City of San Leandro

City Council Retreat

April 20, 2024

Facilitated by: Claire Laughlin

MRG Solutions

Welcome!

City Manager, Fran Robustelli

Public Comment

Today we will...

- Explore the role of *City Leadership* and the behaviors that build credibility and generate confidence in government
- Review and revise as needed, our *commitments* as a council for working at our best together
- Get an update on the City's long-term forecast
- Review 2023 Accomplishments
- Evaluate new referrals and align on the City's top Priority Areas for 2024

Working Agreements for Today...

- Commit to shared civility
- Stay curious, not judgmental
- Participate and speak your truth
- Ensure everyone gets a turn
- Watch your time
- Practice active listening
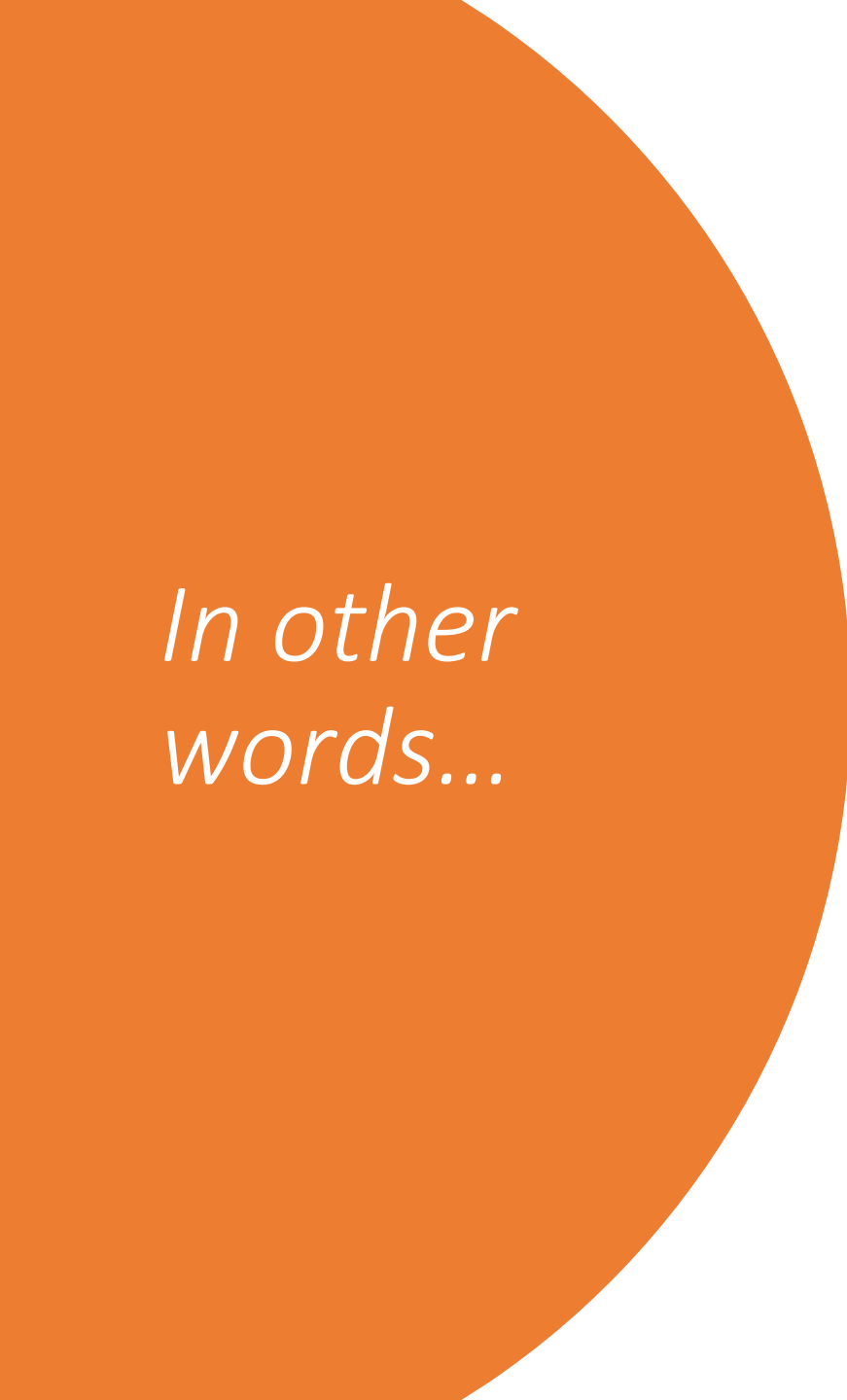- Keep the process going

Warm-Up

- What is one thing you are *excited* to explore today?
- What are you *bringing* to the conversation today?

