Kross: You bet.

Mayor Lane: Mr. Kross, welcome.

City Manager Applicant John Kross: Thank you, Mayor. I appreciate it. Thank you so much for the opportunity to be here this evening and to be part of this process. I also wanted to take the opportunity to thank the staff. They have been so gracious during this entire process, Donna brown and Brent with the tours. I know what it takes to arrange schedules and put all of this together and it's not an easy task to do.

With my remaining time this evening, I would like to cover a couple of topics. One is an introduction of myself to you or reintroduction as the case might be. And then also a discussion about my career path and maybe some notables with respect to that, and their relevance to the Scottsdale opportunity.

I wanted to mention that I was originally born in Canton, Ohio, and relocated at a very young age from Ohio into the east valley. Pretty much a product of the east valley public school system here. I went out of state to college in Wisconsin and got my undergraduate degree from there and came back.

I had my first position and career in the town of Wickenburg, one of the state's smallest communities if you will. And at the same time, I went back to school at A.S.U. to get my graduate degree in masters in public administration. I had an opportunity to work with the state's largest cities, the city of Phoenix, the town of Gilbert and for the last 20 plus years the town of Queen Creek. And the last 10 plus years as their town manager.

And it's really the Queen Creek experience I wanted to talk about most this evening because there's really been a fascinating laboratory with respect to what we do in public service and who we work with and how we do it. You know, when I started there in 1996, I will say the community was -- it was virtually nothing there, quite candidly. A lot of farms. A lot of new infrastructure was needed. Virtually building a community from scratch and you rarely get those opportunities in public service to really start on something in that state and see -- and help mayors and councils who have been

wonderful over the years sort of implement and create their vision.

So some thoughts with respect to some notables as it relates to that. And some similarities with respect to the Scottsdale experience or the Scottsdale position. Early or mid-2000 range, we started our own fire department, our first ever municipal fire department. It was started from Rural Metro, much like Scottsdale. There were some differences in facts and those particular circumstances, a real key vote occurred back in May of 2007 that initiated that particular process. Also from a sustainability and water supply standpoint, about that same time, acquiring two water companies, a service area that's about two-thirds to maybe three-quarter the size of Scottsdale's area. And we are gaining a lot of new accounts with the growth in the state and this particular region.

I wanted to mention to date, we still -- still this is the largest improvement district, which is the loop road which has turned into an economic corridor for the community. At \$65 million project ended up triggering a rate of return of new investment to the tune of \$380 million in the town center in the downtown area. Today there's over 1.5 million square feet of retail, medical office. We have the public partnership with Rio Salado, and several other higher education institutions to be real staples for development and progress in our town center.

As part of our economic development strategic plan, Queen Creek is one of the legacy owners of the Phoenix Mesa gateway airport, the aviation aerospace industry and all of those different aspects of that is a very integral part of that part of our organizational and strategic plans.

As part of building the community, of course, particularly as it relates to the infrastructure, we have had to enter the capital markets. And I mention that because we have only been in the capital markets quite -- relatively recently, and from that perspective, only about 10, 11 years but I have seen several ratings increases over that period of time, in fact this last June had another rating increase so that it matches the city of Mesa. Fitch did a double rating increase which is virtually unheard of it. It's something that we are very proud of, but it's part of, again, those different notables that hopefully are of value with respect to your consideration.

All of this has been really important but a brief snapshot of -- and what I believe has resulted into the community being one of the region's high value, high quality communities. Today Queen Creek is about -- is one of the -- is the third highest median household income community in the region, and has triggered, I think some of that diverse investment that's occurred, in particularly in the town center area. We are making progress in a lot of these particular initiatives but it requires a commitment to people, process, and service and I really believe that those particular aspects of what we do in public service are key to creating that long lasting positive legacy.

Recognition of our commitment to people is most notable from a 2015 award we received from the Phoenix Business Journal as being one of the best places to work, for example. Something that we are very proud of and arguably we were at probably our lowest point from a morale standpoint during the depth of the great recession. So receiving that recognition a few years later was really important, and something despite all of this infrastructure and all of those particular notables that one really is very important to me, personally with respect to my role as the manager. As it relates to process,

our commitment to ideals such of clarity, certainty, and efficiency have to be embraced as part of this overall commitment to what we are working on and trying to make progress with, and finally service, a commitment to quality, commitment and collaboration are valued within the organization.

