



LEAGUE OF  
**CALIFORNIA  
CITIES**

# City Managers **CONFERENCE**



**Monterey, CA**

**Feb. 2 - 4, 2022**

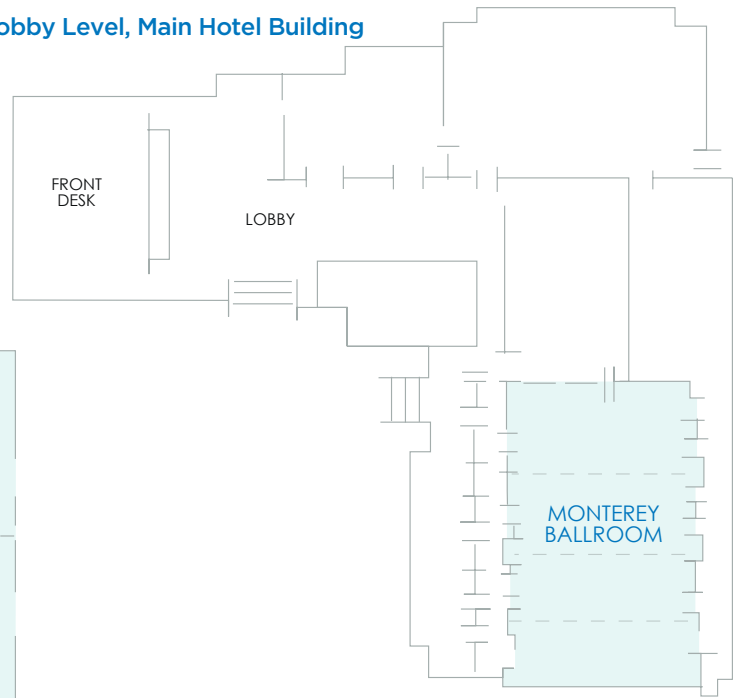
Find session materials online @  
[www.calcities.org/CityManagersConference](http://www.calcities.org/CityManagersConference)

Wi-Fi is provided to access session materials.

