



City Managers Department Meeting

Wednesday, February 5 - Friday, February 7, 2020

The Meritage Resort, Napa



Registration Open

10:30 am - 5:30 pm Meritage Grand Salon Pre-Function, Main Building

Opening General Session

1:30 pm - 3:00 pm

Department President Welcome & League Update

Receive an update on League priorities and issues as well as Department news.

- Reva Feldman, City Manager, Malibu
- Jill Techel, Mayor, Napa
- Carolyn Coleman, Executive Director, League of California Cities

Opening Keynote: **Captivate: The Science of Leadership**

You make an impact on every person you interact with. How can you inspire people in your life? How can you make a positive impact on those around you? In this lively keynote, Vanessa Van Edwards will give you new tools to find and generate inspiration in your professional life. Vanessa's science backed research will give you actionable strategies you can use right away to work with colleagues, teams and peers. From body language to brain patterns, Vanessa will reveal the latest in leadership, communication, personality strengths and strategies, and then, most importantly, will turn the science into practical tips that you can start applying today. She will dive into the latest insights on how to improve professional charisma, how to make a memorable first impression, how to read facial expressions, and how to increase your impact, authentically. Vanessa Van Edwards is lead investigator at the Science of People—a human behavior research lab. She is the national bestselling author of *Captivate: The Science of Succeeding With People*, which has been translated into 14 languages. Her innovative work has been featured on CNN, NPR and Fast Company and Entrepreneur Magazine. Her YouTube videos have been seen by over 20 million people.

Break

3:00 pm - 3:30 pm

Concurrent Sessions

Public-Private Partnerships (P3s): How to Deliver Innovative, Local-Serving Projects

3:30 pm - 4:45 pm

While public-private partnerships are often linked to major regional and local-serving infrastructure or real-estate based projects, P3s are not a "single deal structure." These models are a continuum of private involvement in public projects and public investment in private projects. This panel will discuss P3s and the legal and practical considerations impacting how cities, private developers and private investment capital can collaborate on matters involving economic development to improve the communities where we live, work and play. Attend and learn about best practices and lessons learned on local-serving and forward-looking projects, presented in an engaging and lively format.

Moderator:

Seth Merewiz, Partner; Chair P3 Working Group, Best Best & Krieger LLP

Speakers:

Craig Beck, Director, Long Beach

Korin Crawford, Executive Vice President, Griffin|Swinerton

Gail Karish, Partner, Best Best & Krieger

Concurrent Sessions

#13Percent Update: The Rise of Women in City Management

3:30 pm - 4:45 pm

Women in the Profession showed only 13 percent of all chief administrative officer (CAO) positions are filled by women. That survey sparked a hashtag called "#13Percent" to call out this statistic and encourage more upward mobility for women in local government management. This session will provide an update to that 2013 survey, and educate attendees on better recognizing barriers and biases that can impede progression on the climb to the top of the city management ladder.

Moderator:

Karen Pinkos, City Manager, El Cerrito

Speakers:

Bill Avery, President, Avery Associates

Valerie Barone, City Manager, Concord

Lori Sassoon, Deputy City Manager/Administrative Services, Rancho Cucamonga

Concurrent Sessions

Housing Law Jeopardy

3:30 pm - 4:45 pm

Between 2017 and today there have been numerous changes in law impacting how a city can and cannot control housing development. Using a Jeopardy Game show format, learn about recent changes in Housing law, with a focus on legislative changes from 2019. This session will focus on Housing Element Law, No Net Loss, and the Housing Accountability Act, Inclusionary Housing, Density Bonus and the Housing Crisis Act of 2019.

Moderator:

Elizabeth Hull, Partner, Best Best & Krieger, LLP

Speakers:

Tara E. Matthews, Principal & Vice President, RSG, Inc.

Nell Selander, Deputy Director, Economic & Community Development Department, South San Francisco

Wednesday, February 5, 2020

Concurrent Sessions

How To Prepare For A Blackout

3:30 pm - 4:45 pm

In the new era of catastrophic wildfires, keeping communities safe includes understanding what do when the power is turned off during extreme weather or wildfire conditions. When these utilityinitiated power shutoffs happen for days at a time, it can create chaos for even the strongest California communities. How can cities and counties work together to help our communities during these events? Attend this session and hear from Cal OES on how cities can be prepared, understand what the role the cities and counties play, and lessons learned from cities that have recently experienced these utility-initiated power shutoffs.

