



**SPECIAL CITY COUNCIL MEETING: CITY COUNCIL RETREAT  
REMOTE PARTICIPATION  
Saturday, February 20, 2021, 8:30 a.m.**

---

The Special City Council Retreat was called to order by Mayor Halliday at approximately 8:30 a.m. The special meeting was conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order No 29-20 dated March 17, 2020, regarding the COVID-19 pandemic.

Members of the City Council, City Staff, and members of the public participated via the Zoom platform.

**Pledge of Allegiance:** Council Member Salinas

**ROLL CALL**

Present: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermeño  
MAYOR Halliday

Absent: None

**PUBLIC COMMENTS**

Mayor Halliday announced public comment would be taken at the end of the meeting because of technical difficulties streaming the meeting via the City's YouTube channel.

**WORK SESSION**

**RETREAT**

1. City Council Retreat: Facilitated Council Discussion to Strengthen Council Joint Governance and Improve Operational Processes and Procedures **WS 21-008**

Ms. Julia Novak, with The Novak Consulting Group, facilitated the retreat which began with the City Council and City Manager McAdoo sharing their expectations for the retreat. The goal of the retreat was to strengthen governance and improve operational processes and procedures.

**Governing in a Disruptive Environment**

Ms. Novak introduced Dr. John Nalbandian, Professor Emeritus from the University of Kansas, who engaged the City Council in a workshop entitled "Governing in a Disruptive Environment." A presentation slide was shared with the Council and made available on the City website. Dr. Nalbandian began by sharing there is a gap between political acceptability and operational sustainability and highlighted the three drivers (all politics, technology and social media and social issues) that create the gap between them.

Discussion ensued among Council Members and Dr. Nalbandian about questions posed by Dr. Nalbandian regarding driving forces influencing their work, how they show and feel empathy for others, how the gap concept applies to their work with the staff and community, and ways to try to bridge the gap.

The City Council took a thirty-minute break and reconvened the retreat at 12:15 p.m.

### **Processing the Pandemic**

Members of the City Council reflected on how the COVID-19 pandemic and racial injustice protests affected the City and the community and provided input on what changes could be kept after the pandemic is over.

It was noted that the Council Member Handbook discussion would be moved to a future City Council meeting.

### **The Brown Act**

City Attorney Lawson and Deputy City Attorney Rothman presented an overview of AB992 (The Brown Act and Social Media), recent legislation regarding members of the legislative body and communications on internet-based social media platforms. A presentation slide was shared with the City Council and uploaded to the City website. It was recommended that the information provided be added to the Council Member Handbook.

Mayor Halliday asked if there were members of the public wishing to speak.

There being no public comments, Mayor Halliday opened and closed public comment at 2:00 p.m.

### **Discussion of Upcoming Planning Commission Vacancy**

Mayor Halliday announced Planning Commissioner Patton had submitted a resignation letter effective April 1, 2021, which would create a vacancy on the Planning Commission. Mayor Halliday noted Planning Division staff had concerns leaving the seat vacant until the annual recruitment/appointment process in September, added a special recruitment would not benefit from an inclusive outreach to the community, and suggested a third option was to appoint former Council Member Mendall for a limited term until July/August 2021.

Council Members Zermeño and Salinas supported appointing former Council Member Mendall for a limited term.

Council Member Márquez was in support of a limited appointment ending in July/August. In response to Council Member Márquez, City Attorney Lawson confirmed the Council retained the option to remove Mr. Mendall should he not resign in July/August.

Council Member Wahab noted she did not want to not circumvent the process and wanted to give the opportunity to 2020 Planning Commission applicants.



**SPECIAL CITY COUNCIL MEETING: CITY COUNCIL RETREAT  
REMOTE PARTICIPATION  
Saturday, February 20, 2021, 8:30 a.m.**

---

Mayor Halliday added a list could be included in the staff report; however, she thought 2020 applicants could be considered during the full recruitment process.

Council Member Salinas noted former Council Member Mendall had previously served on the Planning Commission and his expertise would be valued for a limited term.

Council Member Lamnin noted her preference for a full process and to be as inclusive of community members as possible. It was noted that Planning Commissioner Patton was not at the last Planning Commission meeting and City Clerk Lens was asked to confirm with Planning Commissioner Patton about the effective date of his resignation.

Mayor Halliday noted the item would be on the March 2, 2021 City Council meeting agenda as an action item.

Prior to adjourning the retreat, members of the City Council and City Manager McAdoo were asked to reflect on the retreat and share final thoughts.

**ADJOURN**

Mayor Halliday adjourned the retreat at 2:24 p.m.

**APPROVED**

---

Barbara Halliday  
Mayor, City of Hayward

**ATTEST:**

---

Miriam Lens  
City Clerk, City of Hayward