So why Scottsdale now? I mentioned this before to others but for me, I feel like after 20 plus years in my current situation, my current position, I feel a lot of the goals I established have really been accomplished and the community is at a place where it's ready to go to that next level from a maturity standpoint. But, you know, when I'm evaluating new opportunities, for me, it's always about what can I contribute to that particular new opportunity and I'm always evaluating it too in the context of what type of kind of those big public policy issues that for me continue to offer that intellectual motivation, and frankly, that exists here in Scottsdale.

So Scottsdale has a wonderful brand recognition. You all know this. You are doing wonderful work to enhance that and take it in a new direction and to new levels. Your vision for the community is really reaching those particular goals in meaningful ways. I will conclude with that, but I just wanted to thank you very much for your time and attention this evening and I would be happy to answer any questions you might have. Thank you.

[Time: 00:09:50]

Mayor Lane: Thank you very much, Mr. Kross for that.

I might just explain to those of you who are here, witnessing this and anyone who is watching on our TV channel 11, that all of candidates, of course, the three that I mentioned earlier, were interviewed not only by the individual councilmembers here previously, but also have undergone this open meeting type of conversation that we're about to have here with the other three candidates. But what I would want to say here again is that we do have, and we have had conversations, each of the councilmembers have had conversations with each of the candidates and most of the questions may have been answered in their own analysis, individual analysis, and so what we have here right now is certainly we wanted to make sure that there's an opportunity to speak not only to us as a full council here, but also to be able to -- there may be some additional questions that the councilmembers individually might be looking to ask. And so, with that, and, again thank you very much, Mr. Kross for all of that and for the applicants as a whole.

We do have some starting questions or comments from Councilman Smith.

[Time: 00:11:06]

Councilman Smith: Thank you Mayor and thank you, John, for adding your name to the consideration list. You have obviously done research on Scottsdale. You've lived in the east valley for a number of years. So if you were to come here as city manager, tell me what you think might be a couple of challenges that Scottsdale would face in the future that would particularly require the help, the cooperation of the city manager?

City Manager Applicant John Kross: Mr. Mayor, Councilmember Smith, you know, there's a lot of different challenges and areas of opportunity, quite frankly, but as I look at this community, you are dealing with a lot of different influences external to the community. Transportation continues to be a major, major challenge and also an opportunity, quite frankly for the community. With recent density and other different land use changes in the south end of the community, the McDowell Road corridor, areas of focus and time and addition to establish maybe a strategic vision community-wide and looking at that from in the context of one city, one Scottsdale, is going to be important, I think, with respect to having a conversation developing from different goals and priorities. A lot of that work is already well underway here, but tying those particular interests into transportation, economic development goals and other particular issues that are important for the council and the communities are going to be absolutely necessary and there does require a community dialogue with -- with respect to that as well.

Councilman Smith: Thank you, John and thank you, Mayor.

[Time: 00:12:48]

Mayor Lane: Thank you, Councilman. Mr. Kross, I wonder if you could tell me. Obviously Queen Creek is a city of some 55,000 or thereabouts is that about right?

City Manager Applicant John Kross: Lower 40,000, Mayor.

Mayor Lane: Do you think that in consideration for a move such as this, for yourself, that this is a substantially different environment and how would you -- how would you apply yourself as far as that is concerned?

City Manager Applicant John Kross: I appreciate the question. Obviously different organization, different size, different scale. The communities are certainly different size, but I will say, and just based on my own experience working for Phoenix and other communities within the region, a lot of issues are very similar and the challenges that present managers are also very similar. There's scale, orders of magnitude, certainly that are involved here and a lot of it has to do with the resources that can be identified to solve those particular problems. But the success in any organization has to do with the people that are part of the team that are helping to resolve and address those particular problems.

For me, understanding and getting to know the skills and the talents and passions of the organization and the staff specifically, those that are directly involved with certain types of projects or area within the community, would be the first task, it would have to be, to understand what success and other progress might be necessary with respect to that and what resources and assistance the manager's office can bring to that. A lot more delegation, quite frankly in opportunities like this, which presents its own opportunities and also some tradeoffs as well.

Mayor Lane: All right, thank you, Mr. Kross. It looks like we have no further questions of you. Thank you. You can take your seat.

[Time: 00:14:52]

Mayor Lane: So I would ask now that Mr. Joseph Lessard may now come to the podium. We are in a position to make that happen, if somebody is listening. Thank you, Mr. Lessard.

