



# CITY COUNCIL SPECIAL MEETING AND STRATEGIC PLANNING AGENDA

CITY COUNCIL CHAMBERS, CITY HALL  
7351 ROSANNA STREET, GILROY, CA  
95020

**MAYOR**  
Greg Bozzo

**COUNCIL MEMBERS**  
Dion Bracco  
Tom Cline  
Terence Fugazzi  
Zach Hilton  
Carol Marques  
Kelly Ramirez

**WEDNESDAY, FEBRUARY 12, 2025 | 9:00 AM**

CITY COUNCIL PACKET MATERIALS ARE AVAILABLE ONLINE AT [www.cityofgilroy.org](http://www.cityofgilroy.org)  
AGENDA CLOSING TIME IS 5:00 P.M. THE TUESDAY PRIOR TO THE MEETING

**PUBLIC COMMENTS ON AGENDA ITEMS ARE TAKEN BEFORE THE CITY COUNCIL TAKES ACTION. Please keep your comments to 3 minutes.** Time restrictions may vary based on the Mayor's discretion.

Send written comments on any agenda item to [publiccomment@cityofgilroy.org](mailto:publiccomment@cityofgilroy.org) or City Hall, 7351 Rosanna Street, Gilroy, CA 95020. Comments received by 1 p.m. on the meeting day will be distributed to the City Council before the meeting. Comments are also available at [bit.ly/3NuS1IN](http://bit.ly/3NuS1IN).



In compliance with the Americans with Disabilities Act, the City will make reasonable arrangements to ensure accessibility to this meeting. If you need special assistance to participate in this meeting, please contact the City Clerk's Office at least 72 hours prior to the meeting at (408) 846-0204 or [cityclerk@cityofgilroy.org](mailto:cityclerk@cityofgilroy.org) to help ensure that reasonable arrangements can be made.



If you dispute any planning or land use decision from this meeting in court, you may only raise issues you or someone else presented at this meeting's public hearing or in written letters to the City Council before the hearing. Be aware that the time to seek a judicial review of any final decision made at this meeting is defined by Section 1094.6 of the California Code of Civil Procedure.

During this meeting, a Closed Session may be called under Government Code Section 54956.9 (d)(2). This will happen if, in the City's legislative body's opinion (based on current facts, circumstances, and legal advice), there's a significant risk of a lawsuit against the City.

Additional materials submitted after agenda distribution are available on [www.cityofgilroy.org](http://www.cityofgilroy.org) as soon as possible.

## KNOW YOUR RIGHTS UNDER THE GILROY OPEN GOVERNMENT ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, task forces, councils and other agencies of the City exist to conduct the people's business. This ordinance assures that deliberations are conducted before the

people and that City operations are open to the people's review.

FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE OPEN GOVERNMENT ORDINANCE, TO RECEIVE A FREE COPY OF THE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE OPEN GOVERNMENT COMMISSION STAFF AT (408) 846-0204.

If you need translation assistance, contact the City Clerk 72 hours before the meeting at 408-846-0204 or [cityclerk@cityofgilroy.org](mailto:cityclerk@cityofgilroy.org).

Si necesita un intérprete durante la junta y gustaría dar un comentario público, comuníquese con el Secretario de la Ciudad un mínimo de 72 horas antes de la junta al 408-846-0204 o envíe un correo electrónico a la Oficina del Secretario de la Ciudad a [cityclerk@cityofgilroy.org](mailto:cityclerk@cityofgilroy.org).

#### Accessing Meeting Translations | *Accediendo a las Traducciones de la Reunión*



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*Para acceder a la traducción durante la reunión, por favor escanee el código QR o haga clic en el enlace:*

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Choose Language and Click Attend | *Seleccione su lenguaje y haga clic en asistir*

Use a headset on your phone for audio or read the transcript on your device.

