

CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Presentation Of The 2003 League Of California Cities Award For The Advancement Of Diverse Communities To The City Manager

MEETING DATE: March 5, 2003

PREPARED BY: City Clerk

RECOMMENDED ACTION: None.

BACKGROUND INFORMATION: Debbie Olson, Regional Representative with the League of California Cities (LCC), will present City Manager Flynn with the 2003 LCC Award for the Advancement of Diverse Communities. This award was established by the LCC to honor a city manager or assistant who has been most successful in promoting the advancement of diversity within the community and the workplace through the development and implementation of effective programs, policies, and/or practices encouraging diversity.

FUNDING: None required.



Susan J. Blackston
City Clerk

SJB/JMP

APPROVED: _____
H. Dixon Flynn -- City Manager

Award for the Advancement of Diverse Communities 2003

An Award of the City Managers Department



League of California Cities

CALL FOR NOMINATIONS

NOMINATION OF H. DIXON FLYNN

CITY MANAGER, City of Lodi

League of California Cities Award for the Advancement of Diverse Communities, 2003

City Managers Department

Programs, Policies, and/or Practices in advancing diversity in the workplace, within the community, and/or within the public management profession

Workplace:

- Implemented, encouraged, and supported programs that provide employment opportunities for people with disabilities
 1. For almost three years, a young autistic man has been employed in the City Manager's office.
 2. In the summer of 2001, the Public Works Streets Division began a program that utilizes a work crew provided by UCPA (United Cerebral Palsy Association) to clean various city parking lots and facilities.
 3. Work crews provided by UCPA renders landscaping services at the City's Community Center, Hutchins Street Square
 4. During his tenure as Finance Director at Presidio, instituted program that employed 22 hearing impaired people
 5. Developed program that employed disabled work crews for downtown maintenance while working for the City of San Luis Obispo.

Within the community

- South Asian Culture Club
 1. Helped group of young Pakistani-American men to plan, organize, and realize their dream of having a "Pakistani Independence Day Mela" at a public park
 2. Encouraged individuals in the group to believe in their own self-worth by teaching them how to run an effective meeting, how to fund-raise for their cause, and how to coordinate an event
 3. Contributed, with both time and personal financial support, to the event
- Project Breakthrough
 1. Encouraged the establishment and participated in an organization, established after a cross burning at a local high school in the 1990s, whose goal is to build bridges between groups in Lodi that have traditionally been at odds
 2. Encouraged staff to participate in organization
- Celebration on Central

1. Facilitated in the planning and implementation of a multi-cultural, educational event that, for the last 3 years, has attracted approximately 5-6000 people
2. Encouraged staff to participate on a volunteer basis
3. Authorized Public Safety Staff to participate in event
- Community Partnership for Families of San Joaquin
 1. Member of organization whose mission is to more efficiently deliver services
 2. Encouraged and provided resources for others on staff to participate
 3. Dedicated staff and provided resources for staff to participate in organization and facilitating establishment of Neighborhood Service Center in Lodi
 4. Participating in educational workshop for first-time home buyers and financial assistance
- After School Programs in under-served neighborhoods
 1. Lodi City Council directed that all after school programs provided by the City of Lodi would have 100% cost recovery. Many students living on Lodi's impoverished East Side, however, were not able to afford the cost of the service. Mr. Flynn directed staff to seek grant funding in order to serve the less privileged portion of the community. Because of this direction, the three schools whose population could not afford the monthly fee of after school child care now have quality programs serving approximately 420 students annually

Within the Public Management Profession

- Advocate of employee training and education programs
- Encourages (actually, badgers!) staff to pursue degrees
- Significant increase in the number of women working in the mid- and executive management level within the City of Lodi since his appointment

NOMINATION OF H. DIXON FLYNN

CITY MANAGER, City of Lodi

League of California Cities Award for the Advancement of Diverse Communities, 2003
City Managers Department

The City of Lodi is a community of just under 60,000 residents located in California's fertile San Joaquin Valley. A general law city established in 1906, its economic as well as cultural bases are rooted in the well-established German farm families that immigrated to California in the nineteenth century. The winegrape industry continues to dominate the local economy and many of the growers are descendants, fifth and sixth generation, of the original landowners.

Over 600 full- and part-time employees serving nine departments comprise the organization's workforce. With an annual budget of just over \$100,000,000, the agency is fortunate to have a municipal electric utility department that contributes generously to the community. A two percent growth limit on residential building was enacted by voters in the early 1990s has contributed to the containment of development within the twelve square miles of the city limits.

H. Dixon Flynn, City Manager for the City of Lodi, was appointed to the position in 1995 after serving as its Finance Director for four years. He worked for the City of San Luis Obispo for six years after a successful military career that had placed him in locations throughout Europe, Asia, and the United States. With this broad background, Mr. Flynn was well prepared to introduce practices advancing diversity within the City of Lodi.

