



CITY OF PACIFIC GROVE
300 Forest Avenue, Pacific Grove, California 93950

AGENDA REPORT

TO: Honorable Mayor and Members of City Council
FROM: Thomas Fruthey, City Manager
MEETING DATE: April 1, 2015
SUBJECT: City Manager Pro Tempore
CEQA: Does not Constitute a "Project" per California Environmental Quality Act (CEQA) Guidelines

RECOMMENDATION

Appoint Jocelyn Francis, Police Administrative Services Manager, as City Manager pro tempore, effective April 1, 2015.

DISCUSSION

If there is no Assistant City Manager, Article 20 of the Charter requires the Council to appoint a City Manager pro tempore to act in the absence from the City of the City Manager or in the event the City Manager becomes temporarily disabled. Steven Silveria, the current City Manager pro tempore, has served in that role in a truly outstanding fashion for the last 14 months. We can provide the same opportunity to another person, one who is equally able to serve the City in this capacity.

Before starting her employment in Pacific Grove, Ms. Francis has worked in various positions of responsibility in Monterey, Seaside, and Santa Ana, as well as working for the Association of Bay Area Governments. She has earned her Masters of Public Administration (MPA), and is active in the Municipal Management Association of Northern California (MMANC), the professional organization that develops professionals seeking to be assistant city managers and city managers. She initiated and is currently leading a task force of Generation X and Generation Y employees in the City, designed to ensure that the City's organizational culture and practices continue to evolve, to fully meet the needs of those employees who will soon be in the organization's leadership positions.

The key ability for the City Manager pro tempore is to be able to assume the duties of the City Manager, working with staff and the Council to address situations as they arise, and resolve them for the benefit of the community. Good judgment, knowledge of the City, and an ability to receive conflicting advice, weigh their relative merits, and make the best possible decision under conditions of uncertainty, are all relevant criteria. Based on these criteria, there are several good candidates among City staff. Ms. Francis is an excellent choice, as she has the necessary judgment, knowledge, and relationships that will be critical to serving successfully in this role, if called upon. Ms. Francis is a long-standing Pacific Grove resident, and has graciously agreed to assume this additional role.

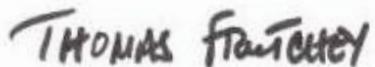
OPTIONS

1. Do nothing. Not recommended given the Charter requirement.
2. Appoint someone else.

FISCAL IMPACT.

None.

RESPECTFULLY SUBMITTED,



Thomas Fruthey
City Manager