Key Characteristics of Effective Council Members (ILG)

- Successfully transition from candidate to a member of the council.

- Become a champion of the city. Make decisions based on the needs and interests of the community at-large / the greater good.

- *Develop, communicate and support* policy goals and council decisions.

- Demonstrate a willingness to work collaboratively (as a team) and take a citywide perspective.

In other words…

- Work well *together.*
- Set policy and priorities – and then trust City Manager to align resources and get the important work done.
- Work productively with City Manager to reduce barriers to successful implementation of policy and achievement of priorities.
- Be supportive of City Staff as they work to attain the priorities that have been identified and agreed upon.

Can this be done in a way that *models leadership* and *builds confidence* in government and elected officials?

How will we do it?

Time Tested Leadership Behaviors*

Model the Way

Set the example by aligning actions with shared commitments.

Enable Others To Act

Foster collaboration by building trust and facilitating relationships.

*These are 2 of 5 Practices for Exemplary Leadership developed and time tested over more than 35 years by *Jim Kouzes and Barry Posner* as part of their work, *"The Leadership Challenge"*

Small Group Discussion

(~10 minutes)

- What do residents *expect* in terms of the Council member's leadership behaviors?
- What would it mean for this Council, collectively, to *Model the Way* for residents?
- What leadership behaviors will create *credibility* and *trust* in government?
- *Prepare a flip chart and be ready to share*

Team Commitments (from 2023)

1. Genuine, open dialogue
2. Willingness to get out of comfort zone
3. Don't villainize / do not support villainization
4. Genuinely consider both sides to understand underlying interest
5. Work toward a solution: something is better than nothing
6. Consider all constituents
7. Stay focused – not every item requires comment
8. Trust the City Manager
9. Be prepared: read packets, prepare questions, help staff succeed
10. Practice a team mindset: share information, uplift others, be united
11. Commit to holding ourselves and each other accountable
12. Focus on the issue

How are we doing?

Small group,
10 minutes

Using our list of team commitments, let's evaluate…

- Which commitments did we uphold consistently?
- Which commitments need to be strengthened?
- Do any norms need to be changed or updated?

Updating City Council Team Commitments

Out of *all* we have discussed…

- What behaviors will be most effective at helping us get the *results* we have promised?
- What behaviors are you willing to *commit* to?

- *In your small group, prioritize and prepare to present.*

Break

Financial Presentation

Director of Finance, Michael Yuen

Lunch

Focus yields progress
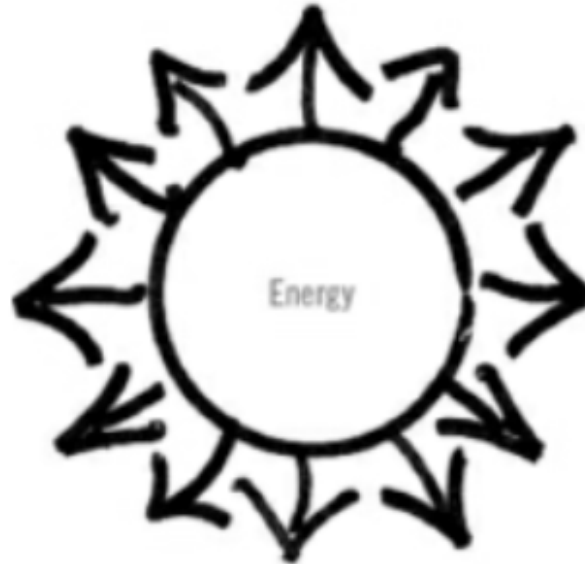
2023 Accomplishments

Remember Covey's Big Rocks?
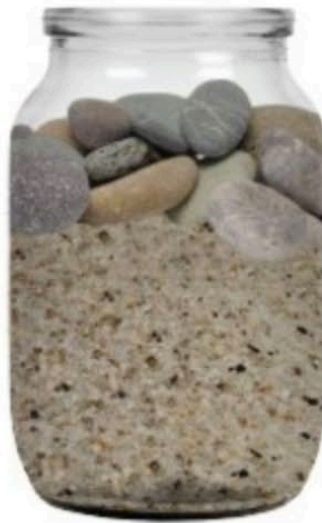
Big Rocks First. That's the Only Way it Works.

