



LEAGUE OF
CALIFORNIA
CITIES

125 / **YEARS**
1898-2023

City Managers **CONFERENCE**

Feb. 7-9, 2024
Hollywood, CA



WEDNESDAY, FEB. 7

10:00 a.m. - 5:30 p.m. | **Registration Open**
Salon 3

11:00 a.m. - 6:00 p.m. | **Visit with Sponsors**
Salon 3

1:30 - 3:15 p.m. | **Opening General Session**
Salon 1-2

Opening Remarks

Karen Pinkos, President, City Managers Department and City Manager, El Cerrito

Cal Cities Remarks

Carolyn Coleman, Executive Director and CEO, League of California Cities

City Managers Department Awards

Artificial Intelligence: Making Sense of What's Next

In this talk, AI tech expert and thought leader Abigail Hing Wen shares her breadth of expertise across the vital conversations happening around artificial intelligence. Abigail served as senior director of emerging AI tech for Intel and in their venture capital arm, as well as worked with the Partnership on AI, a leading nonprofit coalition in Silicon Valley. In her career, she worked in the Senate Judiciary Committee, served as a law clerk on the DC Circuit Court of Appeals and practiced law at Sullivan & Cromwell and Gibson Dunn. Abigail delivers significant insights on the Future of AI, recent trends in AI tech and policy, developments in human-centered AI around the world, autonomous innovation and big data, and how AI will impact the future of work and growth for organizations across industries.

Keynote Speaker: *Abigail Hing Wen, Emerging AI Technology Thought Leader*



3:15 - 3:45 p.m. | **Sponsor Break**
Salon 3

3:15 - 3:45 p.m. | **Coffee Chat: New City Managers**
Salon 1-2

Are you new to the role of City Manager? Grab a coffee and join city managers from across the state for a great conversation with the City Manager Department Officers about leadership and growing within the role of city manager.

3:45 - 5:00 p.m.
Concurrent Session | **Protecting the Profession**
Salon 4

In our modern reality, with information at our fingertips and political polarization at a high, city managers are being targeted in personal and professional attacks by a disgruntled few. What can be done to prevent these attacks? When it's too late, what can be done about the transgression? Learn from city managers who have tackled these challenges directly.

Moderator: *Fran Robustelli, City Manager, San Leandro*

Speakers: *Kenneth A. Domer, City Manager, La Verne*

John Donlevy, Retired City Manager

Christa Johnson, Town Manager, Ross

WEDNESDAY, FEB. 7

3:45 - 5:00 p.m.
Concurrent Session

The Economic Adventure: City Managers Unleash Their Superpowers! Salon 5

These city managers have built reputations as superheroes and leading visionaries in the field of economic development. They will be assembling as a super-team to share their innovative strategies to grow and attract businesses and leverage community assets to activate spaces in their cities. Learn how they have built strategic partnerships, used data, and solved problems to address the needs of residents and businesses and lay the foundation for long-term financial sustainability in their communities.

Moderator: Maggie Le, City Manager, Fountain Valley

Speakers: Lisa Kim, City Manager, Garden Grove

Ben Kim, City Manager, Rosemead

Mike Lee, City Manager, Moreno Valley

3:45 - 5:00 p.m.
Concurrent Session

The Electric Future: Best Practices and Lessons Learned from Pioneer Cities Salon 6

Cities large and small are embracing new technology to electrify their infrastructure and deliver the services of tomorrow. Learn how South Pasadena will become the first city in the nation to fully electrify their police department's fleet; how Rosemead was able to partner with Los Angeles County and deliver electric vehicle charging stations to their public library; and how the Tulare Council of Governments successfully partnered with their member cities to bring electric vehicle charging to downtown Visalia. Discover what your city may do to attract infrastructure investment, and receive the best practices and lessons learned from pioneer cities in the electric future.

Moderator and Speaker: Cody Tubbs, Director, Local Government Relations, Southern California Edison

Speakers: Arminé Chaparyan, City Manager, South Pasadena

Omar Faris, Clean Energy Advisor, Southern California Edison

Laura Iannaccone, Manager, LA County

Derek Winning, Principal Planner, Tulare County Association of Governments

5:00 - 6:00 p.m.