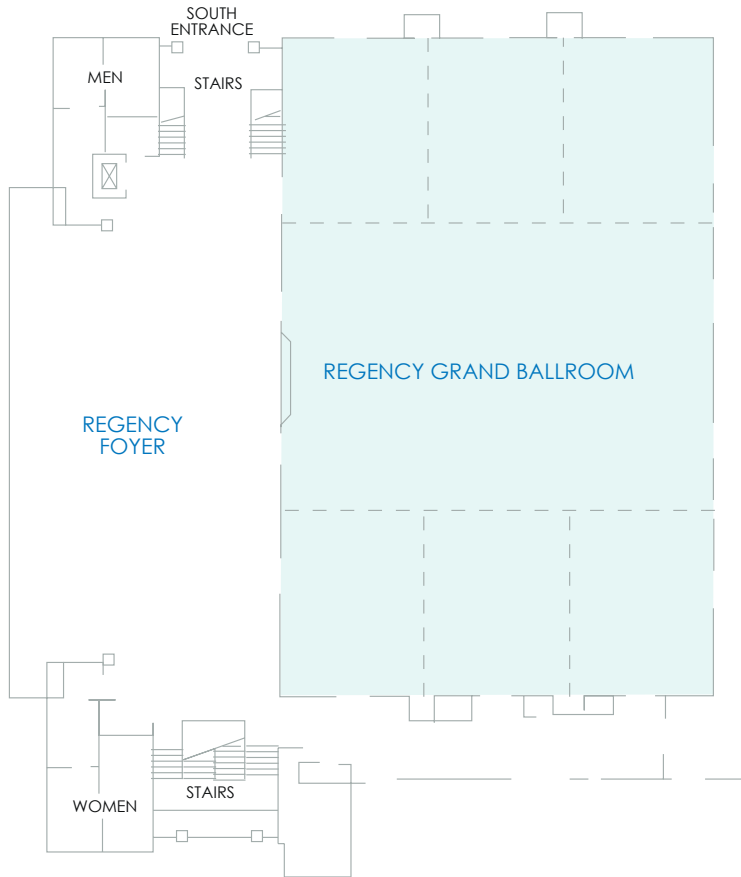
**Network:** City Managers

**Passcode:** CalcitiesCM

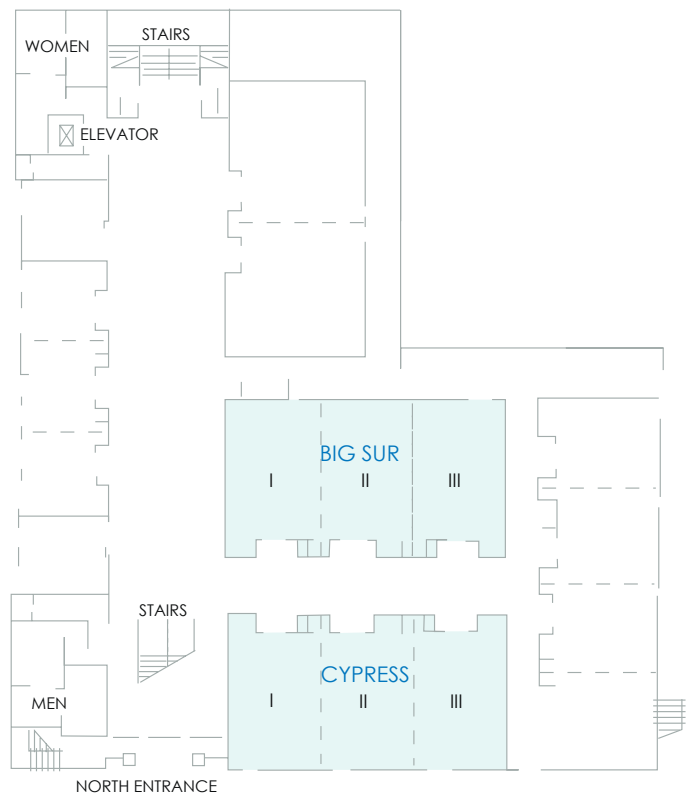
Lobby Level, Main Hotel Building



Second Floor, Conference Center



First Floor, Conference Center



# WEDNESDAY, FEBRUARY 2

10:30 a.m. - 5:30 p.m.	<b>Registration Open</b> Regency Foyer - Conference Center, Second Floor
11:30 a.m. - 1:15 p.m.	<b>Lunch On Your Own</b>
1:30 - 3:15 p.m.	<b>Opening General Session</b> Regency Ballroom - Conference Center, Second Floor <b>Opening Remarks</b> <i>John Gillison, Department President and City Manager, Rancho Cucamonga</i> <b>Department Awards</b> <b>Keynote: The Social Psychology of Negotiations</b> From working with the city council and other department heads at your city to life outside of your career, there are a broad array of negotiation skills needed to get solutions accepted and implemented. Using a simulated negotiation exercise, you will be introduced to a “toolbox” of negotiation skills based on social psychological principles that will help you more effectively navigate relationships, problem solve and achieve mutually beneficial solutions.  Takeaways from the session will include how to get people to open up to share information, the difference between good and bad questions, and how to build trust and influence through language and non-verbal cues. You will also understand how to plan and prepare for negotiation including making an opening offer/ proposal, how to negotiate using packages, making effective concessions, and how to successfully conclude a negotiation. Finally, discover how to create value in a negotiation to make sure both sides walk away satisfied. <b>Presider:</b> <i>John Gillison, Department President and City Manager, Rancho Cucamonga</i> <b>Speaker:</b> <i>Holly Schroth, Ph.D., Senior Lecturer, Management of Organizations, Distinguished Teaching Fellow, Haas School of Business, University of California, Berkeley</i>
3:15 - 3:30 p.m.	<b>BREAK</b>
3:30 - 5:00 p.m.	<b>Straight, No Chaser</b> Regency Ballroom - Conference Center, Second Floor Listen in as city managers share their experiences during the recent past, the widespread challenges that surfaced, and what they did about it. Then, participate in collective learning with your colleagues by sharing your own experiences. <i>Moderator and Speaker: Rene Mendez, City Manager, Gonzales</i> <i>Speakers: Reva Feldman, Retired City Manager, Malibu</i> <i>Thaddeus McCormack, City Manager, Lakewood</i> <i>Kimberley Summers, City Manager, Murrieta</i> <i>Kurt Wilson, Executive Director, Western Riverside Council of Governments</i>
5:00 - 6:30 p.m.	<b>Welcome Networking Reception</b> Monterey Ballroom - Main Hotel Building, Lobby Level    Sponsored by  <b>LEAGUE PARTNER</b> After the first day's activities, enjoy celebrating retirees, networking with your colleagues and some light hors d'oeuvres.