You may know that you have got 10 minutes. I did explain to the audience that each of the councilmembers have spoken to each of you individually and this is an opportunity to speak to the council as a whole and frankly, to just so we have some opportunity for the public to also have some look-see on the candidates. So I would ask you to go ahead and we have got 10 minutes and you can use any part or all of that, if would you like and we will ask some questions after that, if there's a need for additional questions.

City Manager Applicant Joseph Lessard: Thank you very much, Mayor and Council. Good evening. My name is Joe Lessard. Thank you for inviting me to your city for this -- to participate in this process. I would like to say hello to the audience. At least I didn't fall found the stairs. I thought I was coming into the library, it was so quiet. I would like to say hello to the other candidates. I'm very happy to be part of a distinguished group. You have quite a decision to make. So good luck with that.

I'm going to -- I put a couple of -- two slides together to make my presentation very direct for folks that haven't seen my background information, they can have a visual and I will try to just briefly go through my background. I was born and raised in Reno, Nevada. My father managed a casino when I was a child, which was a very interesting way of starting life. We moved to Washington state when I was about 10 years old and went through college and high school, college, in Washington state and then went on to Indiana University for a master's degree. So I have a bachelor's of science -- excuse me of administration and I have a master's in -- with a financial concentration from Indiana University school of public environmental affairs.

My employment background really, that is the most pertinent in terms of city management is I spent nine and a half years as an assistant city manager in Austin, Texas. I had a number of departments during that period I was rotated through a couple of the different assignments. My first assignment was primarily public works, planning, infrastructure departments, and I eventually moved from that. That included the aviation department. I eventually moved from that to work over the public safety, and also included work with all of the enterprise funds, the electric utility, the water utility, the convention center, the drainage utility.

From that, I finished up my career and finishing up the aviation department to work on building a new airport, a new international airport for Austin, an approximate 3500-acre site that had previously been a military base, an Air Force base that was converted to aviation use. The land came back from the military from the Department of Defense to the city because of a reversionary clause and we spent four or five years building that new airport and it's now actually been in some cases received several awards particularly for the food. They seem to like the food in the airport because it's all local food. We made it -- we tried to make a real case of stressing local culture in the airport and the food always

was sort of a bone of contention that the national chains that were in the old airport, just didn't seem to have the Austin flare. So we made a particular effort to make sure that we got the Austin art and the Austin music and the Austin food into that airport. So we are very proud of it.

From -- I have also worked for the city of Dallas for a number of years. I ended up as an assistant to the city manager there, overseeing the risk management office, running the city's general support. I worked there for four years before I transitioned to a private sector position for four years working for Folsom investments which was a development company. I worked in their apartment management division doing their financial work and managing their budgets and so forth.

I have also -- my current work is working with a firm known as Knudson L.P. It's a small boutique firm that's based in Houston, Texas. I'm the sole employee for the Austin office. So wherever I am, that's the Austin office. So right now, you know, if you need some Austin consulting, just ask me. But the work that we do is primarily strategic planning work, project management work, planning work, economic development, and some construction management. My work is primarily in strategic project management.

So with that, I will flip to the next slide. And I thought rather than going into any more detail on my background, I might take a moment to talk about how I think about city management and governmental service in general in a couple of ways and help give you a sense of who I am, and the folks who haven't met me before a sense of who I am.

There are three things that I think are primary in terms of the city manager's role or responsibility. One is to know the community and understand the -- communicate and understand the -- community and understand the council priorities. I don't think you can do a good job of connecting the dots to problem solve for community unless you know the community itself, that you are active and visible in the community and interacting with it on a fairly regular basis. It's one thing to put together a proposal or a recommendation for the council that from a bubble where you were trying to get the perfect answer but you can't get the perfect answer unless you know the community and understand the council's priorities.

Secondly, I really take an interest-based orientation. I think you start by identifying what the common interests are or the uncommon interests between all the stakeholders on a project and working to make sure you understand those first before you problem solve. That way I think as you problem solve, you are aimed at trying to resolve or provide an answer to those issues.

And then lastly team building and management, to implement for success. I think when you get into that team orientation, that interest orientation, I mean you are really trying to bill a team orientation between all the participants even if they are adversarial, friendly adversarial in terms of trying to resolve a problem.

The attributes that I think I bring to the table are an active servant leader. That means you follow the council but you also have to lead the organization. It's a dual role that you have to play. To do that you have to be professional, ethical, and visible. The organization and the community has to see you and understand who you are. Also a strategic problem solver. If anything, my background in

problem solving is to deal with strategic complex, quite often long-term issues that need to be addressed. So that's an orientation I take pretty naturally in dealing with trying to develop a recommendation for the city council.