Networking Reception Pool Deck

Make new friends and catch up with old ones while enjoying delicious appetizers and tasty beverages during the evening networking reception. It's the perfect opportunity to form support networks inside your profession.

Find session materials online at
www.calcities.org/CMC

WiFi Network: Cal Cities
Passcode: Citymanagers24

THURSDAY, FEB. 8

8:00 a.m. - 4:00 p.m.	Registration Open Salon 3
8:00 a.m. - 5:00 p.m.	Visit with Sponsors Salon 3
8:00 - 9:00 a.m.	Networking Breakfast Salon 1-2
9:00 - 10:15 a.m.	<p>2024 Ballot Measure Update: What City Managers Need to Know <i>(Members Only Session)</i></p> <p>Salon 1-2</p> <p>A long list of ballot measures, including some with major impacts to cities, will be considered by California's voters this November. Join us for a special "members-only" briefing to learn about the broader initiative landscape and what city managers need to know about a dangerous measure that would undermine local control and city funding. Return to your city with a better understanding of the "Taxpayer Protection and Government Accountability Act" and what actions you can take to protect your city.</p> <p><i>Please note: All attendees for this session must be from a member city. Badges will be scanned upon entrance for confirmation. If you are unsure if you are eligible to attend, please see any Cal Cities staff member.</i></p> <p>Opening Remarks: Thaddeus McCormack, President Elect, City Managers Department and City Manager, Lakewood</p> <p>Moderator: Carolyn Coleman, Executive Director and CEO, League of California Cities</p> <p>Speakers: Brandon Castillo, Partner, BCFS Public Affairs Samantha Caygill, Regional Public Affairs Managers, East Bay Division, League of California Cities Kristine Guerrero, Regional Public Affairs Manager, Los Angeles Division, League of California Cities Jim Lewis, Director, City Managers Department and City Manager, Atascadero David Mullinax, Regional Public Affairs Manager, Channel Counties Division, League of California Cities Karen Pinkos, President, City Managers Department and City Manager, El Cerrito Ben Triffo, Lobbyist, Revenue and Taxation, League of California Cities</p>
10:15 - 10:45 a.m.	Sponsor Break Salon 3
10:45 a.m. - noon Concurrent Session	<p>AI-Powered Cities: Empowering Municipalities through New Technology</p> <p>Salon 5</p> <p>As communities continue to grow, the challenges faced by city officials become more complex. The resource at the forefront of the demand for innovation is artificial intelligence. AI leverages language models to interpret, generate and respond to human language. Now we must learn how to use AI and explore how it can be integrated into city governance, ultimately unleashing a new era of efficiency, transparency, and community empowerment.</p> <p>Moderator: Jennifer Vaughn, Director, Tripepi Smith</p> <p>Speakers: Peter Pirnejad, City Manager, Los Altos Hills Sunil Rajaraman, Founder & CEO, Hamlet Geoff Spencer, Management Analyst - Communications, Yorba Linda</p>

THURSDAY, FEB. 8

10:45 a.m. - noon
Concurrent Session

Crisis Management for Cities: Modern Problems for a Modern World Salon 6

In 2017, the League of California Cities' Annual Conference featured a panel on crisis management for cities. At the time, the emphasis was on external crises, such as earthquakes and fires. In the intervening years, we have seen an increased number of crises that arise internally, such as staff misconduct accusations, city managers under fire, housing element requirements that enrage neighborhoods, and cyberattacks. The panel will focus on this newer type of crisis and how to deal with intense scrutiny of a city's internal operations, including public records requests, media inquiries, and city council concerns about staff performance.

Moderator: June W. Catalano, Consultant, Renne Public Management Group

Speakers: Jonathan Holtzman, Founding Partner, Renne Public Law Group

Kelly McAdoo, Vice President, City Managers Department and City Manager, Hayward

David White, City Manager, Santa Monica

10:45 a.m. - noon
Concurrent Session

Organizational Culture and Ethics – Peanut Butter and Jelly or Oil and Water? Salon 4

We all know the saying that "culture eats strategy for lunch," but a good culture doesn't always guarantee highly ethical actions. The two should go together like PB&J, but that's not always the case. In this session, hear ICMA's new Director of Ethics and three well-respected city managers talk about the challenges they have faced with building a strong culture that also places a high value on ethics. In this interactive session, you will also be given the chance to share your successes and failures in dealing with this challenging leadership role.

