

CALL TO ORDER

Mayor Schroder called the meeting to order at 6:05 p.m. in the Boardroom with Councilmembers Lara DeLaney, Janet Kennedy, Vice Mayor Mark Ross present except Councilmember Michael Menesini who was in route.

PUBLIC COMMENT (Only those item(s) listed on the Agenda)

No comments were made.

CITY COUNCIL

1. Discussion with executive search firm regarding City Manager Recruitment.

Mayor Schroder introduced Bob Murray of Bob Murray and Associates who will be conducting the City Manager recruitment. He indicated that Mr. Murray had met with him and each of the Councilmembers to discuss issues, challenges, and salary, etc.

Mr. Murray expressed his appreciation to work with the Council and staff in search of a new City Manager. He gave a summary of the Council's issues such as downtown and its revitalization, (perhaps using redevelopment as a tool) financial challenges, unreinforced masonry buildings, and beavers; and also focused on long term issues such as aging infrastructure, and capitalizing Martinez to the broader area.

In speaking with the Council, Mr. Murray reviewed the characteristics the Council was looking for in a City Manager, i.e., strong leadership skills, someone who could provide direction to staff and hold them accountable, good communicator and someone who is approachable, someone who could bring a certain level of enthusiasm and energy to the job, and a person who is not easily discouraged; he reviewed qualifications experience and salary. There was a consensus of \$200,000 a year, but will not advertise the amount in the recruitment process.

Council discussed issues concerning salary, employment agreement and severance pay. Mr. Murray reminded the Council that State law dictates two things--employment agreements which have to be a fixed term and severance pay can be no greater than 18 months. Mr. Murray spoke on advertising the position and how to attract applicants by using incentives such as a housing loan.

Discussion took place focusing on the recruitment and selection process. Mr. Murray indicated that Council interviews would be held by the end of April, so that there would be enough time for someone to give notice and be on board by June 1st.

Vice Mayor Ross stated that the schedule didn't seem to allow enough time for a second round of interviews if needed, and suggested that interviews be held earlier. Mayor Schroder stated that he believed that there were other options to look at instead of rushing such as hiring an interim, or plea with Don to stay a bit longer. Mr. Murray indicated that they would do everything to accommodate Vice Mayor Ross' concerns.

*Councilmember Menesini arrived at 6:30 p.m.

Councilmember Kennedy questioned the vote and reaching consensus, should the Council not reach a unanimous decision. Mr. Murray indicated that the goal is always to reach a unanimous decision, but it can work if 4 members agree on a candidate and there is one member that has reservations but will go along with the rest. It becomes difficult where there is a 3-2 vote.

Councilmember DeLaney asked what other cities Martinez was competing against for a City Manager. Mr. Murray responded that there really wasn't any competition in that Martinez was unique--they had never fired a City Manager and the Council was not at each other's throats.

The Council continued to discuss attributes that they would like to see in the new City Manager. Mayor Schroder commented that Martinez' labor force is lean and that the City is able to accomplish so much because of the employees' dedication; it is important that this person has a good relationship with the employees and is able to keep up the morale.

Mr. Murray thanked the Council for their comments.

ADJOURNMENT

Adjourned at 6:35 p.m. to a Regular Meeting on February 6, 2008 at 7:00 p.m. at City Hall in the Council Chambers, 525 Henrietta Street, Martinez, California.

Approved by the City Council,

Rob Schroder, Mayor

Mercy G. Cabral, Deputy City Clerk – 2/6/08