



**MINUTES**  
**SPECIAL MEETING OF THE**  
**CITY MANAGER CITIZENS SELECTION**  
**COMMITTEE**

**January 6, 2011**

**CALL TO ORDER**

The Special Meeting of the City Manager Citizen Selection Committee was called to order at 5:22 p.m. by Steve Johnson, Human Resources Director of the City of Dixon.

Mr. Johnson introduced the City Manager Citizen Selection Committee and thanked them for their participation.

1. **PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was led by Jon Cox, Acting City Manager and Police Chief.

Mr. Johnson reviewed the guidelines for the process, and noted public comments regarding desirable attributes would first be received prior to Committee interviews, the public would then have an additional opportunity to provide input to the Committee prior to the Committee providing their comments to the City Council.

2. **CITY MANAGER CITIZEN'S COMMITTEE CANDIDATE INTERVIEWS**

Mr. Johnson introduced Paul Kimura, Principal and Executive Recruiter for Avery Associates, who would be the moderator for the candidate interviews. Mr. Kimura reviewed the recruitment process conducted and reminded the Committee that all questions should be related to the position and not of a personal nature. He noted each of the three potential candidates would be asked a question by each member of the Selection Committee and answer additional questions as the 45 minute interview period allows for each candidate, but would keep an informal track of time based on the progress of the interviews.

3. **CITY MANAGER CITIZEN'S COMMITTEE REPORT AND COMMENTS TO CITY COUNCIL**

Mr. Johnson asked for public input on desirable attributes for the new City Manager.

Dave Scholl felt the candidates should be asked about their experience with the Public Records Act, the Brown Act, and Prop 59 and how they would interpret them, the role of the City Manager regarding the City Council and Public, educational background, their

recent references, their favorite economist, and their knowledge of wastewater and water services management.

Larry Simmons felt candidates should be questioned regarding their sensitivity and balance point between the authority of the City Council and the City Manager.

Bil Paul felt their take on the changes in Redevelopment to be important.

Mr. Kimura noted the candidates would be asked to provide an overview of their career and background prior to addressing questions from the Committee.

John Lipinski was interviewed by the Committee from 5:50 p.m. to 6:40 p.m.

Jim Lindley was interviewed by the Committee from 6:46 p.m. to 7:38 p.m.

The Committee interviews recessed for break at 7:38 p.m.

The Committee reconvened at 7:45 p.m.

Becky Craig was interviewed by the Committee from 7:45 p.m. to 8:25 p.m.

Mr. Johnson asked for public comments.

Joe DiPaolo expressed concern about Ms. Craig's handling of situations in her position as Chair of the Library Commission regarding transparency and agenda policies and she insisted on a policy that was in error.

Dave Scholl congratulated the panel on their excellent questions, the three very good candidates, encouraged them to look at the candidate with the widest variety of experience, commented on economists and noted he preferred those that are pro-free enterprise.

Herb Cross attended the Library Commission meeting referred to by Mr. DiPaolo and defended Ms. Craig's decision to defer agendizing of an issue to the Commission.

Byron Chapman noted there were no questions about ADAG experience relating to citizens with disabilities and accessibility.

Ian Arnold noted he was the Board member who requested the item be agendized on the Library Commission agenda and that Mr. DiPaolo's interpretation of the events at the Library Commission was the correct version. A Board member or City Manager is absolutely under public scrutiny.

An unidentified citizen noted John Lipinski spoke of integrity and no-nonsense management, Jim Lindley was very personable and has a wider range of experience in government and the private sector, and Becky Craig is bubbly but Keynesian economics would not be his preference.

Mary Ann Courville complimented the Committee on the interview process. She noted she was acquainted with John Lipinski and knows him as an outstanding man with a lot of integrity and commitment to his family and community but was concerned about how committed he could be to the community and the Air Force at the same time. Jim Lindley has done a variety of jobs, is very personable and would fit in well with the community, but she was not sure how well he had done all of his various jobs. Becky Craig is a sweetheart but she may not yet be ready to be a City Manager and needs more experience behind her.

