

From: **Bruce Beckman** bbeckman@littletongov.org
Subject: Re: Possible council retreat
Date: February 2, 2016 at 9:37 AM
To: Nalbandian, John nalband@ku.edu
Cc: Michael Penny (mpenny@littletongov.org) mpenny@littletongov.org, Debbie Brinkman dbrinkman@littletongov.org



John,

I like your ideas for the presentation. And I like the progression of the discussion as organized in your tips. The workshop is exciting. I don't know that individual phone calls are worth it

Some thoughts;

A "short" discussion about the form of government that you mentioned at the beginning may be better as a "detailed" discussion.
I don't think that we all are in agreement with the Council/Manager basics. Maybe I am critical but I believe we are struggling at this basic level.

Whenever your tips talk about the role of each of us as individuals who are elected to work together... I think you are right on target. Governing body versus individuality.

It is the basic level of cooperation and goal setting that we need to work on this time. Tips 1 through 24 are where I think we can make the strongest impact.

The next tips are about staff, and if there was time it would be worth discussing. But not at the expense of the first 24 tips. Maybe a handout after the main presentation. The issue of staff relations does matter, not so much the role of the Manager, but more the role of the governing body... not getting involved in operational detail. Several of the council have gotten into the weeds and then publicly blamed the staff and Manager when the staff didn't do as the council member expected. It is not fair to the Manager/staff and needs fixed. It is part of a zero sum philosophy that keeps showing up.

But we don't have much time. The latter tips are not where we need to be in this discussion. Those topics would take us down a rabbit hole gobbling up our time.

Just a comment about openness in the workshop, it may not be there at all. If you planned on a structured conversation, there may not be a discussion. Case studies should be in your tool box, because you might need them to fill a gap of uncomfortable silence. We might do better criticizing a case study, not ourselves. There is a distrust issue that isn't going away in a morning workshop. Again, I am critical, but that is a reality, not a perception. Our last couple of elections were brutal and damaging.

Other council members may see it differently, so there is more to learn about us beyond my views. I think I am close.

You have what we need and it is very exciting. I ccd Michael and Debbie, so we can consolidate on moving ahead. I am flexible in that I like everything you have suggested. A lot. And want to have a consensus with Debbie and Michael on the final agenda.

Thank you for this info.

Bruce

Bruce Beckman
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