Moderator: Jessica Cowles, Ethics Director, ICMA

Speakers: Graham Mitchell, City Manager, El Cajon

Rosanna Bayon Moore, City Administrator, Piedmont

Fran Robustelli, City Manager, San Leandro

noon - 1:15 p.m.

Networking Lunch Salon 1-2

1:30 - 2:45 p.m.
Concurrent Session

Assistant/Deputy City Manager Roundtable Salon 5

Join in roundtable discussions with assistant and deputy city managers on the roles they serve in the organization. Seasoned ACM/DCMs will share their experiences in how to build a good working partnership with the city manager, and by extension the city council and organization, while those entering the role will have opportunity to ask questions on issues they are facing and learn about what support networks exist. Assistants/deputies will gain tips on evaluating if and when to take the next step to the chief role - or remain in, what some would call "the best job in the organization."

Speakers: Elisa Cox, Assistant City Manager, Rancho Cucamonga

Jessica D. Deakyne, Assistant City Manager, Novato

2023 - 2024 City Managers Department Officers

President, Karen Pinkos, City Manager, El Cerrito

President Elect, Thaddeus McCormack, City Manager, Lakewood

Vice President, Kelly McAdoo, City Manager, Hayward

Department Director, Jim Lewis, City Manager, Atascadero

Immediate Past President, Justin Hess, City Manager, Burbank

THURSDAY, FEB. 8

1:30 - 2:45 p.m.
Concurrent Session

Lions and Tigers and Landslides, Oh My! Crisis Management and Communication Salon 4

We don't get to choose when a crisis hits in our communities, but we do get to choose how to react. Crisis management is an imperative executive function, and failure to respond and communicate effectively in real time can have dire consequences for residents and the organization. This session will touch on recent situations experienced in the cities of Rolling Hills Estates and Rancho Palos Verdes that deal with catastrophic land movement, a high-profile incident featuring a prominent sports figure, and a fabricated story that created a panic on social media. Focusing on the importance of providing accurate and consistent information relevant to all parties, leveraging resources and agency partners, and utilizing risk management strategies to reduce risk in a crisis, this session is an excellent opportunity to gather valuable insights on some best practices and lessons learned from two cities that have been on the front lines of crisis management.

Moderator: Jon Barilone, Principal, Tripepi Smith

Speaker: Alexa Davis, Assistant City Manager, Rolling Hills Estates

Greg Grammer, City Manager, Rolling Hills Estates

Ara Mihranian, City Manager, Rancho Palos Verdes

1:30 - 2:45 p.m.
Concurrent Session

Supporting Civility and Effective Resident Engagement Salon 6

How can you host effective conversations on divisive topics and bring differing viewpoints together to encourage civilized discourse? Informed conversation makes resident feedback more effective, benefiting both resident and city by providing actionable and realistic information for the city to address or solve. Establishing substantial resident engagement demands a commitment of both resources and time. However, the potential benefits are significant. Explore how to merge these worlds and engage with active community members, fostering effective civic engagement while identifying techniques to bridge relationship and political gaps.

Moderator: Ryder Todd Smith, President, Tripepi Smith

Speakers: Elizabeth Doll, Director of Braver Politics, Braver Angels

Grace Leung, City Manager, Newport Beach

2:45 - 3:15 p.m.

Sponsor Break Salon 3

2:45 - 3:15 p.m.

Coffee Chat: Women Leading Government Salon 1-2

Looking to connect with other women in government? Join Women Leading Government for coffee and great ideas during the afternoon coffee break of the 2024 Cal Cities Managers Conference. Not a WLG member? Come and talk with us about how WLG is committed to your professional success!

THURSDAY, FEB. 8

3:15 - 4:30 p.m.
Concurrent Session

Ensuring the Pipeline is Primed: How We Can All Help Retain Diverse Candidates for Leadership Roles

Salon 6

When we talk about workforce planning, we often shift responsibility for developing the pipeline of city management leaders to those wishing to move up in the profession. City managers and those currently in leadership roles can help ensure a diverse pipeline of candidates, as their choices likely have an even larger impact in ensuring a diverse candidate pool for future city leaders. Join our discussion on how we can all ensure the pipeline is primed.