Shirley Humphrey noted there were two excellent candidates. Mr. Lipinski is a thoughtful man who weighed his answers before speaking, was interested in what the community wants, and would serve the City well. Mr. Lindley has experience in the private sector, worked hard on his education, and would also serve the City well. Ms. Craig has good answers but needs a bit more experience.

Seeing no other members of the public to speak, Mr. Johnson introduced the five members of the City Council present in the audience and asked the Committee members to provide their comments and recommendations.

Warren Salmons noted the job requires a large degree of technical knowledge and the two candidates who have worked in local government have the best chance of success. He noted Mr. Lipinski's excellent military service is a very different type of experience than is needed for local government.

Ourania Riddle noted Mr. Lipinski's discussion of integrity, ethical standards, business sense and communications impressed her, however Mr. Lindley appeared to have researched the community and desired to learn about Dixon, and recommended him as the most desirable candidate. She felt although Ms. Craig lives in the community, she lacked some knowledge of current local issues.

Mike Loftin felt Mr. Lipinski was very good at saying the right things at the right time, but felt Mr. Lindley would be the most qualified.

Bert Gaulke recommended Mr. Lipinski as his first choice due to his thoughtful answers, and his extensive management experience. He felt Mr. Lindley could not be trusted to stay in the position long given his recent experience in Dunsmuir. Ms. Craig was his second choice due to her experience and felt her residence in Dixon ensured she would stay in the position longer.

Enrique Garcia felt Mr. Lindley was the best candidate.

Christopher Fong felt Mr. Lipinski displayed integrity but that his military background may be too rigid for a civilian position. He noted Ms. Craig was a good candidate but needed a bit more experience in running various departments. He recommended Mr. Lindley and felt that his wide experience made him best equipped for the position and would enable him to "keep the boat steady".

Randy Davis expressed reservations about Mr. Lipinski given his lack of experience in city operations, the need to fill several key positions within the City, and his lack of wastewater knowledge. He noted Mr. Lindley's experience was attractive but there were red flags in his background for staying in the position long-term. He noted it was unfortunate that Ms. Craig's job opportunities could be sabotaged by her volunteerism in the community and felt her answers and background in finance made her a desirable choice for the position.

Lois Cross noted Mr. Lipinski had strong leadership experience but it was within a different structure, and she expressed concern that he would not commit to living in the community. She noted her first two choices were Mr. Lindley due to his good experience with issues in the community, but acknowledged he may move too frequently, and Ms. Craig, because she lives in the community and her finance background was a strong benefit.

Steve Bird noted that Mr. Lindley had the most to offer, was a people person, hands-on, honest, supported diversity and promoting from within, appeared to be straight-forward, approachable and possessed a good sense of humor. Ms. Craig was his second choice due to her awareness of the community and finance background. Mr. Lipinski was his third choice because he felt the transition from military management may pose challenges. Mr. Bird stressed it is important for the City Council to listen to what the community wants in making the final decision.

Gary Archer noted they were all very close in presentation, however, Mr. Lipinski was his first choice because he was experienced and would be a quick study in the areas he is not familiar with. Ms. Craig was his second choice who is smart and articulate. Mr. Lindley was articulate and had a good sense of humor, but rated him as a close third.

Sandy Sanders felt all three have excellent qualities but recommended Mr. Lipinski because he has done it all with the exception of work in the private sector.

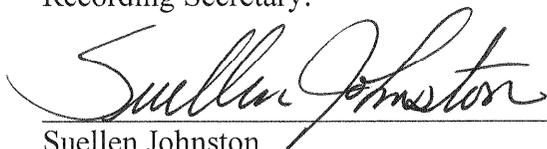
4. **PUBLIC COMMENTS (NONE AGENDA ITEMS)**

There were no public comments.

5. **ADJOURNMENT**

The Special Meeting of the City Manager Citizens Selection Committee adjourned at 9:13 p.m.

Recording Secretary:



Suellen Johnston  
Acting Deputy City Clerk