I have already mentioned the idea of the team building or team approach. I think that's essential in this world. As I mentioned to you earlier, most every time I misunderstood an issue or I was about to make a mistake, it was a team member who clarified something or brought a new issue to the table that allowed me to keep from making an error. A team approach and a diverse set of opinions, the individuals free to make their opinions known is important.

And lastly, I -- I believe I have developed a reputation for being creative, persistent, hopefully in a positive way, and lastly, I'm pretty passionate. I get -- I get motivated by having problems that are important to resolve, and I try to pass that sense of passion on to the people would work with me. And so those are the attributes I think I bring to the table.

And with that, I will conclude my two slides. Hopefully that was succinct enough for you and thank you again for having me in your city and I will answer any questions that you may have.

Mayor Lane: Well, thank you very much Mr. Lessard. We may have some questions, as I indicated before, we have covered some bases, but nevertheless, we will start with either -- we will start with Councilman Smith with either a comment and/or a question.

[Time: 00:24:18]

Councilman Smith: Thank you Mayor and thank you, Joseph, for participating as a candidate. We appreciate that. I have asked most of the other candidates if they could to -- presuming you have done some study of our city, you understand some of the issues we will face in the future, what do you think might be a challenge or two that we'll face in the future that would particularly require and benefit from the involvement of the city manager working with the council to address those challenges.

City Manager Applicant Joseph Lessard: Thank you, Councilmember. I think that's a really good question. I think city management is in -- I think cities under a flux. I think that we are seeing a change in demographics. We are seeing a change in terms of what people who move to urban centers want from their communities. New residents, quite often and particularly in areas that are concentrated urban centers are looking for experience. They want a place that fits their lifestyle and they want a unique experience. A quality experience. And I think as that is evolving and we are starting to understand how -- what they are looking for, they are -- looking for the ability to have walkable communities to interact with the community in a different way, not to just pull into their garage, and go into the house, and then pull out the next morning and drive to work.

I think the quality of life is how they interact in the community, how they -- you know where the coffee shop is, where the library is. How do I enjoy the place that I live, not just avoid the amenities that the community may have. And we're all busy people. So they need to be convenient and readily

apparent and available to people. So I think that there's a shifting economically where people are looking for different things, particularly in small and mid-sized cities that haven't perhaps had a concentrated downtown like you have, where they are looking for that to develop because that lifestyle is what they were used to and now they are looking for it as they relocate to raise their family and so forth. So that's one thing.

And I think it's important for the city manager to understand the demographic shift and how do we try to serve those communities, and why we also serve the other interests of the community and that means you have got to, again, do that interest-based orientation. You have to understand what interests are and what that is going to drive long term, how it's going to change the face and the fabric of your community.

I think a key part of that is quality infrastructure. Infrastructure really drives in a very basic way economic development and if you are not paying attention to not only developing new infrastructure for growth areas, but also maintaining your existing infrastructure, you are eventually going to get so far behind the curve that you can have problems. I think that's one area you have to look for, particularly with the demographics changing. If your city, the character of your city is changing, if the physical development of your city is changing, making sure the infrastructure keeps up with it, and the area converts to mid-rise development, does your water system? Do your streets? Do you have the amenities that people are looking for? And infrastructure.

And next is organizational capacity. I think for an organization to be successful, you need to develop not just a team approach, but you have to have a can-do a city that works approach or a sense about your organization. And so the capacity of the organization is really important. It's easy for it to get overloaded. If there's too much hitting it at one time, but it's -- it's important that they be able to land on their feet and have a depth of culture that allows them to survive the rough times because the good times will not always be available to you when you are in a city. You will have issues that have you too deal with that are difficult. So the depth of commitment and the depth of the culture and the sense of belonging and support of the passion. I will go back to that term, are really important in an organization. So those are the three items that you need to pay attention to.

Councilman Smith: Thank you, Joseph. And thank you, Mayor.

[Time: 00:28:36]

Mayor Lane: Thank you, Councilman. Mr. Lessard, from the city of Austin's standpoint, Austin has had tremendous growth and infrastructure has certainly been a major component of what they had to deal with in that massive growth over the last several years. There are sometimes that we draw some parallels, even though we are not open the size that Austin is. Do you think that there are some things that have -- have you handled in that environment that have particular application here in Scottsdale?