Moderator: Jessica D. Deakyne, Assistant City Manager, Novato

Speakers: Cathy Capriola, Vice President, MRG

John Gillison, City Manager, Rancho Cucamonga

Maraskeshia Smith, City Manager, Santa Rosa

3:15 - 4:30 p.m.
Concurrent Session

Walking the Line: Addressing Complaints Against Elected Officials

Salon 4

You just received the dreaded call, a city employee has complained about harassment by a council member and a workplace investigation is about to ensue. How do you handle an investigation when the person you are investigating has the authority to fire you and isn't your employee? This session will delve into how to initiate an inquiry, legal considerations for moving forward with an investigation, and best practices for navigating these sensitive situations. Session attendees will gain first-hand insights into addressing complaints about elected officials' alleged misconduct from the perspectives of a city manager, city attorney, and investigator. Join this session and gain the tools you may one day need to navigate an elected official investigation while not discrediting your city in the eyes of the public or your employees.

Moderator: Kelly Trainer Policky, Employment Practices Manager, California JPIA

Speakers: Nelson A. Fialho, Executive Director, Renne Public Management Group

Eli Makus, Managing Partner, Van Dermyden Makus Law Corporation

Janica Maldonado, Partner, Atkinson, Andelson, Loya, Ruud & Romo

3:15 - 4:30 p.m.
Concurrent Session

Workforce Challenges You Can't Ignore

Salon 5

Explore workforce challenges that keep city managers up at night. The session will feature a case study of a regional effort involving all the local governments in the Silicon Valley to address workforce trends. Sponsored by the City Manager Associations of Santa Clara and San Mateo Counties, the two-county Next Generation Committee has developed several programs to attract, retain, and develop talent. Some of these regional programs include the Management Talent Exchange Program, a summer internship program placing hundreds of university students in local government agencies, Management Fellowship Program, speed coaching events, a City Manager in Residence Program for Bay Area universities, and an annual Tomorrow's Department Head Forum for professionals on the cusp of becoming department directors. The session will provide a new resource tool for city managers, a template for helping Executive Teams conduct a Readiness Assessment and Talent Development Discussion. Recently pilot tested by seven organizations, this template and a sample will be provided to all participants via online session materials.

Moderator: Frank Benest, Liaison for Next Generation Initiatives, ICMA

Speakers: Melissa Stevenson Diaz, City Manager, Redwood City

Christina Turner, City Manager, Morgan Hill

FRIDAY, FEB. 9

8:00 - 11:00 a.m.

Registration Open
Salon 3

8:00 - 9:00 a.m.

Networking Breakfast
Salon 1-2

9:00 - 10:30 a.m.

How to Survive Your Annual Performance Evaluation
Salon 1-2



Learn best practices for a productive performance evaluation that meets your needs and contributes to the Council/Manager partnership. Hear about your colleagues' experiences with their evaluations. Discuss how to use the performance evaluation process to get Council agreement on goals. Learn about ways you can reduce the stress of the evaluation for both you and your Council. A productive process can help you avoid unpleasant surprises, do course corrections, and reinforce what is going well. It can be a way to convey issues that are impeding staff, set boundaries, and rein in unproductive behaviors. The session will be interactive, with opportunities for sharing among city managers about their experiences with evaluations, and will provide practical tools that you can use.

Opening Remarks: Hazel Wetherford, Deputy City Manager, Dublin

Moderator: Dan Keen, Consultant, Daniel Keen Consulting

Speakers: Harry Black, City Manager, Stockton

Jan Perkins, Retired City Manager, Vice President, Rafftelis

Linda Smith, City Manager, Dublin

10:45 a.m. - noon

Who Are We? A Profile of the Profession
Salon 1-2



Who are city managers? CCMF partnered with the Rose Institute of State & Local Government at Claremont McKenna College to survey all city managers throughout the state and compiled a report demonstrating demographics and trends. Hear from the survey organizers about what they learned, and what today's city managers can do to ensure the success of the next generation of leaders.