Expanding the Number of Priorities

Councilmember Bowen

City Manager Response

What is the impact on staff and workplans?

Vote!

Choice 1: **YES** on Economic Development **only**

Choice 2: **YES** on Quality of Life **only**

Choice 3: **YES** on **both**

Choice 4: **NO** on **both**

New Referrals

Priority areas • New Referrals

Process

- Review current referrals
- *Double-check: Does anyone want to withdraw or _defer_ a referral to a future priority work session?*
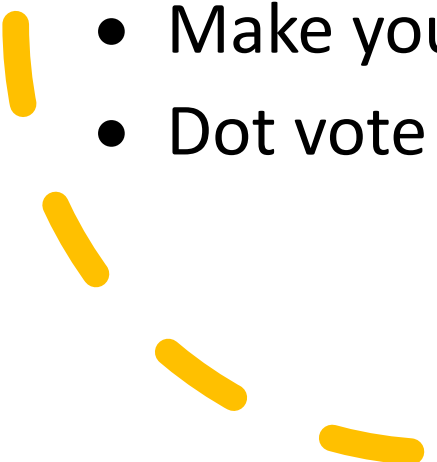- Dot Vote on the **order** in which we will *discuss* these today…
- Make your case! (We will review in the order determined.)
- Dot vote again

New Referrals

Priority Category	Item	Requested	Status	Priority Vote
Public Safety	Gun buyback program in collaboration with the Police Dept	Reynes	Not Started	
Public Safety	List of liquor store hours of operation and how many liquor store licenses in the City	Mayor	Not Started	
Public Safety	Gun buyback program WITH financial support from the City	Bowen	Not Started	
Public Safety	Safe Gun storage ordinance	Bowen	Not Started	
Public Safety	Requiring gun dealers to report their inventory	Bowen	Not Started	
Public Safety	Prohibiting Unaccompanied Minors and Prohibited Persons from Entering Gun Stores	Bowen	Not Started	
Public Safety	Requiring Regular Inspections of Gun Dealer Premises	Bowen	Not Started	
Public Safety	Requiring gun dealers to videotape sales	Bowen	Not Started	
Public Safety	Decriminalizing Psilocybin mushrooms.	Aguilar	Not Started	
	Policy/ordinance where we require strip malls/shopping centers to lock up dumpsters	Azevedo	Not Started	
	Study to evaluate wish cycling (how do we recycle more plastics?)	Simon	Not Started	
	Tobacco advertising policy and number of licenses issued in the City	Mayor	Not Started	
	A Strategic plan outlining the mission, vision, values of the City based on Council Priorities that the department work plans and performance goals scaffold up to.	Bowen	Not Started	
	Expand priorities to include quality of life to provide more clarity and transparency and focus	Bowen	Not Started	
	Expand priorities to include economic development to provide more clarity and transparency and focus	Bowen	Not Started	
	Explore access to childcard	Bowen	Not Started	
	Expore workforce development	Bowen	Not Started	
	Explore Public private partnerships	Bowen	Not Started	
	Expand code enforcement to address code violations	Bowen	In Progress	
	Equestrian Center in San Leandro for Youth	Simon	Not Started	

Withdraw? Or defer?

Does anyone want to withdraw a referral?

- *Withdraw if this work is not urgent to complete in the next 3 years.*

Does anyone want to <u>defer</u> a referral to a future priority work session?

o *To defer means that it won't get worked on **this year.***

    o *(You'll see it again in 2025!)*

o *If you don't defer, then we will **discuss and decide whether** we work on it this year in lieu of something else, or in the future*

Let's *dot vote* on the order of discussion

3 dots! Vote for your top 3 items that are most important to discuss!

Make your case

In 2-minutes or less answer:

- o What is this referral about?
- o Why is it important?
- o What priority does it fall under?
- o Do you foresee this integrating into THIS year's plan?
- o **What does it take precedence over? What will be de-prioritized to make room for the new referral?**

Dot Vote Again!

