



# City of Corpus Christi

1201 Leopard Street  
Corpus Christi, TX 78401  
cctexas.com

## Meeting Minutes

### Special City Council Meeting

---

Tuesday, October 9, 2018

9:00 AM

Council Chambers

---

#### SPECIAL CITY COUNCIL MEETING

**Public Notice - - THE USE OF CELLULAR PHONES AND SOUND ACTIVATED PAGERS ARE PROHIBITED IN THE CITY COUNCIL CHAMBERS DURING MEETINGS OF THE CITY COUNCIL.**

**A. Mayor Joe McComb to call the meeting to order.**

Mayor McComb called the meeting to order at 9:04 a.m.

**B. City Secretary Rebecca Huerta to call the roll of the required Charter Officers.**

City Secretary Rebecca L. Huerta called the roll and verified that a quorum of the City Council and the required Charter Officers were present to conduct the meeting.

Charter Officers:

Interim City Manager Keith Selman, City Attorney Miles K. Risley, and City Secretary Rebecca L. Huerta.

**C. PUBLIC INTERVIEWS FOR CITY MANAGER RECRUITMENT SERVICES**

Mayor McComb stated that the purpose of this item is to allow the City Council to conduct public interviews with the two firms for city manager recruitment services.

City Attorney Miles K. Risley stated that the executive session item was placed on the agenda in the event the City Council would like to discuss the process or has legal questions regarding the appointment of the City Manager. The executive session is not for discussing the relative merits of the recruitment firms.

Director of Human Resources Steven Viera outlined the structure of the interview process. The firms will have 30 minutes to make a presentation and there will be a 30-minute question-and-answer period, if needed. The two firms being interviewed are Slavin Management Consultants and Ralph Andersen & Associates (via Skype).

Mr. Viera introduced the Slavin Management Consultants' presentation team including: Bob Slavin and David Krings. The presentation team presented the following information: an overview of the firm; the firm's experience and track record; the project team; a list of Texas clients; the recruitment process

including: on-site development; advertisement; extensive direct sourcing of candidates; on-site meetings with City Council members and with finalist candidates; and thorough background investigation; the interview and selection process; facilitating employment agreements and establishment of first-year performance goals; follow-up with both the City Council and the new City Manager at six months and one year; guarantees; and recruitment timetable.

Council members and the Slavin Management Consultants' presentation team discussed the following topics: the follow-up process with City Council and the new city manager; assistance with previous hires for Corpus Christi; the market for city managers; the firm's Texas clients and the number of city manager recruitments; how long the firm has worked in Texas; the firm's commitment to never recruit the new city manager from the City; if the 90-day recruitment timetable takes into consideration the holiday season; the number of times a city manager search process was conducted and a candidate was not selected; if city managers tend to bring their own team or work with existing teams; the extensive direct sourcing of candidates and on-site visits; the number of cities in Texas the firm is currently working with; and the distinction between cities that have a strong mayor form of government versus a council-manager form of government.

Mr. Viera introduced David Boesch, Senior Consultant with Ralph Andersen & Associates, who was being interviewed via Skype. Mr. Boesch presented the following information: a list of advantages to working with the firm; the firm's leadership and background; the firm's national and regional track record; outreach and recruitment strategies; defining Corpus Christi's City Manager needs; critical core competencies for local government leaders; a sample matrix; compensation strategies; a sample advertisement and suggested placement locations; an overview of the search process including: stakeholder meetings; developing a recruitment brochure; an aggressive, personal outreach strategy; ongoing evaluation and research; City Council interview; one-on-one interviews with the City Council and top candidates; background verifications; and final selection; and search timeline.

Council members and Mr. Boesch discussed the following topics: if the firm conducts on-site interviews with potential candidates; the vetting process for potential candidates; a follow-up policy after the hiring process; a one-year guarantee on placements; outreach to newly hired city manager; Mr. Boesch's experience with the International City/County Management Association (ICMA) and the Texas Municipal League (TML); how long Mr. Boesch has worked in Texas; the status of the firm's search with the City of Brownsville; how long Mr. Boesch has worked for Ralph Andersen & Associates and his previous position; candidate outreach; and whether Ralph Andersen & Associates has policies regarding recruitment from Corpus Christi.

After the public interviews, council members discussed the following topics: the selection of a firm; the two firms' experience; Slavin's on-site visits; Slavin's two-year guarantee versus Ralph Andersen & Associates one-year guarantee; the request for proposal (RFP) pricing for Slavin Management Consultants.

#### **MOTION OF DIRECTION**

Council Member Lindsey-Opel made a motion directing the Interim City Manager to move forward with selecting Slavin Management Consultants as

the executive recruitment firm for the City Manager search, seconded by Council Member Garza and passed unanimously.

**D. EXECUTIVE SESSION:**

Mayor McComb referred to Executive Session Item 1. The Council went into executive session at 10:59 a.m. The Council returned from executive session at 11:20 a.m.

1. **Executive Session pursuant to Texas Government Code § 551.071** and Texas Disciplinary Rules of Professional Conduct Rule 1.05 to consult with attorneys concerning legal issues related to appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of the City Manager or contracting or utilization of search firm for City Manager **and pursuant to Texas Government Code § 551.074** (Personnel Matters) to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of the City Manager.

This E-Session Item was discussed in executive session.

**E. Adjournment**

The meeting was adjourned at 11:20 a.m.