City Manager Joseph Lessard: Well, there were a couple -- a number of infrastructure projects that I worked on that I think were important. The aviation was a big issue for us. We had a very small

airport. There was an inner city that had impacts on neighborhoods and we were trying to resolve the issue of relocating. When we relocated, we needed to be sure that that airport really had growth -- additional growth capacity in it.

Other issues that I have dealt with are street maintenance. And some of the conversations I have had with you, I talked about how we put to go the staff, and put a team together to look at street maintenance, in particular. We had a couple hundred million dollars at least of backlog in terms of street maintenance and what we were finding is the general fund just could not fund, particularly in an economic downturn get ready for the growth. We had to identify how we would deal with that backlog because we could never catch up because of the growth. The growth will drive the new infrastructure but you leave the maintenance unattended and eventually it will come back to haunt you and you have to reconstruct.

So we put together a plan for a bond, on the streets where it was absolutely essential, primarily along bus routes. We identified the -- because of the bus damage, we negotiated for \$60 million of bus route maintenance that had needed to be tape care of with the metropolitan transportation authority. And we also put together -- committed to a minimum level or a steady level of general fund that we thought was at the minimum, that the general fund should be providing annually and then we developed a transportation user fee which is a very used mechanism in Texas but it basically allows you, based on traffic use, charge a fee for land uses and use that fund for maintaining your streets. That fund now generates about \$30 million a year, a little over \$30 million a year in order to do street maintenance. So the combination of the general fund commitment, the dedicated funding source, maintains our ongoing commitment for maintenance and that way, when we go out to do bond elections or whatever, we don't have the ball and chain of maintenance.

So that's at least the two items I would recommend, given the time we have here that were infrastructure related and related to growth because infrastructure is where you will really get yourself into trouble on growth.

Mayor Lane: Thank you very much, Mr. Lessard. I see there's no further questions of you at this point in time. If you would like to take a seat, thank you very much for the presentation and for the time here.

City Manager Applicant Joseph Lessard: Thank you, council.

[Time: 00:31:55]

Mayor Lane: I would ask that Mr. Jim Thompson may come to the podium. Welcome, Mr. Thompson. As I have explained in each case, certainly each of the councilmembers have spoken to all the candidates previously, and I would just let the audience know that. But to also let you know that we have that are as part of the explanation to the audience. The other is that we've got ten minutes for presentation. We appreciate you being here for this, as well as all the other interviews and I would ask that you try to stay within the ten minutes or so, thereabouts and we may ask questions afterwards even though a lot of our questions have been answered, we want to make sure

that we have some time to at least consider some additional components here. So please, if you would, Mr. Thompson.

City Manager Applicant Jim Thompson: Excellent. Thank you, Mr. Mayor. Members of council, audience, fellow candidates and for all of those watching at home and otherwise. Jim Thompson. And I'm going to give you a brief history of my work experience and then obviously allow time to open up for any questions that you may have.

My last employment was with the city of Casa Grande. I retired in August of this year. Since that time, though, I recently, as of a week ago took a job in Tucson as an interim job of finance, a short-term opportunity to go down there and assist them as their director of finance. Casa Grande, I was there for approximately 13 years and I served in the capacity of city manager. So I was there during the time in Arizona where we have seen rapid growth. The city almost doubled in size, as well as the other side of that, where we have seen the great recession, and had to deal with the backside of that. We got through all of that, and then starting to stabilize again and move forward. So it was a good time for me at this point in life.

Prior to, that I served in the city of Bothell, Washington, the Seattle Metroplex, one of the few communities in the country that is split equally between two counties, after in king county and half in Snohomish county and during that tenure year, the University of Washington opened their newest campus in Bothell, Washington. So I got to enjoy that opportunity and work with university to move that forward and to make it reality. We also had a pretty substantial boom in the area of class a business parks and opportunities within the community, in particular in biotech. So I had the opportunity to, again, enjoy the time that I was there and with the opportunities presented themselves they seemed to grow upon one another, when the first one located, they just then flourished after that, because they wished to be next to each other. So benefited from that during my tenure in Washington.

Prior to Washington, though, I was back in Arizona. So I kind of flip flopped. I was here and got the suntan and went up there and obviously got moisturized and I'm back down here to get rid of the web feet again so to speak.

