

**SUMMARIZED MINUTES
SCOTTSDALE CITY COUNCIL
SPECIAL MEETING
TUESDAY, MAY 21, 2013**



**CITY HALL KIVA
3939 N. DRINKWATER BOULEVARD
SCOTTSDALE, AZ 85251**

CALL TO ORDER

Mayor W.J. "Jim" Lane called to order a Special Meeting of the Scottsdale City Council at 5:07 P.M. on Tuesday, May 21, 2013, in the City Hall Kiva.

ROLL CALL

Present: Mayor W.J. "Jim" Lane
Vice Mayor Suzanne Klapp
Councilmembers Virginia L. Korte, Robert W. Littlefield, Linda Milhaven,
Guy Phillips, and Dennis E. Robbins

Also Present: Acting City Manager Dan Worth
Deputy City Attorney Steve Bennett
City Treasurer David Smith
City Auditor Sharron Walker
City Clerk Carolyn Jagger

1. City Manager Candidate Presentations and Interviews

Introductions, presentations, and interviews of the following City Manager candidates:
Fritz Behring, Charles Meyer, and Thomas Wilson.

Staff Contact(s): Bernadette La Mazza, Acting Human Resources Executive Director,
480-312-7237, BLaMazza@ScottsdaleAZ.gov

Fritz Behring gave a presentation on his qualifications for the City Manager position.

- Mr. Behring was asked if he had any recent experiences that could be applied in Scottsdale.
 - Mr. Behring said every organization can improve upon itself. While Scottsdale is at a good starting point, improvements can be found in the way services are delivered and in the cost of those services. Core services need to be identified, prioritized, and studied to ensure that they are being addressed as cost effectively as possible. Mr. Behring stated that he has accomplished these things in the past, and, if selected, he will approach them in Scottsdale as well. He said there is no such thing as a perfect organization, and that cities must always look for ways to improve performance and services.

NOTE: IN ACCORDANCE WITH PROVISIONS OF THE ARIZONA REVISED STATUTES THE SUMMARIZED MINUTES OF CITY COUNCIL MEETINGS ARE NOT VERBATIM TRANSCRIPTS. THESE MINUTES ARE INTENDED TO BE AN ACCURATE REFLECTION OF ACTION TAKEN BY THE CITY COUNCIL. DIGITAL RECORDINGS OF CITY COUNCIL MEETINGS ARE ON FILE IN THE CITY CLERK'S OFFICE.

- If selected as Scottsdale's City Manager, Mr. Behring was asked what he would consider his successes to be three to five years from now.
 - Mr. Behring would consider his successes to be a governing board that is happy with the direction that the city is headed; a workforce that had an increased sense of morale; an organization that was working together; and a community that had increased faith in its local government. He said there will always be differences in policies and approaches, but the public has to have faith that their government leaders are making the best decisions they can make. The job of the City Manager is to make sure the Council has the best information to make the best decisions.
- Mr. Behring was asked how he handles public inquiries.
 - Mr. Behring responded that absent any scheduling conflict he will accept invitations to speak to organizations whenever requested and routinely meet with individuals and community activists. He has an open-door policy and treats everyone equally and with respect.
- Mr. Behring was asked how he views the City budget and how it reflects the values of a community.
 - Mr. Behring stated that the budget is a list of numbers and calculations that represents what is important in the eyes of the elected officials and coincides with the wishes of the citizens. He said the City's priority is to deliver services to residents in a timely, efficient, and cost effective manner.
- Mr. Behring was asked if his experiences with courthouse renovations are a reflection of his personal values and how he threads personal values into the workplace.
 - Mr. Behring said the history of courthouse renovation was a reflection of his personal thoughts as well as those of the community, historical society, and elected officials. He acknowledged that personal thoughts enter into his thinking on the job, but the driving force comes from the community.
- Mr. Behring was asked if the role of the City Manager is to have a vision for Scottsdale.
 - Mr. Behring replied that the job of the City Manager is to take care of the day-to-day operations of the City and provide requested information so the Council has time to debate policy initiatives and the future of the community.
- Mr. Behring was asked if he had ever had a situation where he was asked to do something that he did not approve of and how he handled that type of situation.
 - Mr. Behring said the job of the City Manager is to implement action based on direction of the Council, as long as it is within the law. If there is a question of legality, he handles it with the Council in a professional manner.

Charles Meyer gave a presentation on his qualifications for the City Manager position.

- Mr. Meyer was asked if he had any recent experiences that could be applied in Scottsdale.
 - Mr. Meyer said he will fashion and implement performance measures and standards that are meaningful and execute goals set around performance measures.

