



# Council Agenda Report

To: Mayor Grisanti and the Honorable Members of the City Council

Prepared by: Mary Linden, Executive Assistant

Approved by: Steve McClary, Interim City Manager

Date prepared: March 3, 2022 Meeting date: March 14, 2022

Subject: City Council Facilitator (Councilmember Pierson)

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**RECOMMENDED ACTION:** At the request of Councilmember Pierson, direct the City Manager to solicit proposals for an outside facilitator to assist the City Council by conducting a team building workshop or retreat for City Councilmembers, the City Manager, and key City staff.

**FISCAL IMPACT:** Additional appropriations may be necessary depending on the cost the proposals received. If necessary, staff will bring an item for Council consideration to appropriate additional funds for Account No. 100-7001-5300-00 (City Council Travel and Training).

**WORK PLAN:** This item was not included in the Adopted Work Plan for Fiscal Year 2021-2022.

**DISCUSSION:** Members of the City Council and the community have acknowledged over the past year that issues of conflict within the City Council have affected the Council's ability to conduct the City's business in the most efficient, productive manner.

Councilmember Pierson suggests that an independent, third party consultant could potentially assist the Council in developing methods for compromise or respectful resolution of disagreements. He is asking whether the City Council wishes to direct the City Manager to solicit proposals for an outside professional to assist the City Council through the following:

- Organize and facilitate a team building workshop that would involve the City Councilmembers, the City Manager and key City staff. Such a retreat could serve

to strengthen teamwork, as well as to note ways that the City organization can become higher functioning.

- Facilitator will be provided lead time to prepare and interview key persons before the workshop/retreat.
- Workshop typically involves discussions and consensus building on what the most important issues are to the organization. From this, top priorities or a strategic plan could be created to fulfill the goals of the workshop.
- The workshop could also cover such topics as best communication practices (including how to best communicate while staying in compliance with Brown Act), keys for effective City Manager and City Council relationships, City Council protocols, and best practices for City Council and committee meetings.

Any City Council events of this type must comply with the Brown Act and cannot be held in Closed Session. The workshop could be done, for example, as a half-day, retreat-type event, which would be posted as a City Council Special meeting.

The Council could consider whether or not it wishes to televise or livestream the workshop, but it would have to be conducted in Malibu, and the public must be given the opportunity to observe. The opportunity for public comment could be offered at the beginning of the event followed by the actual conducting of the workshop.

The key to such an event's success is to allow open discussion to occur among the Councilmembers. Should the Council wish to expand upon the teambuilding event by conducting a community goal-setting workshop, that could be considered at a later date.

ATTACHMENTS: None.