*Use sus auriculares para escuchar el audio o leer la transcripción en el dispositivo.*

The agenda for this meeting is outlined as follows:

**1. OPENING**

**1.1. Call to Order**

**1.2. Pledge of Allegiance**

**1.3. City Clerk's Report on Posting the Agenda**

**1.4. Roll Call**

**2. INTRODUCTION OF NEW BUSINESS**

**2.1. Consent to the Appointment of John Doughty as Public Works Director**

1. Staff Report: Jimmy Forbis, City Administrator
2. Public Comment
3. Possible Action:

Consent to the City Administrator's recommendation to appoint John Doughty to the department head position of Public Works Director.

**3. CITY COUNCIL STRATEGIC PLANNING WORKSHOP**

## Council Strategic Planning February 12, 2025

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|                      |                                                         |
|----------------------|---------------------------------------------------------|
| 9:00 AM              | 1 Regular Council Meeting Agenda (1 Consent Item)       |
| 9:05 AM              | 2 Mayor/Councilmember Comments (5 min each)             |
| 9:45 AM              | 3 <b>Public Comment (1)*</b>                            |
| 10:00 AM             | 4 City Administrator Opening                            |
|                      | 5 Organizational Theory                                 |
|                      | 6 City Mission/Vision/Objectives/Activities/Measurables |
| 10:45 AM             | 7 <b>Break</b>                                          |
| 11:00 AM             | 8 <b>Public Comment (2)* (continued)</b>                |
| 11:15 AM             | 9 Council Discussion                                    |
| 12:00 PM             | 10 <b>Break (working light lunch)</b>                   |
| 12:15 PM             | 11 Continued Council Discussion                         |
| 1:30 PM              | 12 <b>Public Comment (3)* (Final)</b>                   |
| After Public Comment | 13 Next Steps /Budget Process Alignment                 |
| 2:00 PM              | 14 Council Closing Remarks                              |

\* 15 minutes of Public Comment will be set at 9:45 and 11:00 and will be limited to 2 minutes each per speaker.  
1:30 Public comment will be conducted until all speakers have been heard.



# City of Gilroy

## STAFF REPORT

**Agenda Item Title:** Consent to the Appointment of John Doughty as Public Works Director

**Meeting Date:** February 12, 2025

**From:** Jimmy Forbis, City Administrator

**Department:** Administration

**Submitted By:** Jimmy Forbis, City Administrator

**Prepared By:** LeeAnn McPhillips, Assistant City Administrator/Director of Human Resources and Risk Manager

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### STRATEGIC PLAN GOALS

Not Applicable

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### RECOMMENDATION

Consent to the City Administrator's recommendation to appoint John Doughty to the department head position of Public Works Director.

### BACKGROUND

Utilizing the assistance of an executive search firm, the city recently completed a recruitment process for the position of Public Works Director. After a series of panel interviews comprised of subject matter experts, a community member, department heads, and the City Administrator, a top finalist was selected for the Public Works Director position, John Doughty. Based on his knowledge, skills, and leadership style, Mr. Doughty has been identified as a strong fit for the Public Works Director position. Mr. Doughty recently completed a thorough background check, and, at this time, City Administrator Forbis is recommending John Doughty be appointed as Gilroy's Public Works Director.

Mr. Doughty has over thirty years of public sector experience. His most recent position is Public Works Director/Assistant City Manager for the City of Half Moon Bay where he has served for over ten years. Prior to Half Moon Bay, Mr. Doughty served the California cities of East Palo Alto (Community and Public Works Director) and Watsonville (Community Development Director plus served as Interim Housing &

Economic Development Director) as well as Douglas County in Nevada (Planning/Building and Economic Development Manager). He also served as the Executive Director of the Association of Monterey Bay Area Governments.

Mr. Doughty earned a Bachelor's of Arts degree in Urban and Regional Planning from Miami University in Ohio.

**FISCAL IMPACT/FUNDING SOURCE**

The salary and benefits for this position have been included in the FY25 operating budget approved by the Council.

**PUBLIC OUTREACH**

This item was included on the publicly posted agenda for this meeting.

**NEXT STEPS**

Upon consent of the City Council and issuance of a final offer letter, John Doughty is scheduled to begin employment on or about March 3, 2025.