

**CITY OF COSTA MESA
MINUTES OF THE SPECIAL CITY COUNCIL STUDY SESSION MEETING**

November 12, 2013

The City Council of the City of Costa Mesa, California met in a Special City Council Study Session Meeting, on Tuesday, November 12, 2013 at 3:35 p.m. in Conference Room 1A, Costa Mesa City Hall, 77 Fair Drive, Costa Mesa.

ROLL CALL: (00:00:11)

Council Members Present: Mayor Pro Tem Mensinger
Council Member Genis
Council Member Leece

Council Members Absent: Mayor Righeimer
Council Member Monahan

Officials Present: City CEO Thomas R. Hatch
City Attorney Thomas Duarte
Assistant CEO Rick Francis
City Clerk Brenda Green
Public Services Director Ernesto Muñoz
Interim Fire Chief Fred Seguin

PUBLIC COMMENTS (00:00:40)

Sue Lester, Costa Mesa, spoke on training for the absent Council Members.

SPECIAL ITEM (00:02:35)

1. Effective Communications In Local Government Training

Laura Kalty, Partner, Liebert Cassidy Whitmore, provided a PowerPoint presentation and reviewed the roles of each "branch" of public government; spoke on the relationship between Council, CEO, and staff; communication guidelines; values; liability issues; hostile work environment; retaliation; bullying; and respect.

Lance Nakamoto, Human Resources Manager, clarified the City's harassment policy and trainings.

COUNCIL MEMBERS' COMMENTS AND SUGGESTIONS (01:08:05)

Council Member Leece inquired on the process, and discussion ensued regarding lawsuits and defending employees.

ADJOURNMENT (01:11:05)

The meeting was adjourned at 4:45 p.m.



MAYOR

ATTEST:

Brenda Green

CITY CLERK