Great experiences in all communities but I was in Bullhead City, Arizona on the Colorado River being right across from Laughlin, Nevada. The similarities is tourism. That was our largest opportunity. We capitalized on that for two reasons, one the river, the lake, and then also the casinos across the river and all the activities that were associated with that. We had about 7 million tourists a year is what our numbers were at that time and I don't know what the number is today, but the time during my tenure, that was the case. It gave you a great opportunity to work with multiple jurisdictions on both sides of the river, as well as to our south, as our Native American neighbors, and Casa Grande, I had that opportunity as well because we are surrounded on three sides by Native American neighbors. So a great opportunity there. So I spent time in Bullhead City. It was a time where we bill -- the second bridge got built and some other activities. So we have seen positive activity and I think left it in a better state than when I arrived in the community, and I was very proud of that.

Prior to that I spent time in sterling, Colorado. More of a rural community, up in the northeast corner and got to experience tornadoes and tornado warnings and became pretty efficient in emergency management. We never had one but it's the part of the country where there's a lot of those and so different skill sets for each of those regions and each of those locations. I spent eight years there. I started as a finance director and then progressed to the deputy city manager and eventually left to be city manager in bullhead.

Prior to that I was in the private sector and worked for First Interstate Commercial Corporation, First Interstate Corporation Corp, and then First Interstate Bank and then First Interstate Bancorp and that was at a time when first interstate was one of the largest banks. They did several splits. And then, of course I went into local government.

Prior experience to that I did start young, at the age of 15. I opened my first karate school and I had multi karate schools, sold them off to pay for my undergraduate at university of Indiana. My undergrad is in accounting and my master's was Regis, business administration, not public administration.

Speaking of public administration, I do teach public administration in the school of public admin at Arizona State University. Currently two classes I'm teaching are organizational behavior and the human resource management. In the past, I have taught those two classes as well as urban planning and city county management. And so this semester, I switched to all online. A new challenge, but definitely different than a classroom environment and that allows me the opportunity to hook at other ventures in my life, and where I'm at this point in time.

As far as additional attributes, I think over time, I have had the ability in different cities to experience different scenarios and I will go through those really quick. In sterling, once again, it was rural, and give us some opportunities there. We were the shopping hub of the entire region. So we had individuals coming in from Nebraska and to our north and Kansas to our east, to come in and shop in sterling. We were the largest shopping hub. It gave us a large base of retail sales tax and we had an opportunity to do a lot of things that wouldn't otherwise. It wasn't a tourism dollar but we had a lot of smaller communities that didn't have the shopping that we had, and went benefited from that greatly which means we had money to do things that other communities didn't in that region. We had the largest rec center at the time in the state. We built an entire city complex, which included a new public library, a city hall, police, a fire station, all of those were during the time that I was there. In fact, it appeared on the cover of "National League and Cities." It was kind of the new civic center plaza in a rural community but it was excellent. We also had a community college, which opened the door for other opportunities for us in that location.

Bullhead City was a very challenging. It had a tenure at the time of short-term city managers. I took that on as an opportunity, a challenge opportunity, you can put them either way. For me it was an opportunity and at the time, it was -- I think they had they were 17 years being incorporated and they had gone through 14 city managers. I held the longest serving for a period of time and more recently one of my management analysts that I hired during my tenure there, actually passed me in tenure. That's exciting which means they are becoming more stable.

There's so much opportunity there because of the location and the number of visitors and the amount of sales tax was to get the individuals that were coming there and staying across the river in the resort hotels in Laughlin to come across and shop. So for Arizona, we had cheaper gas. They would come across and do that. There was really no shopping on the other side of the river. So we benefited greatly from that number.

In fact, if you go to Bullhead now, where Laughlin is, it used to be part of the airport and we brought that forward and made it retail. We moved the operations of the airport up to the east and open the mountainside to open that up and allow for that opportunity to exist and for us to produce income streams associated with all of the visitors that we had. Minimized the impact to the community because they would just -- they would just come in that area now and shop and go back across the area. So we don't have them driving through down and doing other things which put an additional impediment on our service needs and desires and demands. So it worked out really, really well for us. We also built at the time, the city hall, we concluded that project and then we built what we call around the outskirts kind of an extension of highway 95 which was congested but we built an outskirt like a 101 the case of Scottsdale that runs around that.

Bothell Washington, I mentioned the university, we had great success in bringing biotech and change of dynamics there. On the growth side, it is somewhat of a sleepy community at night. It shrunk in size. Everybody got to know everybody, and so you had that Hometown feel, but yet during the day, it flourished with thousands of employees coming into the employment centers there.

So great opportunity, and then Casa Grande, I think you all know from the years of looking down there what we have been able to achieve in Casa Grande and some of the changes that have occurred with maybe your going back and forth, on I-10, you have probably seen those changes and you are well aware of those. I know I'm about out of time, so I will conclude and open up for any questions you may have.

