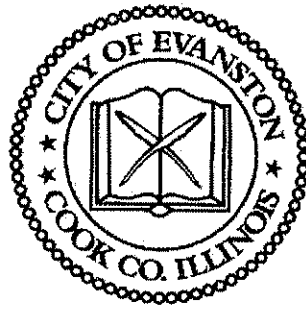


May 15, 2009



CONFIDENTIAL

**CITY COUNCIL MEETING
CLOSED SESSION
ALDERMANIC LIBRARY
2ND FLOOR
FRIDAY, MAY 15, 2009**

- PRESENT:** Aldermen Fiske, Jean-Baptiste, Wilson, Holmes, Tendam, Grover, Rainey, Burrus, Wynne
- GUEST:** Ms. Heidi Voorhees, President of the PAR Group, Christian Sigman, Craig Malin, Michael Cassady
- PRESIDING:** Mayor Elizabeth Tisdahl
- START:** 2:15 p.m.

After a roll call was asked for and accomplished with 8 Aldermen present (Alderman Wynne arrived at 2:08 p.m.) Alderman Wilson made a motion to go into Executive Session to discuss personnel, and was seconded by Alderman Jean-Baptiste. Voice vote was unanimous.

There was a brief discussion with Ms. Heidi Voorhees concerning the prepared question list. It was suggested to ask all the candidates why they were interested in coming to Evanston. After the dialogue was completed it was agreed that Mayor Tisdahl would start off the session with asking the candidate why they wanted to come to Evanston, and then she would call on each Alderman to ask a question and possibly have a follow-up question by the next Alderman as it goes around the table. The question came up if it were possible to ask the candidates if they would prefer to hire their own Top executives when they arrive or would they like the Interim City Manager to fill the positions before they arrive. It was agreed it would be a good question and it should be asked. Ms. Voorhees then left the room to retrieve the first candidate. Upon arrival everyone introduced themselves to Mr. Sigman and then the Mayor thanked him for coming and then began the interview with the first question.

Personnel / Candidates for City Manager:

Mr. Christian Sigman

A forty-four year old gentleman with over twenty-three years in Public Administration, was a Police Officer, and worked over twenty years in five different local governments. He mentioned his wife as being a native of Evanston.

Leadership & Management skills: He explained his leadership abilities as not doing it all by himself but is all inclusive to get the job done. As for his Manager abilities he stated it was wrapped up in two words, (1) accountability with support, and (2) knocking down barriers. Management is the hands on kind of stuff making sure people are on track and giving the means to do it.

Customer Service: He said it was a fun thing and you do more than what's expected, and you are always striving to do better. You have to understand what the people want so you need to ask have I supplied your needs or are you happy with your service today.

Economic Development Manager: He or she has to beat the bushes they have to know what market is, who your customers are what they need and what is it that we can provide for them; what do we have to offer. Then we need to take care of your customers through retention efforts.

How do you feel coming from a County to Evanston? He then gave a synopsis of his work experience in various areas of government and he stated he has worked in three environments that helped him to relate to the citizens (county, city and state). He also stated he gets out in the community quite a bit.

Experience with youth Programs: The County's program had a target group between the age of eighteen and twenty-five years old. They were attempting to get them back to school to obtain their GED.

What role do you see the City Manager taking with Youth? He stated the Manager would have to get the department heads together and ask what type of programs they have to engage the kids. You have to get them involved in your vision.

Historic Preservation & Downtown Economic Development: He said part of Evanston's downtown is its character and you just can't come in and change the face and character of the City. You just can't put up a building because you are going to get this tenant or these many condos. It has to be part of it or you just erase the character. You have to make it work within the physical boundaries that exists, and make everyone aware of the boundaries.

Building fresh start with the University: He said it must be things that they have to do because we are an organization that we can share. There must be intangibles that we can join together on like health care or similar benefits that will lower the cost for both entities. Maybe the University would offer free tuition and things like that. It was then asked if he had any questions for the Council, and he had two; he wanted to know what would be the single most measurable success of the next City Manager; and of the North shore Community what type of Management traits you would like to see tried or eliminated here. After answering these above questions and others the Mayor thanked him for coming and the interview was ended.

Mr. Craig Malin -

Mayor Tisdahl welcomed Him to Evanston and then asked him to tell us why he wanted to come to Evanston and a little about himself.

Mr. Malin proceeded to say he grew up just a block south of Evanston, and Evanston has always been one of the City's he has always been interested in moving here.

How does the community where you are compare to Evanston: He stated that Davenport is a place where the elite and not so elite people live, with its waterfront and many similarities to Evanston.

Diversity: He said in his mind diversity is what makes life interesting with its different approaches and ideas.

Relationship between Mayor, Council and City Manager: He said the textbook says the Mayor and Council set policy and the City Manager implements policy, but it's not nearly that sterile. What we need to have is a collaborative learning relationship throughout the organization, so that you folks get good ideas and not so good ideas. We the staff take those ideas and use the best and build on them and work on the ones that are not so good and try to get them heading in the right direction. We should have multiple routes on entry for good ideas.

Your approach to presenting your recommendations to the Council & Mayor: He said it is always better to present a range of opinions and let you know ABC but E is better, we'll make recommendations and make the information accessible and detailed. Then depending on how the choreography works in Evanston we would talk through things and make the adjustments. His philosophy is worked in three words: open, agile, and purposefully. Every process should be open to everyone, must be agile enough to be able to change and purposefully in get things accomplished.

Describe your Management & Leadership Style: He says he is open, purposive as the circumstance permits generally, and his goal is not to be an authoritarian. The doors are always open and no idea is a bad idea. In Davenport he said he dealt with long time Department Heads very methodically, and he was open and suggested there were other ways to accomplish goals and they had to work things out.

