

CARSON CITY BOARD OF SUPERVISORS
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The Carson City Board of Supervisors held a special retreat meeting on Saturday, August 9, 1997 at the WNCC Stewart Campus, Room 218, starting at 9:00 a.m.

PRESENT:

Ray Masayko	Mayor
Greg Smith	Ward 1
Jon Plank	Ward 2
Tom Tatro	Ward 3
Kay Bennett	Ward 4

STAFF:

John Berkich, City Manager
Mark Forsberg, Deputy District Attorney
Fran Smith, Recording Secretary
(BOS 8/9/97 1-000-A)

FACILITATOR: Anne Keast, WNCC

CALL TO ORDER - Mayor Masayko called the meeting to order at 9:05 a.m. A roll call was taken and a quorum was present.

PLEDGE OF ALLEGIANCE - There was no flag in the room. Therefore, no pledge was made.

CITIZEN COMMENTS - None.

AGENDA ITEM - SPECIAL BOARD RETREAT TO DISCUSS MEMBER RELATIONS, ROLES AND RESPONSIBILITIES; A CODE OF ETHICS; AND ORGANIZATIONAL DEVELOPMENT IN ADDITION TO GENERAL AND SPECIFIC ISSUES OF INTEREST TO THE MEMBERS - (1-007A) Mr. Berkich provided an overview of the contents of the packet. He then introduced Dr. Keast who explained the purpose of the meeting and how the session would be conducted.

(1-230A) She then explained how the Personal Profile System DiSC works. She provided a booklet for the Board and Mr. Berkich to use in testing themselves to identify what they felt their individual styles were. When this was completed an extensive discussion ensued during which Dr. Keast, the Supervisors and Mr. Berkich talked about the results. Included were comments by each participant on their reaction and Dr. Keast noted this could be helpful in indicating how the well the group can work together. She also created a grid on an easel using their individual results and provided examples of classical styles with which these could be compared. She commented on each letter in DiSC noting that the D people were those who ask what, the I's ask who, and the C's ask how. There were no S's in the group. She said Supervisor Bennett was an I who is a promotor trying to sell an idea or thought, and S is a person who resolves conflicts. Supervisor Bennett felt that Mayor Masayko is an S person and explained why. Supervisor Smith commented that people see themselves differently than others perceive them.

(1-247B) Supervisor Tatro noted that the information said his type is typically analytic, diplomatic, checks for accuracy, and uses a systematic approach to situations. However, he was not sure the trait indicating subtlety was really a part of his makeup.

(1-250B) Supervisor Plank, as Supervisor Tatro had done, talked about his type paying attention to key details, weighing pros and cons, and attempting to be diplomatic. He referred to the characteristic on analyzing performance and said he would rather look at the result of something rather than how it had come to be.

(1-376B) Mayor Masayko commented on his trait result and said, although they may not be immediate, are important. He agreed with the traits of accepting challenges, accurate decision making, questioning status quo, causing action, taking authority, managing trouble, problem solving, directness, risk taking, and self assuredness.

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(1-398B) Supervisor Bennett agreed with the traits relating to contacting people, being verbal, creating a motivational environment, generating enthusiasm, group participation, freedom from control and detail, and a desire for recognition.

(1-443B) At this point Dr. Keast said, keeping in mind what had just been said, there are some opposites. She added that this could create conflict, miscommunication and irritation. She explained that, although there are no S's in the group, they are people who are easy going, quiet, are not risk takers, do not like change and present the opportunity to create a problem.

(1-517B) She said Mr. Berkich was the same as Supervisors Bennett and Smith and asked for his input. He felt that being articulate, motivational, enthusiastic, entertaining, optimistic, popular, and freedom were accurate traits. He also noted he liked the variety of things he can get involved in.

(1-536B) Dr. Keast said these results indicate what makes these people what they are. She also suggested they study the types that were their opposites and work on having a better working relationship. She also mentioned they should ask themselves how they could resolve conflicts that might occur. Supervisor Smith asked if there would be a problem if a group was all alike. Dr. Keast said a group like that would have problems in the workplace.

(2-058A) Dr. Keast then asked the group what important thing they felt they had learned. Supervisor Smith said it was the differences between them. He cited Supervisor Tatro as a good example because he is analytical and sees things that he does not. Supervisor Tatro felt it was listening to the others to find out how they feel. Mayor Masayko felt that each member understands they all have different styles and traits. Supervisor Plank felt it was knowing what you can expect from the others. Supervisor Bennett felt they should reach out and offer their experience to the newer members. Mr. Berkich said it validated some things about himself. He noted he had taken the test several years ago and can see some change in himself over the years. He also said the most meaningful part was to know what they are and who they are so they can all be more effective.