Mayor Lane: Thank you, Mr. Thompson. I appreciate your presentation and yes, we will have a few questions, I suppose. We will start with Councilman Smith.

[Time: 00:43:29]

Councilman Smith: Thank you, mayor and thank you, Jim, for throwing your name in the ring or in the hat, and offering your candidacy. I have asked most of the other candidates the same question that I will ask you. And that is based on your familiarity with Scottsdale and I know you have done a lot of research on our community, but talk to what you think might be a couple of challenges that our community would face and the future that you think would particularly require the help or the involvement of the city manager working with the council.

City Manager Applicant Jim Thompson: Thank you for the opportunity as well. Scottsdale has always been a position that we -- many of us in the profession in the state of Arizona, we kind of envy some of the things that have happened here. You have had great success. You had great

leadership. Wonderful community and when you think of Arizona and you think about quality, Scottsdale is always at the top of that list. And so obviously being part of that, or the ability to sit down and work through some of those issues that may exist is a great opportunity for me, and probably that of my peers.

Scottsdale has similarities to other communities for which I worked and the challenges I don't think are no different. We had the great boom. We had a recession, and so we are challenged by some of the financial desires and the bands that exist. So I think from the city management's perspective, it's trying to balance those and balance the needs that exist in the community.

You know, we -- we -- when we took our tour, we have seen some of those challenges you may have that you are faced with. One, you have your Preserve and what are we going to do with a potential location of the facility there or not locate a facility there and those discussions. Those are ones that seem to be at the forefront, but, again that's, a great problem to, have or a great scenario to have. There's no other place in the United States, and in an urban area where you have such a large preserve and that's a wonderful asset to the community and a wonderful issue to have to face because no one else has that, and so it's -- it's one that many aspire to have or try to have, but never achieve and you have that. So you have the ability to -- to work through that issue.

I think on the other side, and I like to go there and I apologize, but I like to talk a little bit about the positive and, you have a great -- you've had a great experience with tourism over the years, and I think you just build on that and try to continue that, and that resolves itself with some of the other issues that you may be faced with. Obviously growth, you are somewhat built out, there are similar opportunities out there, but redevelop, how do you redevelop in the same fashion that you have before. Do you look at densities and have those open discussions with the different areas of the community.

You have three distinct employment areas in town with people going in different directions which creates different traffic problems that other communities might face where most of us, it's either going north or south or east or west in our town, depending in your case, you have it going in three different directions, as well as those commuting in and commuting out for employment opportunities. You have distinctive districts in town that have distinctive characteristics and neighborhoods that want to protect your way of life and so you have those challenges, but many communicates have those, at different levels and different types but we have all faced that over time and I think a city manager can help you do that.

I think that we are here to serve. That's why our profession exists and that's why we all do what we do. It's to serve at the end of the day, and so for me, that's how I have always seen my job. This is to serve all of those constituents that we have, may they be visitors may they be residents and may they be just those who are here for a short period of time, we are here to try to provide them excellence in customer service. And so that's what we do. So as we face those challenges, we still always have to remember that. We exist to do one thing and that's to serve.

Councilman Smith: Thank you, Jim and thank you, Mayor.

City Manager Applicant Jim Thompson: Thank you.

[Time: 00:47:52]

Mayor Lane: Thank you, Councilman. Mr. Thompson, just a real simple question. The position you hold currently, with Tucson I believe it was, is that any -- does that inhibit you in any way from considering this position?

City Manager Applicant Jim Thompson: No, sir. It's an interim position, and I have ability to resign at any time. It was taken as an interim position. So there is no commitment of time or otherwise associated with it.

Mayor Lane: Okay. One other thing and that is, I know that Casa Grande is bordered on three sides I by various tribes and I wonder what is sort of the standing relationship, I should say with Gila River and Ak-Chin and Tohono O'odham?

City Manager Applicant Jim Thompson: Correct. We have an excellent relationship with all of them, and I think we spend, you know, a good amount of time engaged in discussions. It may be regarding water which has always been a big issue for them, as well as us and some of our discharge practices and then, of course, up on the Gila and the settlement and where certain potential improvements will be made to store and to potentially recharge some of that back in the aquifer. So we have had those.

