

From: Marianne Nannestad [REDACTED]
Sent: Monday, April 6, 2026 6:20 PM
To: Distrib- City Clerk <city.clerk@cityofsanrafael.org>
Subject: April 6, item 3c.

Good evening Mayor and Councilmembers, Marianne Nannestad, San Rafael Meadows. I'm speaking on Item 3c.

I'd like to step back and focus on process. Tonight, you are being asked to approve an Interim City Manager and move forward, but there's been no clear public discussion of what comes next, or how this Council intends to move forward differently.

- What is the plan for selecting a permanent City Manager?
- What criteria will be used?
- And importantly, what lessons have been learned from what just happened?

Because hiring decisions are not just about filling a position. They are about setting expectations, defining priorities, and establishing accountability going forward.

Right now, from a public perspective, it feels like the City is moving quickly to stabilize leadership, without first clearly acknowledging what went wrong or how governance will improve.

That creates risk.

- Risk of repeating the same decision-making process.
- Risk of unclear direction to staff.
- And risk of further eroding public trust.

This is an opportunity—not just to appoint an interim—but to reset.

- To commit to a more transparent process.
- To clearly define roles between the Council and the City Manager.

- And to ensure that major decisions, like 350 Merrydale, are handled with clarity, coordination, and public engagement.

So my request is simple:

- Before moving forward, outline the process.
- Explain what will be done differently.
- And make that commitment publicly.

Because without that, this feels less like a transition and more like a continuation of the same conditions that brought us here. Thank you.

Marianne Nannestad
Make it a great day!

Sent from my iPhone