- If selected as Scottsdale's City Manager, Mr. Meyer was asked what he would consider his successes to be three to five years from now.
 - Mr. Meyer responded that success is when the Council has come together and agreed on a direction and goals, which are then given to staff to accomplish.
- Mr. Meyer was asked to describe the role he played in dealing with the cultural shift associated with implementing a performance management system, how he introduced it, and how he responded to any resistance to it.
 - Mr. Meyer replied that when the performance management system was structured, it included training components. Management, supervisors, and front-line employees all received training on how to execute goals. Employees were given the flexibility of setting goals that were meaningful to them and serve the larger goals of the organization. Department heads were told that the system would be used for positive purposes, it was not going to go away, and that it could be constructive. The key to success was finding places in the organization with greater receptivity and letting the people in those areas pilot the program. Once the pilot was successful, it became easier for other members to say they could work with the program.
- Mr. Meyer was asked how he views the City budget and how it reflects the values of a community.
 - Mr. Meyer said Scottsdale has very high expectations for service levels, which is how the community measures whether they are getting value for expenditures.
- Mr. Meyer was asked how he views basic services and how he demonstrates to others that it is important to provide basic city services to citizens.
 - Mr. Meyer said the services that over the years the City Council chooses to support most strongly become the City's core services. Citizens want to be safe, have good schools, and receive high quality services. Scottsdale citizens are willing to pay for high-quality amenities. Mr. Meyer puts a premium on these services and his objective is to maintain and improve upon the good that Scottsdale has already built.
- A Councilmember noted that Mr. Meyer mentioned "forward looking leadership" in his materials. Mr. Meyer was asked to explain what forward looking leadership means.
 - Mr. Meyer replied that forward looking leadership means having the ability to see how things may or could turn out in the future, whether around the physical structure of the community or the way staff is organized and trained, and to build a culture within the organization that 20 years from now pays dividends.
- Mr. Meyer was asked if the role of the City Manager is to have a vision for Scottsdale.
 - Mr. Meyer replied that the vision is the community's vision and the Council's ability to interpret and communicate that vision. The City Manager is responsible for bringing tools to the table so that the Council is able to articulate the vision.
- Mr. Meyer was asked if he had ever had a situation where he was asked to do something that he did not approve of and how he handled that type of situation.
 - Mr. Meyer said the job of the City Manager is to carry out the direction of the Council without second guessing the Council. If he felt the direction was not ethical or legal, he would recommend seeking a legal opinion.

- Mr. Meyer was asked if he was a people person and how he would handle public inquiries.
 - Mr. Meyer responded that he loves public inquiries and can speak to groups and also does well on a one-on-one basis. He listens to people until he is sure he has heard what it is that really concerns them.

Thomas Wilson gave a presentation on his qualifications for the City Manager position.

- Mr. Wilson was asked if he had ever had a situation where he was asked to do something that he did not approve of and how he handled that type of situation.
 - Mr. Wilson commented that his approach has always been to take an opportunity to examine what the goal is and whether the direction will accomplish the goal. He then takes it back to the governing body for a full analysis of what is perceived to be the shortcomings of the proposed direction.
- If selected as Scottsdale's City Manager, Mr. Wilson was asked what he would consider his successes to be three to five years from now.
 - Mr. Wilson replied that his success would be having successfully energized the community with a spirit of accomplishment and service; being fiscally responsible trustees of the public's treasury; having an energized committed workforce that is responsible, accountable, and committed in delivery of services; celebrating successes; and having implemented visions to move the community forward in a unique and positive manner.
- Council noted that Mr. Wilson had mentioned he had been significantly unprepared for the Tucson City Manager's position. Mr. Wilson was asked what his growth or evolution of skills has been that brought him to apply for the Scottsdale City Manager's position.
 - Mr. Wilson responded that he was unprepared for the politics, the interaction in the community, and the leadership efforts required as a manager. His focus has been to overcome those shortcomings by reaching out for mentorship and developing a personal sense of ethics and relationship to the community, which means respect for everybody.
- Mr. Wilson was asked if he was a people person and how he would handle public inquiries.
 - Mr. Wilson said he is a learned public people person and strives to know the workforce by name. He uses the "Drinkwater model" for public inquiries and responds within 24 hours.
- Mr. Wilson was asked how the City budget reflects the values of the community.
 - Mr. Wilson responded that the budget puts priorities in place that deliver the priorities to the citizens who are accustomed to those services. The budget respects the demands and needs of the community within the City's capacity by not committing more than the City's revenue stream will support.
- Mr. Wilson was asked how he views basic City services and his role in providing those in the community.
 - Mr. Wilson said he stacks the basic services up with public safety, basic utility services, and the provision of educational and recreational opportunities.

- Mr. Wilson was asked if the role of the City Manager is to have a vision for Scottsdale.
 - Mr. Wilson replied that the City Manager's position requires a certain amount of vision, which is the foundation of leadership. The vision that a City Manager can contribute should be a vision that can complement, articulate, or advance the vision of the Council.

ADJOURNMENT

With no further business to discuss, the Special Meeting adjourned at 6:23 P.M.

SUBMITTED BY:



Carolyn Jagger
City Clerk

Officially approved by the City Council on

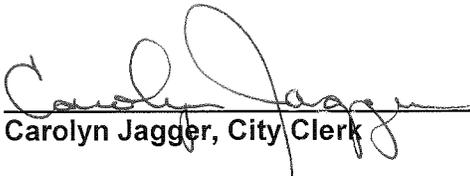
June 18, 2013

CERTIFICATE

I hereby certify that the foregoing Minutes are a true and correct copy of the Minutes of the Special Meeting of the City Council of Scottsdale, Arizona held on the 21st day of May 2013.

I further certify that the meeting was duly called and held, and that a quorum was present.

DATED this 18th day of June 2013.



Carolyn Jagger, City Clerk