We have had discussions regarding growth boundaries. On the Ak-Chin side, kind of an interesting scenario. We go out and meet with some frequency with the governor and the board, is that they have been buying up land. And continue to buy up land to, as they would put it restore their original holdings. And so as they have gone out and bought up most in the area of Maricopa, Coolidge, and Eloy, and Maricopa, we determined where our eventual boundaries would be. And the majority of what Ak-Chin has been buying up is in Maricopa, including the airport that's out there, what they used to call the Phoenix airport. So the Ak-Chin has gone out and acquired that piece that Maricopa was looking to potentially improve at some point in time and create an industrial park. So that has been some of the discussions.

Our roads, where to place roads, obviously, with I-10 running through there, it's a discussion with the '60s since the state and the Gila River on where to place that.

And we have a discussion for casinos on the north by the Gila and the south, by the Tohono O'odham. We receive monies that for the gaming. We are the only community in our region of Pinal County, the western region that allows that 202 money to go to our social service agencies. So we have a very large list of submittals every year with our social service agencies to try to utilize those 202 moneys.

Mayor Lane: So the interaction is ongoing?

City Manager Applicant Jim Thompson: Yes, it's consistent.

Mayor Lane: Okay. Very good. Well, thank you very much. I see that we have to further questions on that. So if you would like, please take a seat, but thank you very much again for participating, and being with us.

City Manager Applicant Jim Thompson: Thank you.

[Time: 00:51:23]

Mayor Lane: So at this time, what we would do, I would like to consider a motion to adjourn to executive session, to consider an appointment and contract term and conditions for the city manager's position and I would ask for that if we have a motion on that right now.

Councilmember Korte: So moved.

Councilwoman Klapp: Second.

Mayor Lane: The motion has been made and seconded. I think we are ready to vote on that. All those in favor please indicate by aye. And register your vote. It's unanimous if you will hit your button again. All right. We will be back, but thank you very much.

RECESS TO EXECUTIVE SESSION

[Time: 00:51:57]

RECONVENE INTO SPECIAL MEETING

[Time: 00:52:47]

Mayor Lane: Well, good evening, everybody, and thanks for standing by. I would like to reconvene our special meeting of December 8th, 2016, and coming back out of executive session. So we have -- number one, we have considered and our course of action moving forward and we want to first and foremost thank everyone for participating in the process, and really do appreciate that we have had maybe sometimes a little bit of a difficult structure in this and we freely admit that, but we do appreciate everyone's patience and frankly, in sticking with us and considering it. And I will also say that we are pleased, really, at the -- not only your willingness to return in some instances but to participate, and that the caliber of candidates we have seen here today has done nothing more than to make it somewhat more difficult for us in order to come to a conclusion, but in this -- in this kind of decision, we're just as glad to have that kind of difficulty and to have the difficulty of choice and you provided us with that.

But we do have -- we have made some considerations and we are going to be proposing here now a direction that we look together. So I would ask for the motion to be made.

Councilmember Korte: Thank you, Mayor. I move that the city appoint Jim Thompson to be the new city manager for the city of Scottsdale, and that the mayor be authorized and directed to execute a contract prepared by staff in using the terms of past charter officer contracts as a general model with the following terms includes: A start date of approximately January 8th, 2017. A base salary of \$211,162, per year, four weeks of vacation per year, a budget allowance of up to \$5,000 per year for professional development, and finally, a six-month severance package, substantially similar to that of the prior city manager.

Councilman Phillips: Second.

Mayor Lane: The motion has been made and seconded and I would ask if the second would like to make a comment or if any other members of the council would like to? Hearing none, then I think we are then ready to vote. All those in favor, please indicate by aye and register your vote. And it's unanimous, 7-0. Thank you all very, very much. Congratulations, Mr. Thompson.

So with that, that concludes our business for this evening. Oh, certainly, that's what I was asking for before.

[Time: 00:55:37]

Councilmember Klapp: I want to thank everybody, and as the mayor said, some of you had to come back again, and I so much appreciate the cooperation of doing that. And I also want to personally thank Brian Biesemeyer for all the work that he's been doing and he's off the hook on January 8th or thereabouts. So thank you so much for what all you have been doing and will continue to do until we have a new city manager on board. Thank you.

Mayor Lane: That's not a motion but I will second that too, Mr. Biesemeyer.

ADJOURNMENT

[Time: 00:56:09]

Mayor Lane: Okay that does then conclude, unless there's any further comments.

Councilmember Korte: Move to adjourn.

Councilmembers: Second.

Mayor Lane: Move to adjourn. Seconded. All in favor of adjournment, please indicate by aye. We are adjourned.