

**From: "Peotter, Scott"** <speotter@newportbeachca.gov>  
Date: 7/28/18 4:44 PM (GMT-08:00)  
To: "DorothyJKraus@gmail.com" <dorothyjkraus@gmail.com>  
**Subject: Re: City Manager Recruitment**

Thank you for contacting me regarding the selection of the city manager.

## **IN RESPONSE TO YOUR EMAIL**

I have gotten a few comments, so I have drafted this response. I hope that it explains some of your questions.

## **PROCESS AND THE "SPECIAL" MEETING MONDAY**

We take the selection of our next city manager very seriously. As we have announced, we hired an experienced search firm, they advertised and actively recruited a total of 72 candidates. With some guidance from the recruiter we selected 7 candidates to interview, which we did at a special meeting on 7/23. The recruiter worked with us to make sure that we kept the identity of the candidates that applied or that we identified for interview, confidential as their current employment could be in jeopardy. We have short listed down to 3 candidates and we will interview them at 9am 7/30. Their identity is still being protected, until we select a final candidate and the candidate accepts. Then we will agendaize the proposed contract in a regularly scheduled council meeting for public review and comment before adoption.

In an ideal situation the new candidate will be ready to start when Mr. Kiff leaves.

## **GOALS**

The council did a survey on what the public is looking for in a city manager and most of those match with some of the council's stated objectives. Some of those include expertise and knowledge in the Airport, the Harbor and Sensitivity to resident's concerns. Of course, management experience and expertise are the priority in order to be considered.

Naturally there are very few similar cities to Newport anywhere in the country, so finding someone with the familiarity and expertise in all areas will be difficult. But I think that the entire council is committed to finding that candidate.

## **RUMORS**

There are rumors going around that a candidate has been "pre-selected". I can only speak for myself, but I believe it to be true for my colleagues as well, but I assure you that that is FALSE. All the candidates have been vetted by the recruitment firm and they would not have made the short list had that not been true. Of course, when there is a selection made, the selected candidate will have all his credentials and references thoroughly verified before a contract is proposed.

## **QUALIFICATIONS**

I will also remind you that Mr. Kiff was hired with no previous city manager experience (in other words there are other things that can make you qualified) and that he started his career as staff for Senator Marian Bergeson (responding to the rumors that a political candidate is being chosen over a qualified candidate). As in the case of Mr. Kiff, sometimes you can have a qualified candidate that has "different" experience (for example Mr. Kiff was an assistant city manager) and is political.

## RUDE AND MEAN SPITIED

I find it disgusting that a name, purportedly leaked by Councilman Herdman because he doesn't like the guy, is being "Borked". Lookup "Borked" here: <https://www.merriam-webster.com/dictionary/Bork>. People like Susan Skinner are attempting to disparage a man's character because they do not like his politics to try to "poison" the well. Of course, with all the disparaging of our president, I guess I should expect that style of politics would come to the local level. But I don't have to like it and I would hope that Newport Beach would be above that.

## IN THE END

The entire council is trying to do what is good for Newport Beach. To do what the people elected us to do. To point the city in the right direction. The council accomplishes that through our City Manager. The City Manager is where the rubber meets the road. The council's direction is all carried out through the City Manager. I believe that everyone on the council (those that I agree with and those that I do not agree with) all have these same goals and desires. I believe that we all got elected because of those goals. We all want to select a City Manager that will accomplish those goals, whatever each individual's goals may be.



SCOTT PEOTTER  
NEWPORT BEACH CITY COUNCIL  
Representing the 6th District

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**From:** Dorothy Kraus <dorothyjkraus@gmail.com>  
**Sent:** Saturday, July 28, 2018 10:39:56 AM  
**To:** Dept - City Council  
**Subject:** City Manager Recruitment

Dear Mayor Duffield and City Council Members,

I am stunned beyond belief that the whole manner in which the city manager recruitment has unfolded could get any worse, but apparently it has. That a county supervisor, which I can only conclude has zero city manager experience, has made the final cut is outlandish.

Before making your decision at Monday's special meeting, I hope you first scrutinize the "job qualifications" checklist for NB's next city manager to see how few boxes can be marked off for this candidate. Please don't make matters worse than they already are in replacing Dave Kiff.

Respectfully submitted,

Dorothy Kraus