Communications with the Council & the Council interacting with the staff: He explained that he will try to make it open and very respectful. He is a twenty-four hour City Administrator. He will supply a weekly update of what's going on to keep all informed.

Filling empty Department Head positions: He stated he would like to have a little input, and he has hired over 200 employees. He finally stated briefly and bluntly that he would like to hire his own upper management team.

Customer Service: He calls it Citizen Services instead of Customer Services, because he believes the latter is a higher level of service. It doesn't cost anything more to be nice. When someone calls up with an opportunity not a problem, you have the chance to change that person's perception of the City's services.

Collective Bargaining: He brings to the bargaining table experience in doing and respecting the work.

Historic Preservation: He said he believes in preservation.

Changing Relations with Northwestern: He said he would have to learn more about the friction points, to understand them and then seek to avoid them. He thinks that because he does not have any baggage there are ways to make a stronger relationship.

Contact with the Youth: He said that he try to make the youth fall in love with their city, whether it's building skate parks to keep them interested and out of trouble. At the end of the interview Mayor Tisdahl thanked him for coming.

Mr. Michael Cassady -

After Mayor Tisdahl welcomed Mr. Cassady to Evanston she asked him to tell a little about himself and why he wanted to come to Evanston.

Mr. Cassady stated he is the product of the northwest suburbs, and a long background in Public Management. He had some great mentors who saw his potential to help him along his pathway. He is married and has five kids. The Private sector was driving him because that was what he wanted to do, so in the last five years he has been on a private sector sabbatical where he has learned a lot. He also had a great opportunity to learn more of himself during the sabbatical and decided then he really wanted to get back into the Management of a City. He acknowledged his gratefulness for being allowed to apply and interview for the open position of City Manager.

Relationship between City Manager, Council, Mayor and Staff: He stated he has the ability to forge strong relationships and credibility with respect and trust. The only way you can accomplish this is spending time with Directors and staff, and he will take every opportunity to meet with the Council. Strong communications will forge strong relationships that will allow for strong performing organization. It is crazy to say the Directors are off limit to the Council, because it is that Director's responsibility to inform me that a contact has been made and to keep me informed. He fully expects his Directors as well as anyone to seize to talk to residents, elected officials because it allows us to provide to you a strong customer service.

Filling the empty Director positions: He stated it would be good to be able to recruit develop and coach your own group as a good team builder. He also said you can be a good team builder even with the team that is already in place. It's his opinion that he could work with what he has been dealt, but when asked his preference he would like to build his own team.

Diversity: He has worked with very diverse teams where he had worked before, and he was able to deal with and learn from the experiences.

Communications with Council staff and the City Manager: He said part of his responsibility here would be to provide some kind of a buffer to the senior management team and that will come from the Council. The more that the Council and City Manager talk to get to know one another will allow him to better give direction to the Directors and staff. He would love to be the first stop if the Aldermen had a question or concern. He would have a well organized weekly package to allow you to make the decisions you need to make.

Recommendation process to the Council: He believes it is important to give recommendations as well as options on all issues, and to critique those recommendations on a professional level with technical skills and knowledge of the community. He also stated in coaching his staff he advises them to be agreeable when things don't go your

way, and if the Council makes a decision then we don't continue to debate our position that's what democracy is all about.

Leadership and Management Style: He is very old school about character and all decisions made are built on honesty and integrity. A leader must always lead by example for everyone, and you must be very open and establishing patterns of transparency with your involvement. He believes that you should have high performance in raising the bar in customer service through training. He stated by spending time with the staff is his way of getting to know them, because he doesn't feel comfortable behind a desk all day. He likes to walk around to the various departments, get out to various job sites and into the community, go to their staff meetings and keep positive communications and clear expectations.

Youth Programming: He informed the Council he did not have much experience in youth programs at all.

Negotiation skills: He was able to work with the Fire Fighters to resolve the issues with an equitable solution and they were nonunion.

Financial Expectations:

In this realm he was able to meet expectations and stay within framework with innovation on the part of all of us to close the financial deficit gap.

Expectation of Economic Development Director: This individual must work on retention in keeping the businesses in the City, looking at key corridors to do business in Evanston, and he must be willing to work with other departments and to find out what is important to them. The Director should also become an advocate for the businesses.

Relationship between the Community and Northwestern: He said he is a good bridge builder who is irresponsibly optimistic. There are many new faces in Evanston he would like to be able to work with Northwestern developing ways to help each other.

Stimulus and Historic Preservation: He believes working with a sense of urgency and investing in having plans ready to go when the opportunity rises. Also using the talents we have in house to identify key projects that are aligned with the Strategic Plan. In Palatine he assisted in a program in downtown Libertyville with a 1930's Elementary School that was important to the community. This project has not been completed due to some setbacks.

Questions for the Council: Mr. Cassady had two questions: 1) Will the City initiate a second Strategic Plan survey since the last one was done in 2007, and 2) Are the 13 goals for the Strategic Plan appropriate? The Council allowed Mr. Cassady the opportunity to ask a final question of whether or not the Council would be willing to sacrifice a few Saturdays to come together and identify some key community goals and targets. This would assist in a way to create a document to help us in preparing a plan that is aligned with both the Council and citizens goals.

Mayor Tisdahl finally thanked Mr. Cassady for coming and excused him from the room.

Council discussions of the Candidates:

The Aldermen then asked Ms. Heidi Voorhees who had responded to the advertisement and who had been contacted personally. Then each Alderman gave their ranking order of

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choice and explained their decision for the order. Once all was shared Mayor Tisdahl adjourned the meeting at 6:30 p.m.

Respectfully submitted,
Rodney Greene / City Clerk .

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