Dr. Keast took a recess at 11:15 a.m. The meeting was reconvened at 11:20 a.m.

(2-170A) Dr. Keast said the next subject was a code of ethics. She commented that this means they are ethical and act with an awareness of the need to comply with rules, laws and community principles. She also noted how products, services and actions can affect employees and the community as a whole. At this point she turned the meeting over to Supervisor Tatro.

(1-201A) Supervisor Tatro said he had wanted to bring the subject of ethics before the Board. He added that confidentiality is something they cannot enjoy because as a group they do the business of the public. He said anything they do on the behalf of the public it should be done with their perspective in mind.

(2-218A) Supervisor Tatro continued by referring to the fact that there had been a change of two seats making it an entirely new Board. He said the other three Supervisors had to learn to merge with the new members. He also said the way the Board has to interact still needs some framework. He then cited an example of a member of a Commission who had been asked to leave the room during a discussion on a project where he was directly involved. He felt that the Boards and Commissions this Board appoints should know what is expected of them and that those groups, in turn, should have the same expectations of this Board. He then said that he would continue to be bothered by things he considered less than doing the public's business in a public setting and that it was a cardinal rule the Board must follow. Supervisor Bennett said she had several questions about Downtown Redevelopment. She felt they should be directed to Supervisor Tatro and asked how she should go about it. Supervisor Tatro said as Chairperson of that group he does not act as an individual making decisions on their behalf. He noted they had made some policies and for the most part Mary Walker has been implementing them. Supervisor Smith said he has had conversations with other Supervisors both before and after meetings but at no time has he ever been lobbied to commit a vote. However, he said the public does not know that and felt what

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Supervisor Tatro was asking for was a document that provides a framework which all the Supervisors agree to work with. He also emphasized the the importance of being fair and open minded because the taxpayers pay the bills and deserve this. Supervisor Plank felt it is a personal thing which each of the Supervisors. He added he has had discussions with his peers and always tells them if they have a problem with the discussion they should tell him then.

(2-015B) Mayor Masayko did not feel a City ordinance should be enacted because of the controversy it could raise. He added he did not believe an ordinance could regulate the integrity of the office or a member on a personal level. He then detailed the reasons for his position on the issue. At his point Mr. Forsberg said there is an ethics section in CCMC and that the Board is bound by it and that there are penalties for violating it. He added there is also a State Ethics Commission that answers some of the more thorny questions that come up. He also noted that the law as it currently exists does not contemplate that the Board operates in a vacuum. However, he said if conversations do take place there should be disclosure. Supervisor Tatro then cited an example of a problem in Sparks where the City Council had met and had allocated some Federal funding without discussion and claimed they had not talked to any of the other members about this. He noted that the Reno Gazette had filed a complaint with the Attorney General's office regarding a possible violation of the open meeting law. Discussion ensued on scenarios that have to be avoided so that this type of problem is not encountered.

(2-193A) Former judge Carl Niedhammer said he had drafted a code of ethics for possible use by the Board. He commented that this kind of document cannot anticipate every moral dilemma that could arise in day to day responsibilities but can help to resolve some dilemmas. However, he felt it should be practiced on basically an every day basis. He then expressed his belief that other boards and commissions should also practice this code. He also said the appearance of impropriety can take many forms and cited the prohibition of giving legal advice as an example. He added that a good guideline is to ask yourself how would this look in the newspaper. Mayor Masayko thanked Mr. Niedhammer for his presentation and said this was an excellent starting point for a code. He also liked the idea that if a citizen feels there is an ethical problem with a board or commission he/she can contact the District Attorney or the State Ethics Commission for a resolution. Supervisor Smith then commented on the need for disclosures before any discussion or action by a Board or Commission takes place. Mr. Forsberg noted that this helps to foster public confidence. The issue of treating the public with dignity and respect was discussed and its importance was noted. Mr. Berkich then said he would like to bring this subject back at a future Board meeting to which the Supervisors agreed.

There being no further business Mayor Masayko entertained a motion to adjourn. Supervisor Plank moved to adjourn. Mayor Masayko seconded the motion. Motion carried 5-0. Mayor Masayko adjourned the meeting at 12:45 p.m.

The Minutes of the August 9, 1997 Carson City Board of Supervisors retreat meeting

ARE SO APPROVED____Sept._4, 1997

/s/
Ray Masayko, Mayor

ATTEST:

/s/
Alan Glover, Clerk-Recorder

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