Opening Remarks and Moderator: Ken Striplin, President, CCMF

Speakers: Bipasa Nadon, Assistant Director, Rose Institute of State and Local Government

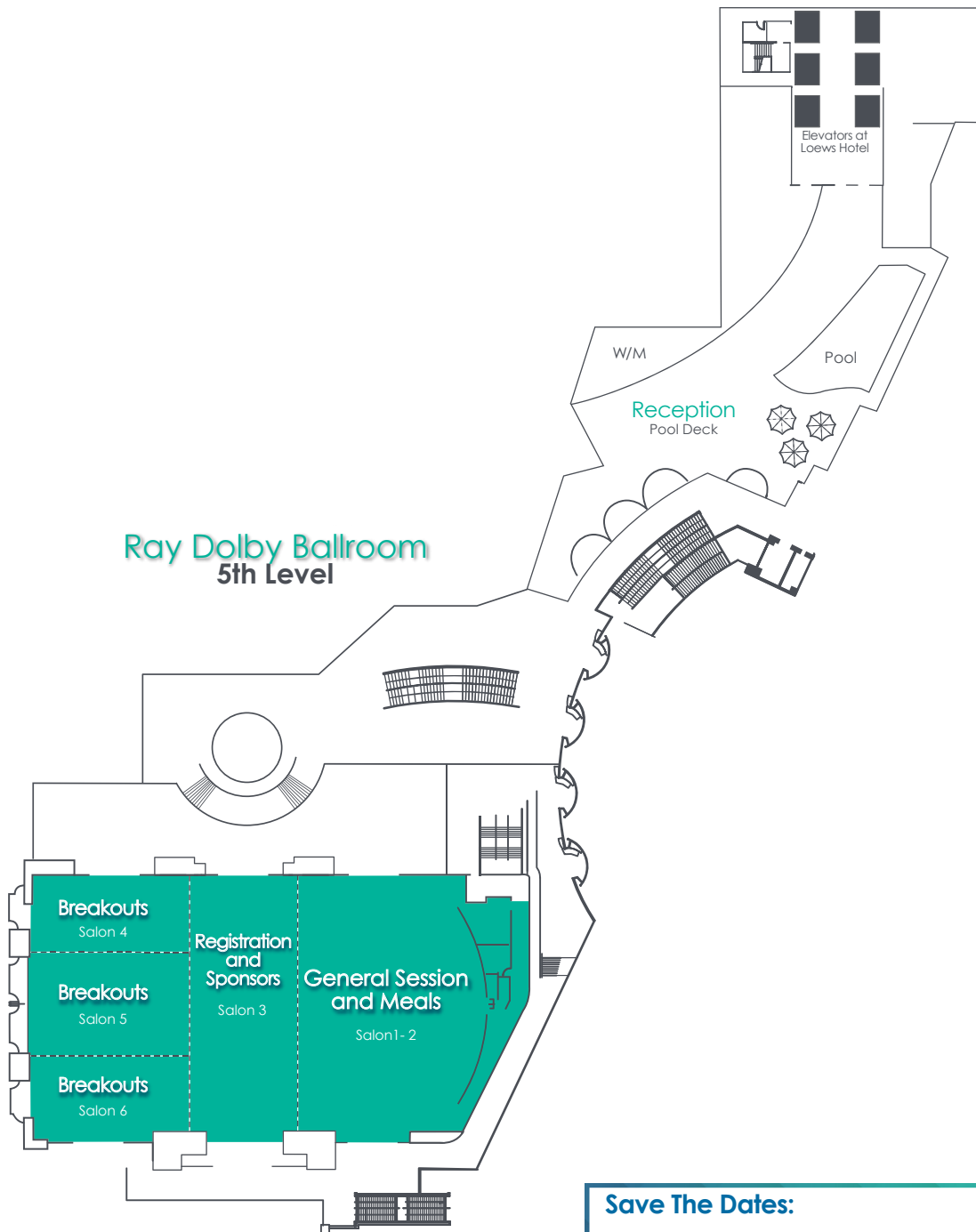
Karen Pinkos, President, City Managers Department and City Manager, El Cerrito

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FLOOR PLAN



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2025 CITY MANAGERS CONFERENCE

FEB. 5-7 | THE WESTIN, RANCHO MIRAGE

2026 CITY MANAGERS CONFERENCE

FEB. 11-13 | THE MERITAGE, NAPA

125 / YEARS
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Strengthening California Cities
through **Advocacy** and **Education**