# THURSDAY, FEBRUARY 3

8:00 a.m. - 5:00 p.m.

## Registration Open

Regency Foyer - Conference Center, Second Floor

7:45 - 9:00 a.m.

## Breakfast Buffet Open

Regency Ballroom - Conference Center, Second Floor

8:00 - 5:00 a.m.

## Visit with Sponsors

9:00 - 10:15 a.m.

Concurrent Session

## Show Me the Recovery! Updates on Fees, Assessments, and Financing Districts

Big Sur - Conference Center, First Floor

Discover the importance of utilizing a variety of revenue tools, in both recovery mode as well as for long-term fiscal sustainability in a changing economy. The panel will address revenue options and the importance of public engagement as a fundamental effort. Updates via recent case law and legislative changes affecting cities across California will be provided. Select case studies statewide will be reviewed, including tales of challenges and successes in the city of Rancho Cucamonga. The topic of fiscal sustainability is a constant challenge for cities across the state, and perhaps more than ever as we emerge from the COVID pandemic. Attendees will leave the session with actionable information that can be applied to their city.

**Moderator:** John Gillison, Department President and City Manager, Rancho Cucamonga

**Speakers:** Michael Colantuono, Managing Shareholder, Colantuono, Highsmith & Whatley, PC

Tim Seufert, Managing Director, NBS

Danielle Wood, Director, NBS

9:00 - 10:15 a.m.

Concurrent Session

## Make Your City Attorney Your Best Friend

Cypress - Conference Center, First Floor

When issues get tense in your city, having a solid relationship with your city attorney can make a significant difference. You may not always see eye-to-eye, but understanding the key elements of building that relationship, and maintaining when undertaking a difficult issue, will help smooth the process and light the way to win-win solutions.

**Moderator and Speaker:** Jim Lewis, Department Director and City Manager, Pismo Beach

**Speaker:** Dave Fleishman, City Attorney, Pismo Beach

9:00 - 10:15 a.m.

Concurrent Session

## Creating a Culture of Equity

Monterey Ballroom - Main Hotel Building, Lobby Level

There is high interest from both city staff and the community to advance equity in city government. As city managers and department heads responsible for leading this work, how do we harness this energy to create a culture of equity for our organizations? What are the challenges we're facing and the successes we've experienced? Learn city strategies to approach equity and get the opportunity to share your own city's experiences.

**Moderator:** Erica Manuel, CEO and Executive Director, Institute for Local Government

**Speakers:** Jose Arreola, Community Safety Administrator, Salinas

Karen Diemer, City Manager, Arcata

David Wilson, City Manager, West Hollywood

10:15 - 10:45 a.m.

## Visit with Sponsors Coffee Break

Conference Center

# THURSDAY, FEBRUARY 3

10:45 a.m. - 12:00 p.m.,  
Concurrent Session

## Think Outside the Building: Innovating Your Future

Big Sur - Conference Center, First Floor

Knowing that innovation is critical isn't enough. "Getting it" is one thing. "Getting it done" is quite another. When your city thinks of itself as a community builder, quality of life advocate, and service provider, then it starts to behave differently. And that's where innovation surfaces because to innovate is to implement change that creates a new dimension of performance. In this session, practical strategies and proven techniques are presented to (re)set the tone of a dynamic, always-on, learning culture that's essential to unleash creativity and lead to faster, better innovation.

**Speaker:** Patrick Ibarra, Co-Founder and Partner, The Meorando Group

10:45 a.m. - 12:00 p.m.  
Concurrent Session

## Creating a Strong Partnership with CalOES

Cypress - Conference Center, First Floor

Emergencies move fast and have devastating physical and economic impacts on communities. One way to prepare your city is to have a strong relationship with the Governor's Office of Emergency Services (CalOES). This relationship can help cities understand the short and long-term funding and program opportunities available to your city from the state. Learn about the programs that CalOES administers and take-away tips on how to build stronger relationships and support each other. Understand how the wide variety of programs offered by the state can benefit your city and can mitigate the impacts of an emergency. Proactively learn how to partner with CalOES on these programs and ask questions about how to best operationalize disaster preparedness and cost recovery in your city.

