

Request sent to the Tucson Mayor and Council members following the March 10 – 11, 2015 City Manager Selection Process – by Donald Ijams

(JR = Mayor Jonathan Rothschild, SK = Steve Kozachik, RR = Regina Romero)

Before we archive it, I will be writing up some observations on the City Manager Selection Process for TRRG. I would like to fact check a few items if you would and get your impressions:

1) Did you receive any comments from citizens as emails or otherwise during the evening or early morning after the March 10 Community Forum?

JR-1) Yes

SK-1) None about the candidates. I had heard from several that they agreed with my position that the public participation being truncated as it was made their involvement less than satisfactory.

RR-1 Yes, our office received a number of emails and phone calls from citizens on and before March 10th

2) Did you receive any comments from citizens as emails or otherwise after the March 11 Advisory Committee morning interviews and discussion? Were the comments available to you before the March 11 executive session?

JR-2) Not sure we got additional input from citizens a result of the televised citizen advisory committee meeting, could not distinguish the citizen e-mails as to whether they were at the evening forum or watched the citizen advisory committee, we did get a full oral report from representatives of the citizen advisory committee regarding their discussions.

SK-2) Didn't matter since I wasn't there. I do not believe others received any (I didn't) since the process was set up to allow for a couple of the committee members to represent to M&C the committee viewpoints.

RR-2 Yes, Regina spoke with both of her City Manager Selection appointees after the interviews

3) If you attended the March 11 executive session, did you get the feel that the Council was swayed by the Community Forum or Advisory Committee interviews, discussion or direct input?

JR-3) Yes, in the sense that we got additional information. In general both forums confirmed much of what the council was seeing regarding the candidates and gave us a chance to watch them react in various settings that they would see as City Manager.

SK-3) Didn't attend - was comfortably under the covers at home (sick)

4) If you attended the March 11 executive session, did you get the feel that the Council was swayed by comments or input outside the Forum and Advisory Committee processes?

JR-4) Yes, in the sense that we got additional information. In general both forums confirmed much of what the council was seeing regarding the candidates and gave us a chance to watch them react in various settings that they would see as City Manager.

SK-4) See above answer

5)Were the Community Forum and Advisory Committee worth doing?

JR-5) Yes.

SK-5) I felt the community forum was worthwhile. I attended that on the night of the 10th. It gave the community the chance to see the candidates have to respond on their feet to non-screened questions. If we do this again, I'm going to insist on a more robust community advisory committee part in the process.

6)Was there anyone from the City who worked with Mr. Murray on the details of two day finale to the process? Could the Advisory Committee have been of assistance to Mr. Murray in planning the details?

JR-6) Yes, representatives of the City Attorney, Human Relations, and to a lesser extent the City Clerks office assisted. From my perspective the Citizens committee did an excellent job of what they were asked to do.

SK-6)Both staff and M&C were involved in setting up the ground rules for the last 2 days. The trouble was that we were given the results of the input too late in the process for any of us to effect any meaningful changes.

RR-6 City employees who worked with Mr. Murray on the details of the hiring process were City Clerk Roger Randolph and HR director Curry Hale

7)Were candidates' backgrounds and resumes checked to your knowledge?

JR-7)Absolutely.

SK-7)Yes

RR-7 Backgrounds and resumes checked: Yes

8)Should something like this process be used in other high profile hiring events?

JR-8)Possibly, depending on the circumstances surrounding the hire. Probably best reviewed on a case by case basis.

SK-8) Yes, except "like this" has the caveat that I noted, above

RR-8 In terms of whether something like this process should be used in the future: Councilwoman Romero said that generally it was a good process but that she was not completely satisfied as she would have liked more time to notice residents and that the Advisory Committee should have had the opportunity to meet sooner to review the process and put questions together for the consultant and the candidates.