

## Prior Appointment Process:

- 12 Applicants, each given 13 minutes (total ~ 3 hours) to answer 4 questions
- Reduced to final candidates, who were given more time and more questions
- Council to meet before each interview session to finalize format and questions

## Suggestions for this Appointment Process

- Tailor the total time and number of questions to better match the total number of candidates. If we have significantly less candidates, we can allow more time and more questions than the 4 questions last time. So keep the prior 4 questions and possibly add more.
- Select no more than a final 3 candidates for the final interview session
- City Council to meet before each interview session to finalize total time per candidate and questions

## Prior Questions to all 12 candidates, with 13 minutes each to answer:

1. Why should we appoint you to this position?
2. Describe your vision of Lafayette and some of the steps you think are necessary to achieve that vision.
3. Please list some of the past Council decisions that you like and do not like. Please explain the reasons for your selections.
4. Is there anything else you'd like to add?

## Prior Questions to Final candidates:

1. Please tell us why you didn't run in 2018 and why we should appoint you to serve on the City Council and describe your vision for Lafayette and some of the steps you think should be pursued to achieve that vision?
2. Please list some of the past Council decisions that you like and do not like. Please explain the reasons for your selections.
3. How should Lafayette address resident's concerns about growth and traffic congestion with State housing requirements mandating more housing? As a follow-up, tell us what you know and how you feel about recent state legislation that is currently and will in the future impact land use decisions in Lafayette.
4. What are your thoughts on how we can encourage civil and respectful discourse throughout the community on City-related matters?
5. What qualities do you think the City Council should prioritize in its search and selection of a new City Manager?

6. As we begin the process to update our General Plan during the next fiscal year, what elements of the plan do you feel are most important to our community?
7. The City has been sued several times over residential development applications. In this context, do you think that Lafayette is doing something wrong, and if so, what changes should the City make in its ordinances or how it processes residential applications?
8. Have you taken positions, signed petitions or believe that you have any conflicts of interest regarding projects or matters that are before the Council as applications or as the subject of lawsuits? If you have, will you follow the City Attorney's advice if the attorney indicates you should recuse yourself from Council considerations of these issues?
9. This is not binding but given what you know today, if you are appointed, would you expect to run for a full-term in 2020? If the answer is no, is that a commitment you will make to the voters?

### Suggested to Keep Prior 4 questions for all Candidates

1. Why should we appoint you to this position?
2. Describe your vision of Lafayette and some of the steps you think are necessary to achieve that vision.
3. Please list some of the past Council decisions that you like and do not like. Please explain the reasons for your selections.
4. Is there anything else you'd like to add?

### Possible Added Questions if fewer candidates:

5. Do you commit to continued support of our Commissioner's Conflict of Interest Ordinance and why?
6. Do you support the current direction of the State Legislature in their bills that take away local control for our land use decisions and deregulation (i.e. eliminate CEQA, parking minimums, etc.), and why? Please elaborate on any past or pending State Legislation.
7. Do you support or oppose elimination of Single Family Zoning in Lafayette, and why?
8. Do you support Council's decision to not include any existing Single Family zoned neighborhoods south of Mt. Diablo Blvd. in our 6<sup>th</sup> cycle Housing Element, and why?
9. Do you support the city's efforts regarding our Diversity and Equity Task Force, and why?
10. This is not binding but given what you know today, if you are appointed, would you expect to run for a full-term in 2022?