



# COUNCIL WORKSHOP

*Initiating the City Manager Search*

# OPENING REMARKS

Mayor Kevin Johnson



# AGENDA



1 Search Process Overview

2 Community Input

3 Candidate Profile

4 Milestones & Key Dates



# SEARCH PROCESS OVERVIEW

TOPIC

1



# SEARCH PROCESS OVERVIEW

TOPIC

1

- Scope of Search
- Timeline
- Outreach / Candidate ID
- Interviews
- Final Selection





# COMMUNITY INPUT

TOPIC  
**2**



# COMMUNITY INPUT

TOPIC

2

## Key Components:

- Council District Meetings
- Community Survey
- Business Roundtable



# CANDIDATE PROFILE

TOPIC  
**3**



# CANDIDATE PROFILE

TOPIC

3

## Key Components:

- Type of Career Experience
- Personal Attributes

# TYPE OF CAREER EXPERIENCE

- Experience as City Manager or Top Administrator/Executive\*
- Public Sector / Local Government
  - Traditional vs. Non-Traditional
  - Combination of Experience

# TYPE OF CAREER EXPERIENCE

- Size, Scope & Complexity
  - i.e. Large Enterprise (Staff / Budget)
- Range of Organizations
  - Local / Regional / Statewide / National

# TYPE OF CAREER EXPERIENCE

TOPIC  
**3**

- Change Management\*
- Experience with Unionized Workforce
  - Strong Relationships with Labor Unions
- Public Bid Process / Contracts / MOUs

# TYPE OF CAREER EXPERIENCE

- Ability to Build Stronger Economic Base\*
  - 1 - Attract, Retain and Expand Employers
  - 2 - Diversify Type / Mix of Employers
  - 3 - Increased Opportunities = More Jobs

# TYPE OF CAREER EXPERIENCE

- Strong Council Relations
- Positive Community Relations
- Outstanding Public Relations Skills

# CANDIDATE PROFILE

TOPIC  
**3**

## Key Components:

- Type of Career Experience
- Personal Attributes

# PERSONAL ATTRIBUTES

TOPIC

3

- Dynamic Leadership\*
  - Transformational / Best Practices
- Strong Manager of People and Resources
- Broad-based Financial Understanding
- Exceptional Business Acumen

# PERSONAL ATTRIBUTES

TOPIC

3

- Technically Competent
  - Broad-based expertise in managing a large, complex organization or enterprise

# PERSONAL ATTRIBUTES

TOPIC  
**3**

- People Person and Relationship Builder
  - Foster positive dynamics with Council, Staff, Public, Business Community and Constituent Groups
  - Collaborative style
- Value, Appreciate, and Prioritize Gender Equity and Diversity in both the Workplace and the Community

# PERSONAL ATTRIBUTES

TOPIC  
**3**

- Drive Accountability with Performance Managements Systems\*
  - Data Driven Decision-Making
  - Metrics
  - Best Practices
- Track Record of Career Success

# PERSONAL ATTRIBUTES

TOPIC  
**3**

- Excellent Communicator
- Outstanding Steward of Public Funds
- Ability to Inspire, Mentor, Build and Prepare the Next Generation

# PERSONAL ATTRIBUTES

TOPIC

3

- Proven Track Record of Customer Service Focus / Orientation in Career
- Goal and Solutions-Oriented
- Entrepreneurial Mindset\*
  - Well Suited to lead Sacramento into the *"New Era"*

# PERSONAL ATTRIBUTES

TOPIC

3

- Ability to **spark** new ideas, engage the Council and fully implement
- Has a Creative and Innovative Spirit that fosters...



BIG

AUDACIOUS

IDEAS



Golden 1 CENTER  
Credit Union

Stronger Together

Golden 1  
Credit Union

Golden 1 CENTER  
Credit Union

Stronger Together

Golden 1  
Credit Union



# MILESTONES & KEY DATES

TOPIC

4



# MILESTONES & KEY DATES

## April through June:

- Receive Community Input - Mid April
- City Council to Approve Brochure - Late April
- Open Search - Early May
- Close Search - Late June

# MILESTONES & KEY DATES

TOPIC

4

## July through August:

- Screen Resumes - Early July
- Council to Approve Candidate Pool- Mid July
- City Council Interviews - July / August
  - 1<sup>st</sup> Round
  - 2<sup>nd</sup> Round



# MILESTONES & KEY DATES

TOPIC

4

September through October:

- Final Interviews and Selection - Early Sept
- Formulate Offer - Early Sept
- Contract Approval by City Council - Mid Sept
- Start Date - Late Oct / Early Nov

QUESTIONS?



# CLOSING REMARKS

Mayor Kevin Johnson