- This time, we are voting Green if we want the referral integrated into the plan

- Vote Red if this item will wait for a future planning session.

- *4 green dots are needed to take action.*
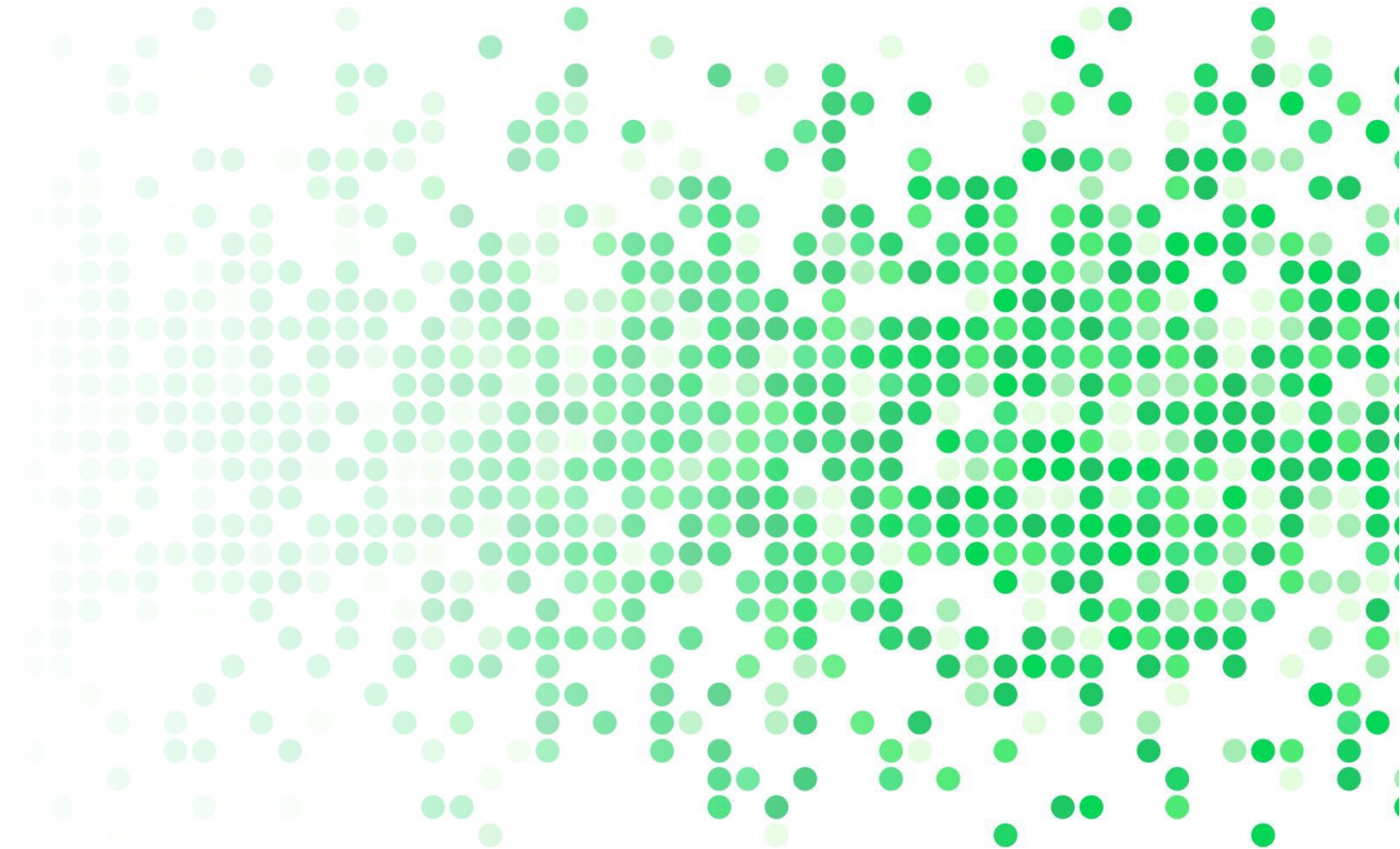
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Closing

- What stands out as a highlight from today?

Adjourn