

COUNCIL CITY MANAGER SEARCH COMMITTEE MINUTES

October 6, 1999

The Council City Manager Search Committee of the City of Mesa met in a Committee Meeting in the lower level meeting room of the Council Chambers, 57 East 1st Street, on October 6, 1999 at 3:35 p.m.

COMMITTEE PRESENT

Mayor Wayne Brown*
John Giles
Dennis Kavanaugh

COUNCIL PRESENT

Jim Davidson
Keno Hawker

STAFF PRESENT

Neal Beets
Linda Crocker
Penny Griffin
Barbara Jones
Ellen Pence
Andrea Rasizer
Becky Richardson

OTHERS PRESENT

Robbie Sherwood
Others

*Mayor Brown participated in the entire meeting by use of teleconferencing equipment.

1. Review and discuss proposals submitted in response to the City's Request for Proposals (RFP) for executive search firms to conduct a national search for a City Manager.

Committeemember Giles stated that the purpose of the meeting is to provide input regarding the selection of a number of top applicants from among the consultants' proposals that have been received in response to the City's Request for Proposals (RFP). Committeemember Giles said that the chosen firms will then be invited to meet with the Committee or the full Council and provide a presentation on their qualifications and interest in assisting the City of Mesa in the selection of a City Manager.

Committeemember Brown concurred with Vice Mayor Giles' remarks and stated the opinion that the members of the Committee should select the top two or three candidates to interview and requested input from City Attorney Neal Beets relative to this process.

2. Consider selecting several executive search firms to come to Mesa to make presentations to the Search Committee and/or the entire City Council.

Mr. Beets informed the Committee that he has conducted a preliminary review of the six proposals that were received, five of which he believes possess the type of experience necessary to perform the services required by the City. Mr. Beets noted that the sixth proposal, which was unsolicited, does not reflect sufficient experience in management recruitment for cities as large as the City of Mesa.

Mr. Beets stated the opinion that DMG-Maximus, located in Los Angeles, California and the Oldani Group, located in Bellevue, Washington, appear to have the most experience in recruiting city managers for municipalities similar in size to the City of Mesa.

Committeemember Giles commented that Councilmember Pomeroy, who was unable to attend the meeting, has selected DMG-Maximus, the Oldani Group, and the Par Group, headquartered in Chicago, Illinois as the top three executive search consulting firms.

Committeemember Brown concurred with Councilmember Pomeroy's recommendations.

Committeemember Giles advised that he had contacted local references provided by DMG-Maximus and said that the comments received were extremely positive. Committeemember Giles added that he also contacted references listed by the Oldani Group and said that he received excellent feedback relative to the performance and thoroughness of that firm. Committeemember Giles commented that DMG-Maximus and the Oldani Group would be his two top choices and added that his third choice would be either the Mercer Group, located in Santa Fe, New Mexico or the Par Group.

Committeemember Kavanaugh stated that he was impressed with the extensive experience and qualifications listed by DMG-Maximus and said that this firm would be his top choice. Committeemember Kavanaugh also concurred with the selection of the Oldani Group. Committeemember Kavanaugh commented that although the firm of Ralph Anderson & Associates, headquartered in Dallas, Texas, appears to possess experience in large-city management recruitment, he did not select them for an interview based on their ability to provide local references. Committeemember Kavanaugh stated that he supports inviting both DMG-Maximus and the Oldani Group to Mesa and expressed the opinion that both firms possess the experience and qualifications to perform the job.

In response to a question from Committeemember Brown, Mr. Beets clarified that once the Committee determines the firms which will be invited to interview, the entire Council will participate in the actual interview process.

Committeemember Brown suggested that the Committee forward two recommendations to the Council for consideration and said that the Council also has the option of selecting an additional firm to participate in the process.

It was moved by Committeemember Brown, seconded by Committeemember Kavanaugh, to recommend to the Council that DMG-Maximus and the Oldani Group be invited to participate in an interview conducted by the Council for the purpose of selecting an executive search firm to conduct a national search to locate candidates for the City Manager position in Mesa.

Carried unanimously.

In response to a request for input relative to the Committee's motion, Councilmember Hawker stated that he concurs with the Committee's recommendations.

Councilmember Davidson indicated that he also supports the recommendations of the Committee.

3. Scheduling of meetings and general information.

Discussion ensued relative to presenting the Committee's recommendations to the full Council and scheduling the two interviews, the fact that six of the seven members of the Council have already indicated support for the Committee's recommendations, (although Councilmember Pomeroy was not in attendance, Vice Mayor

Giles previously reported that Councilmember Pomeroy had selected DMG-Maximus and the Oldani Group as the top two candidates), and the fact that Councilmember Jaffa is the only Councilmember who has not provided input relative to this issue.

Committeemember Brown stated the opinion that based on the fact that six of the seven members of the Council have already indicated support for the Committee's recommendations to interview the top two firms, staff should be directed to proceed with scheduling the actual interviews for the Thursday, October 14, 1999 Council Study Session.

It was moved by Committeemember Brown, seconded by Committeemember Kavanaugh, that the motion be amended to direct staff to invite DMG-Maximus and the Oldani Group to participate in an interview conducted by the Council for the purpose of selecting an executive search firm to conduct a national search to locate candidates for the City Manager position in Mesa.

Carried unanimously.

4. Adjournment.

Without objection, the Council City Manager Search Committee Meeting adjourned at 3:50 p.m.

Carried unanimously.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the meeting of the Council City Manager Search Committee of the City of Mesa, Arizona, held on 6th day of October 1999. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this ____ day of _____ 1999

BARBARA JONES, CITY CLERK