Moderator:

Derek Dolfie, Legislative Representative, League of California Cities

Speakers:

Brian Henricksen, EMS Administrator, Napa County

Eric Lamoureux, Deputy Director of Response Operations (acting), California Governors Office of Emergency Services CalOES

Andrew Powers, City Manager, Thousand Oaks

Networking Reception

5:00 pm - 6:00 pm

After an afternoon of education, network with your colleagues before heading out on an evening on your own.

Thursday, February 6, 2020

Networking Breakfast

8:00 am - 9:00 am Meritage Grand Salon, Main Building

Registration Open

8:00 am - 4:00 pm Meritage Grand Salon Pre-Function, Main Building

Concurrent Sessions

Regional Partnerships: How to Address Homelessness Differently

9:00 am - 10:15 am

In an effort to comply with a federal mandate as well as recent case law, the North Service Planning Area (North SPA), comprised of the cities of Anaheim, Brea, Buena Park, Cypress, Fullerton, La Habra, La Palma, Los Alamitos, Orange, Placentia, Villa Park, Stanton, and Yorba Linda have collaborated on a regional approach to address homelessness. Based on the local mandate by Federal Judge David Carter, these cities were required to work on a homeless housing plan, which includes creating Navigation Centers – one in Placentia and one in Buena Park. Learn how this unique collaboration began and the efforts involved in creating a comprehensive agreement to address homelessness differently.

Moderator:

Kevin O'Rourke, Retired City Manager, Fairfield

Speakers:

Damien Arrula, City Administrator, Placentia

Laurie Murray, Retired City Manager, Retired, La Palma

Jim Vanderpool, City Manager, Buena Park

Concurrent Sessions

Anniversary Bell: Are We More Ethical 10 Years Later?

9:00 am - 10:15 am

The ethical lapses that emerged from the City of Bell and other communities in the past ten years have highlighted the importance of promoting a high standard of ethics and integrity within the local government management profession. Join our panelists as they discuss the lessons learned from ethical lapses, how organizations have gotten better or worse, the challenges in promoting an ethical culture, and what ethical issues remain for cities today.

Moderator:

Arne Croce, Retired, Public Service

Speakers:

Michael Flad, City Manager, South Gate

Thaddeus McCormack, City Manager, Lakewood

Deanna Santana, City Manager, Santa Clara

Concurrent Sessions

Independent Contractors and CalPERS: How to Prepare, What to Avoid

9:00 am - 10:15 am

CalPERS increasingly holds that independent contractors are common law "employees," leaving employers liable for their "employee" retirement benefits. Recently, CalPERS attempted to adopt a "precedential decision" broadly restricting the use of independent contractors by public agencies. In this session, you'll hear from policy and legal practitioners who have negotiated and litigated this issue before CalPERS. You'll learn about applicable policy and legislative trends, how to spot when an independent contractor is at risk of being classified as an "employee," what is at stake when CalPERS makes that determination and how to manage the resulting litigation.

Moderator:

Leyne Milstein, Assistant City Manager, Sacramento

Speakers:

Art Hartinger, Founding Partner, Renne Public Law Group

Dane Hutchings, Director, Government Affairs, Renne Public Policy Group, A Division of Renne Public Law Group

Thursday, February 6, 2020

Dept. of Housing and Community Development Share Strategies for Housing Planning

9:00 am - 10:15 am Meritage Grand Salon, Main Building

Got a big RHNA? Want to do something innovative with ADUs? Looking for opportunities to encourage housing in your community? Come see this overview of the new planning resources and strategies available to local and regional governments in the next year. This discussion will include overviews of grants and other programs from the Governor's 2019-2020 Budget, best practices and emerging approaches available to your community.

Moderator:

Jason Rhine, Assistant Legislative Director, League of California Cities *Speakers:*

Karalee Browne, Director, Institute for Local Government

Nur Kausar, Housing Policy Manager, California Department of Housing and Community Development

Sohab Mehmood, Housing Policy Analyst, California Department of Housing and Community Development

Daniel Saver, Assistant Director, Housing and Local Planning, Metropolitan Transportation Commission/Association of Bay Area Governments

Visit with Sponsors Break

10:15 am - 10:45 am Oakville Terrace + Carneros Ballroom Pre-Function

Concurrent Sessions

Powerful Leadership: Effective Tips for Stellar City Managers

10:45 am - 12:00 pm

This program is designed to help City Managers grow and refine their skills to be effective, successful and productive managers. We will discuss the challenges supervisors are facing, including leadership, goal setting, effective communication, performance evaluations, ethics, discipline, and specific legal principles. Speakers will emphasize practice over theory.