Primary among Mr. Flynn's interests is promoting job opportunities for people with disabilities. Almost three years ago, Mr. Flynn personally hired Jay Jensen to work in his office. Jay is a 22-year-old autistic man who has successfully integrated into the day-to-day routines of the City Manager's Office, performing data entry tasks. Mr. Flynn made a bold statement by implementing a program in his own office prior to asking others to do the same. In the summer of 2001, with Mr. Flynn's persuasion, the Public Works Streets Division began a program that utilizes a work crew provided by UCPA (United Cerebral Palsy Association) to clean various city parking lots and facilities. A

year later, work crews provided by UCPA began rendering landscaping services at the City's Community Center, Hutchins Street Square. The City of Lodi has been honored by being named Large Employer of the Year by the San Joaquin Mayors' Committee for the Employment of People with Disabilities in both 2001 and 2002 for its successful efforts. Below is an excerpt from the San Joaquin Mayor's Committee for the Employment of People with Disabilities nomination for Employee of the Year:

As sweeping changes occur throughout the City of Lodi, H. Dixon Flynn, the City Manager, does not lose sight of the community that he works with. Daily, proposals and contract orders cross his desk for approval as construction takes place in various parts of the City, sure to renovate the City without compromising its quaint, nostalgic feel. His philosophy to support the community and organizations that contribute to its foundation never go unrecognized by Mr. Flynn. By enlisting the services of UCP consumers to clear several city owned parking lots of debris and other unsightly material, Mr. Flynn wants to ensure that the City's newly restored appearance will shine. Having these consumers earn the federal minimum wage is as important to Mr. Flynn and his staff of professionals as it is to UCPA. Currently, the crew is responsible for maintaining the appearance of city owned lots at least two nights per week.

This is not simply an experiment on the part of Mr. Flynn. For many years he has had the distinct pleasure of realizing the virtually untapped resource that persons with disabilities provide to large employers. As a former employee of the City of San Luis Obispo, Mr. Flynn was instrumental in providing real jobs to several challenged individuals in that city as well. With this experience, persons with disabilities continue to provide a wealth of dedication and commitment to their employers no matter what the job charge.

Mr. Flynn, along with his staff, will continue to give the City of Lodi a stellar reputation as well as a stunning new appearance.

Providing job opportunities for the disabled is nothing new for Mr. Flynn. While working for the City of San Luis Obispo, he developed a program that employed disabled work crews from local group homes to provide maintenance services downtown. During his tenure as Finance Director at Presidio San Francisco, managing a department that issued over 120,000 payroll checks monthly, he instituted a program that employed 22 hearing impaired people. The program grew so successful that the department became popular recruiting grounds for firms in the blooming Silicon Valley just south of the City.

Mr. Flynn's support of programs that celebrate diversity are not limited to those supporting needs of people with disabilities. Since its inception in 1998, he, along with various staff members, has been an active member in the Community Partnership for Families of San Joaquin, a regional organization whose mission is to promote policies and programs that enable various neighborhood groups, churches, schools, social service,

and criminal justice agencies, city and county government and the business community to work together to build strong and resourceful families and communities. The organization is working in collaboration with the City to establish a neighborhood service center and has sponsored a number of multi-cultural health and safety fairs that draw 5000-6000 guests. Mr. Flynn has devoted personal time to these events. (He has actually participated in set-up and break-down with his Parks and Recreation crews!) It also hosted a Candidates Forum prior to the 2002 local elections. Focusing on the concerns of people in the Hispanic and Pakistani communities (and providing translations in Spanish and Urdu), the forum boasted the highest attendance rate of all six debates presented that year.

Through his involvement with the Partnership, Mr. Flynn became instrumental in the development of the South Asian Culture Club and its first event, the "Pakistani Independence Day Mela", held August 10, 2002 at Lodi Lake. Mr. Flynn made quite an impression on this group of young Pakistani-Americans. He was instrumental in the planning process of the celebration, attending weekly meetings at the local Boys and Girls Club to encourage and coach the youth on fundraising and event coordination. Contributing both time and personal financial support, Mr. Flynn has won the sincere admiration and trust of these young men.

The City of Lodi is truly fortunate to have Dixon Flynn at the helm. Through his leadership, personal involvement, encouragement, and example, people from different cultural and religious backgrounds, socio-economic groups, and with extraordinary challenges are being offered new opportunities and encouragement.

S·A·C·C·

To,
Whom It May Concern:

January 22, 2003

On behalf of South Asian Cultural Club it is our privilege to write a letter of recommendation for Dixon Flynn. We have known Mr. Flynn for last year, but he became very important figure in our lives. He has our sincerest **Thanks** and appreciation for supporting our first Pakistan Independence Day Mala by acting as our mentor. Community Partnership for Families helped us organize the South Asian Cultural Club (SACC), which is made of young people from Pakistan. After September 11, our community became very isolated and stigmatized. Our goal for this event was to celebrate who we are and educate the community about our culture and diversity among the community. We are very proud to put this event in history of Lodi for the very first time with help from Community Partnership and Mr. Flynn. During this event we met Dixon Flynn who is a great inspiration for us. We still could not believe that city manager took time out from his busy schedule and came to our meetings every Friday. His presence made the Friday meeting a positive place for youth to learn and grow. The Friday meeting inspired our club, we looked forward to seeing him every week.

Every week he came in with great support, ideas, and made an impact on our lives. Many group members who were struggling with identity crisis learned to look at the up side of things. He helped us realized we are the creators of our future. He helped build the bridge between two communities. He is a caring and confident leader, who has developed a leadership within us.

In the beginning we were anxious by his presence, but Mr. Flynn has always motivated and encouraged us to ask questions in the meeting. He respected the differences between himself and us. He familiarized himself with us, our club, and our culture. It has been honor to know him. Although we do not see him regularly, we know we can walk into city hall with our heads up high. If you have any question please feel free to call one of us @ 209-339-1189.

Sincerely,

Kashif Khan, President

Kashif Khan

Wiqar Shah, Vice President

Wiqar Shah

Nawaz Shah, Secretary

Nawaz Shah

Asad Khan, Treasurer

Asad Khan

Mubarik Shah, Public Relation

Mubarik Shah

Iftekher Khan, Volunteer

Iftekher Khan