**Speaker:** Ryan Buras, Deputy Director, California Governor's Office of Emergency Services

10:45 a.m. - 12:00 p.m.  
Concurrent Session

## Prohousing Programs: Demonstrating Statewide Leadership While Meeting Local Goals

Monterey Ballroom - Main Hotel Building, Lobby Level

Many cities throughout California are experiencing dramatically increased Regional Housing Needs Allocation (RHNA) numbers, economic inequities and homelessness. Now, a state program seeks to support local governments by creating a framework to help local agencies document prohousing policies and gain additional preference for competitive grant programs. Join us to learn best practices and lessons learned from cities that are leading the charge and get your burning questions answered.

**Moderator:** Karalee Browne, Assistant Executive Director, Institute for Local Government

**Speakers:** Matthew Burris, Deputy City Manager, Rancho Cucamonga

Danielle Foster, Housing Policy Manager, Sacramento

Anita Gutierrez, Development Services Director, Pomona

12:00 - 1:15 p.m.

## Networking Luncheon

Regency Ballroom - Conference Center, Second Floor

### Save The Dates:

2022 ANNUAL CONFERENCE AND EXPO  
SEPTEMBER 7 - 9 | LONG BEACH CONVENTION CENTER

2023 CITY MANAGERS CONFERENCE  
FEBRUARY 8 - 10 | WESTIN CARLSBAD

# THURSDAY, FEBRUARY 3

1:15 - 2:45 p.m.

## Afternoon General Session

Regency Ballroom - Conference Center, Second Floor

### Opening Remarks

*Eric Figueroa, Department President-Elect and City Manager, Martinez*

### ICMA/Cal-ICMA President Remarks and Award

*Troy Brown, City Manager (ICMA-CM), Moorpark*

### Combatting Disinformation on Social Media: From Politically Motivated to Factually Inaccurate

Social media tools empower governments to quickly inform and mobilize residents in support of community events and initiatives. They are also tools that enable rapid sharing of disinformation across residents that ranges from the politically motivated designed to manipulate to the factually inaccurate that need only be coherently corrected. This presentation encompasses the design of policies and practices, and digs deeply into derailing disinformation viral messaging that originates from diverse sources, some legitimate and some disingenuous.

**Speakers:** *Thomas Bryer, Professor, University of Central Florida*  
*Sarah Stoeckel, Council Member, Titusville, Florida*

2:45 - 3:15 p.m.

### Visit with Sponsors Coffee Break

Conference Center

3:15 - 4:45 p.m.

Concurrent Session

### Diverse Workforce Development: Tips for Success and Pitfalls to Avoid

Big Sur - Conference Center, First Floor

Explore tips for increasing diversity on your team. How do you move from just saying you want to increase diversity and inclusion, to actually seeing your staff at all levels of your organization and leadership reflect the diversity of the region you serve? This session will provide stories, tips, and tricks (and pitfalls to avoid) from colleagues who have been successful in doing so.

**Moderator:** *Chantal Cotton Gaines, Deputy City Manager, Palo Alto*

**Speakers:** *Henry Gardner, Executive Director, Oakland-Alameda County Coliseum Authority*  
*Lydia Romero, City Manager, Lemon Grove*  
*Ed Shikada, City Manager, Palo Alto*

3:15 - 4:45 p.m.

Concurrent Session

### Defending Institutions: Promoting Civic Debate and Rejecting Personal Attacks

Cypress - Conference Center, First Floor

In 2020, a protest outside the home of Sacramento City Manager Howard Chan threatened the very institution of democracy, moving the public debate forum from its rightful place in Council Chambers and the ballot box to the personal domicile of a civic leader. When events like this happen, how can city leaders and administrators protect themselves and their families while fostering greater community trust? Do existing channels for public debate suffice, or are more outlets needed to make the public feel heard – particularly in the age of digitization?

**Moderator:** *Ken Striplin, City Manager, Santa Clarita*

**Speakers:** *Pamela Antil, City Manager, Encinitas*  
*Troy Brown, City Manager (ICMA-CM), Moorpark*  
*Howard Chan, City Manager, Sacramento*

# THURSDAY, FEBRUARY 3

3:15 - 4:45 p.m.  
Concurrent Session

## Combating Disinformation on Social Media: The Workshop Monterey Ballroom - Main Hotel Building, Lobby Level

**\*\*In order to participate in this session, bring a laptop or tablet which may be shared with others. Groups at each roundtable will complete digital decision-making activities as a team\*\***

A continuation of the Afternoon General Session. Using a set of interactive scenarios, participants will develop and use a toolkit of technological, relational and communication solutions to combat disinformation. Next, learn how to apply principles of civil discourse that neither disparages residents who are spreading disinformation nor legitimizes viewpoints that are damaging to the community. Finally, create a plan to enable a rapid response team that bridges government and community to promote both correct information and civility across individuals who disagree with each other.