Speakers:

Gage Dungy, Partner, Liebert Cassidy Whitmore

Concurrent Sessions

The Costing Mindset in Collective Bargaining

10:45 am - 12:00 pm

The framework of costing is critical to capturing labor costs related to collective bargaining. The ability to pay for current costs and benefits while evaluating additional or new costs via labor proposals requires comprehensive and complete costing. The costing mindset varies at each agency and in this session we will identify the types of costs that are important to focus on when creating a labor costing model, the assumption methodology used in costing, and provide costing perspectives from employers along with the reaction of labor to the costing process.

Moderator:

Dane Hutchings, Director, Government Affairs, Renne Public Policy Group, A Division of Renne Public Law Group

Speakers:

Charles Francis, Senior Consultant, GovInvest

Thomas Leung, Senior Management Analyst, Cupertino

Jasmine Nachtigall-Fournier, President, GovInvest Inc. & AdastraGov Inc.

Thursday, February 6, 2020

Concurrent Sessions

Build & Support Your Rural Economy

10:45 am - 12:00 pm

Rural Economic Development is multifaceted, including everything from affordable housing for workers to business support. For the cities in Mendocino County, entrepreneurial support and financing collaboration have created a thriving local business scene plus an Infill Affordable Housing for the local workforce. Local-led programs have helped small business owners understand and stay compliant with ADA regulations. Attend this session and learn about three programs tailored to the rural environment and learn how you can help your community thrive by supporting your small businesses and workers.

Moderator:

Gurbax Sahota, President & CEO, California Association for Local Economic Development

Speakers:

Heather Gurewitz, MCRP, Consultant

Daniel (Dan) Holler, Town Manager, Mammoth Lakes

Shannon Mulhall, Americans with Disabilities Act Coordinator, Fresno

Awards Luncheon

12:00 pm - 1:30 pm Meritage Grand Salon, Main Building

Join your colleagues and celebrate your retirees, award winners and conference sponsors.

Visit with Sponsors Break

1:30 pm - 2:00 pm

Afternoon General Session

Straight from the Source: California's Pension System Today

2:00 pm - 3:15 pm

Hear from a panel of experts on the latest developments affecting CalPERS, and outlook regarding the current pension climate.

Moderator:

Steve Rogers, Town Manager, Town Manager

Speakers:

Marcie Frost, CEO, CalPERS

Bijan Mehryar, Legislative Representative, League of California Cities

Lisa Middleton, Council Member, Palm Springs

Visit with Sponsors Break

3:15 pm - 3:45 pm

Speed Sessions

3:45 pm - 5:00 pm

Decide whether to attend a talk, discuss topics with colleagues, or all of the above during the Thursday afternoon multi speed-session options.

3:45 - 5:00 p.m.

Choose Your Own Discussion

Join your fellow city managers in a participant-oriented, networking session where discussion topics are chosen on-the-spot by you and your peers. Exchange information in an informal setting, find common ground, and discover different ideas and perspectives on a variety of current issues within the city manager profession. Please bring a mobile device (smartphone, iPad, tablet) to the session to participate in the topic selection.

Facilitator:

Jim Lewis, City Manager, Pismo Beach

3:45 - 4:10 p.m.

How Cities Can Protect Employees Through Workplace Violence Restraining Orders

In this speed session, learn about how employers including cities, may petition the court for TROs and injunctions on behalf of employees who have suffered either unlawful violence or credible threats of violence at the workplace, pursuant to California CCP section 527.8. These TROs and injunctions are commonly referred to as workplace violence restraining orders. Given the rise in workplace violence, cities must know what WVROs are and how they can and should obtain them. The legislative intent behind the enactment of CCP Section 527.8, as well as real-life case studies of WVROs will be discussed.

Moderator:

Louie Lacasella, Assistant to the City Manager, Murrieta

Speaker:

Charles Bakaly IV, Attorney, Richards Watson Gershon

Multi-Housing Model in the City of Kerman

In this speed session, discover how low-income housing set the standard for multi-housing in a city. Kerman has a model to learn from, working with a developer with tax credit experience who has built multiple low-income properties in middle income areas. It has the lowest crime rate in the city of Kerman and the developer offers an onsite after-school program through the city, at no cost to the residents. Come hear about this unique partnership.

Moderator:

Maria Ojeda, Assistant City Manager, American Canyon

Speakers:

John Kunkel, Retired City Manager, Kerman

Davis Slajchert, Managing Member, Willow Partners LLC

4:10 - 4:30 p.m.

