I. CALL TO ORDER – Mayor Robert M. “Bobby” Dyer

II. MAYOR’S READING OF CALL TO SPECIAL SESSION

III. ROLL CALL OF CITY COUNCIL

IV. MID-YEAR CITY COUNCIL RETREAT

V. ADJOURNMENT
HONORABLE MEMBERS OF CITY COUNCIL

In accordance with the Virginia Beach City Code Section 2-21, and by the authority vested in me as Mayor of the City of Virginia Beach, I hereby call for a SPECIAL MEETING of the VIRGINIA BEACH CITY COUNCIL:

Tuesday, September 10, 2019
8:45 A.M.
Virginia Beach Economic Development Office
4525 Main Street #700

The purpose of this SPECIAL MEETING is to hold a Mid-Year City Council Retreat.

Sincerely,

Robert M. Dyer
Mayor

Cc:  City Manager
     City Attorney
     City Clerk
     Deputy City Managers
     Communications Office
Retreat Goals:

- Unify City Council.
- Set up City Council’s success in hiring the best city manager for the City of Virginia Beach.
- Inspire the Comprehensive Plan process in a way that fully engages the community.

Retreat Agenda:

- 8:00 a.m. to 8:45 a.m. Breakfast
- 8:45 a.m. - 9:00 a.m. Welcome Mayor Dyer
  Working Together – Our Desired State
- 9:00 a.m. - 10:30 a.m. Open Discussion
  What’s Our Current State? Why? And What Will It Take To Reach Our Desired State?
- 10:30 a.m. - 10:45 a.m. 15-Minute Break
- 10:45 a.m. - 12:00 p.m. Part A: City Manager Search Planning Group
  Identifying The Characteristics and Experience We Want In Our Next City Manager
- 12:00 p.m. - 12:45 p.m. Lunch
- 12:45 p.m. - 1:45 p.m. Part B: City Manager Search Planning Group
  Identifying The Optimal Search Process And Council’s Involvement
- 1:45 p.m. - 2:30 p.m. Part C: City Manager Search Planning Group
  Packaging Our Story To Attract The Best Candidates
City Manager Search-related Questions:

- **Part A: Identifying The Desired Characteristics and Experience We Want In Our Next City Manager**
  - In what ways was the past city manager most/least effective? (This is not about personality but rather effectiveness as a leader.)
  - What personal values and characteristics are we looking for in our next city manager?
  - What experience set is a prerequisite for consideration? Does this include previous, senior-level city administration experience or not? Is high-level public or private CEO experience acceptable as an alternative or not? Are internal candidates encouraged to apply?

- **Part B: The Optimal Search Process and City Council’s Involvement**
  - What did Council members like the most and least about the past city manager search?
  - Who should lead the search process? Who should be involved in the management of the process?
  - What external groups should provide input? How?
  - What did Council members like the most and least about our previous search consultant?
  - What are the qualifications (experience, characteristics, and approach) of the optimal search consultant?
  - What is the process of hiring a search firm?
  - Who should be involved in selecting and managing the search consultant?
  - What is City Council’s expectation on the length of the search process? Is there an expectation that we have someone in place in 6 months, 12 months, or just however long it takes?

- **Part C: Packaging Our Story to Attract The Best Candidates**
  - What are Virginia Beach’s most compelling arguments about why top candidates should be interested in the Virginia Beach community and its city manager position?
  - How should we frame our major challenges and opportunities for the candidates to address in the interviewing process?