**Speakers:** *Thomas Bryer, Professor, University of Central Florida*  
*Sarah Stoeckel, Council Member, Titusville, Florida*

5:00 - 6:00 p.m.

## Presidential Networking Reception Monterey Ballroom - Main Hotel Building, Lobby Level

### 2021 - 2022 Department Officers

*President, John Gillison*  
*City Manager, Rancho Cucamonga*

*President-Elect, Eric Figueroa*  
*City Manager, Martinez*

*Vice President, Justin Hess*  
*City Manager, Burbank*

*Immediate Past President, Steven Rogers*  
*City Manager, Yountville*

*Department Director, Jim Lewis*  
*City Manager, Pismo Beach*

# FRIDAY, FEBRUARY 4

8:00 - 10:15 a.m.

## Registration

Regency Foyer - Conference Center, Second Floor

7:45 - 9:00 a.m.

## Breakfast Buffet Open

Regency Ballroom - Conference Center, Second Floor

9:00 - 10:15 a.m.

Concurrent Session

## Benefits and Risks of the New Hybrid Workplace Model

Big Sur - Conference Center, First Floor

As we move beyond the COVID-19 crisis, some cities are back to pre-pandemic norms while others have adopted new hybrid work models. Will hybrid work fundamentally change the way local government operates? Hear from city managers about their experiences with different remote work models in varying organization sizes, and best practices for work in the post-COVID world. Speakers will consider the impacts of a hybrid workplace on labor negotiations, equity concerns, tax-related issues, accessibility, city-wide versus department-specific remote work policies, and the implications of the state government's decision to permanently change the way they work.

**Moderator:** Justin Hess, Department Vice President and City Manager, Burbank

**Speakers:** Lisa Goldman, City Manager, Burlingame

Karen Pinkos, City Manager, El Cerrito

9:00 - 10:15 a.m.

Concurrent Session

## Navigating and Delivering for Multi-Generational City Councils

Cypress - Conference Center, First Floor

A new generation of elected leaders is joining city councils, bringing new perspectives and policies to the dais. They also have different experiences with government and may be interacting with a city manager for the first time. Plus, their fresher viewpoints may clash with more seasoned council members. Learn first hand from fellow city managers how they navigate these varying views and how it can affect decision making.

**Moderator:** Ryder Todd Smith, President, Tripepi Smith

**Speakers:** Kelly McAadoo, City Manager, Hayward

Mark Pulone, City Manager, Yorba Linda

Fran Robustelli, City Manager, San Leandro

9:00 - 10:15 a.m.

Concurrent Session

## A Tale of Three Cities: Partnerships and Programs for the Unhoused

Monterey Ballroom - Main Hotel Building, Lobby Level

Hear from three city managers as they discuss programs and partnerships that are addressing homelessness.

**Moderator:** Helene Schneider, Regional Coordinator, U.S. Interagency Council on Homelessness

**Speakers:** Damien Arrula, City Manager, Placentia

Alma K. Martinez, City Manager, El Monte

Robert Nisbet, City Manager, Half Moon Bay

10:30 - 11:45 a.m.

## Closing Session

Regency Ballroom - Conference Center, Second Floor

### Opening Remarks

Justin Hess, Department Vice President and City Manager, Burbank

### CCMF Remarks

Ken Striplin, City Manager, Santa Clarita

### California State and Local Economic and Fiscal Outlook

California has one of the largest and most diverse economies in the world and has been an epicenter of innovation, entertainment and tourism in America for over a century. A combination of things, mostly stemming from the COVID-19 pandemic, continues to cause economic disruption and uncertainty. Municipal revenues are affected in turn – but uniquely. This panel of leading experts will analyze economic and financial trends and discuss the year ahead for California and its cities.

**Speakers:** Michael Coleman, Fiscal Policy Advisor, CaliforniaCityFinance.com

Somjita Mitra, Chief Economist, Department of Finance

Ken Nordhoff, Principal, HdL Companies

11:45 a.m.

## Adjourn







# LEAGUE OF CALIFORNIA CITIES

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[www.calcities.org](http://www.calcities.org)