Huckey v. Temecula: The “New” Trivial Defect Rule for Public Sidewalks

In *Huckey v. City of Temecula* (2019) 37 Cal.App.5th 1092, the Court of Appeal held that sidewalk slab elevation changes measuring up to one and one-half inches are generally trivial defects. This was the first case in more than 4 decades to discuss the trivial defect rule in the context of sidewalk slab elevations. The decision is extremely favorable to public entities because it doubled the “3/4 inch rule” set forth in the prior decision of *Fielder v. City of Glendale* (1977) 71 Cal.App.3d 719. This session will explain the *Huckey* decision, and will offer practical guidance on how to address sidewalk slab elevations in light of that decision.

Moderator:

Louie Lacasella, Assistant to the City Manager, Murrieta

Speaker:

Robert Ceccon, Trial Attorney, Richards, Watson & Gershon

Thursday, February 6, 2020

4:10 - 4:30 p.m.

American Canyon's Unique Partnership

The City of American Canyon will present its unique partnership with Satellite Affordable Housing Associates and how they developed 70-unit permanent, affordable rental housing for low-income seniors aged 55 and older. A portion of the units are set aside for senior, (formerly) homeless households – including veterans. Plus, get a review of how special financing was achieved.

Moderator:

Maria Ojeda, Assistant City Manager, American Canyon

Speakers:

Jason Holley, City Manager, American Canyon

Eve Stewart, VP Real Estate Development, Satellite Affordable Housing Associates (SAHA)

4:35 - 5:00 p.m.

Regional Alignment of Wireless Communications

Understand the challenges presented by the FCC's Small Cell Order, the background and context in which the FCC is operating in their current rulemaking, and what city managers can do to address the challenges. Cases of how local municipalities are moving forward in the current regulatory environment will also be covered.

Moderator:

Louie Lacasella, Assistant to the City Manager, Murrieta

Speaker:

David Witkowski, Executive Director - Wireless Communications Initiative, Joint Venture Silicon Valley

Evening On Your Own

5:00 pm

Friday, February 7, 2020

Networking Breakfast

8:00 am - 9:00 am

Registration Open

8:00 am - 10:15 am Meritage Grand Salon Pre-Function, Main Building

Concurrent Sessions

Strategies for Dealing With Council-Manager Role Conflicts

8:45 am - 10:00 am

The Cal-ICMA Survival Skills Project identified "role conflict" as a major challenge in many council-manager relationships. Whether it is councilmembers who wish to get directly involved in managerial decisions or a concern that the manager or staff are unfairly influencing policy, the topic of role conflict can present a significant challenge to city managers. This session will offer ideas regarding how these types of issues develop and will suggest strategies on how to deal with these challenges.

Moderator:

Ed Shikada, City Manager, Palo Alto

Speakers:

Tamara Letourneau, City Manager, Laguna Niguel

Rene Mendez, City Manager, Gonzales

Melissa Stevenson-Diaz, City Manager, Redwood City

Kevin Woodhouse, City Manager, Pacifica

Concurrent Sessions

Local Government Transformation in the 21st Century

8:45 am - 10:00 am

Local governments weren't designed to be as nimble and flexible as today's changing technologies and community expectations demand. Public trust in government is down and the old government ways of bureaucratic silos filled with experts now seems archaic and irrelevant. Hear what Hayward, Napa, and San Rafael are doing about it and participate in a conversation about how your city is doing as a 21st Century government. Learn the role of the city manager in organizational culture change and how to do it in your city.

Moderator:

Matthew Bronson, City Manager, Grover Beach

Speakers:

Kelly McAdoo, City Manager, Hayward

Frances (Fran) Robustelli, Assistant City Manager, Napa

Jim Schutz, City Manager, San Rafael

Closing General Session

10:15 am - 11:30 am

Closing remarks with Cal-ICMA.

- Steve Rogers, President Elect, City Managers Department and Town Manager, Yountville

- Tony Winney, 2020 President of Cal-ICMA and Assistant City Manager, National City

Friday, February 7, 2020



Closing Keynote Session

Pitfalls to Avoid in the City Management Profession

10:15 am - 11:30 am

When careers of City Managers go wrong, it isn't easy to pinpoint the cause. But the damaging effects – both for the city manager and the community they serve – are undeniable. Join Trudy Sopp, Founder of The Centre for Organization Effectiveness, for an exploration of the complex set of variables that are often at play. Learn how to identify when you are approaching the intersection of structural factors, political/environmental dynamics, and personal blind spots that lead to a bad ending of a good career.

Speakers:

Trudy Sopp, Ph.D., Founder, The Centre for Organization Effectiveness

Adjourn

11:30 am