




August meeting

MEMORANDUM

TO: Mayor and Council

FROM: Marc A. Ott, City Manager 

DATE: August 4, 2016

SUBJECT: Organizational Appointments and Reassignments

One of the most important responsibilities I have as City Manager is to ensure that we develop and maintain the kind of consistent, thoughtful leadership that will carry us toward our "Best Managed" goal. Over the past year, we've seen a number of departures in the executive ranks and have been able to place talented individuals in those roles seamlessly to meet the needs of our community. Giving talented executives the opportunity to step up to these challenges is fundamental to maintaining our leadership pipeline.

To that end, I'd like to inform you of several decisions I've made to fill important leadership positions within the organization that will become effective Monday, August 8th:

- First, I am appointing Dr. Mark Washington to fill the Assistant City Manager (ACM) vacant position. Mark has served in an interim capacity for over a year and has done a superb job since joining my Executive Team by providing leadership to six departments during two budget adoption processes and serving as the City Managers' representative to the African American Resource Advisory Commission and the Austin Convention and Visitors Bureau. Mark will also serve on Austin Convention Enterprise board and the board of the ACCA. He has assisted in many organizational and council-change initiatives and has been part of the core team leading the initial development and establishment of the Equity Office. He will continue to provide leadership to the departments within his current Support Services Group, including Building Services, Communications and Technology Management, Convention Center, Fleet Services, Human Resources, Labor Relations, and Telecommunications and Regulatory Affairs.
- I am concurrently appointing Joya Hayes to lead our Human Resources Department. Joya has been Acting Director for the past year as well and has provided sound leadership for the department, and has readily accepted many new challenges presented during her time. That includes the support of the recent Fair Chance Hiring

ordinance, implementation of the City Wide Compensation Market Study and the establishment of our Citywide Customer Service Training.

- As we work to fill the Director position in Neighborhood Housing and Community Development (NHCD), Rosie Truelove, Director of the Capital Contracting Office (CCO), has agreed to serve as Interim Director. Truelove's experience with contract management and procurement policies will be an asset to NHCD and to the Austin Housing Finance Corporation in its continued work with numerous sub-recipient contracts involving local and federal funding. Rolando Fernandez, who currently serves as the Assistant Director of CCO, will take on the role of Interim Director for the department.
- Rebecca Giello, who has been on special assignment with the Intergovernmental Relations Office, will return to NHCD as Assistant Director. Her knowledge of housing policy over the last few years will be critical in supporting Rosie in her new role.
- Kim Springer-Olivares will serve as our new Chief Performance Officer. She has done an admirable job as Interim Chief Performance Officer, and was instrumental in the highly successful launch of the new Office of Performance Management eight months ago. She previously served as Deputy Budget Officer, overseeing the City's capital improvements budget as well as the award-winning "Managing for Results" performance management program.
- Finally, Cora Wright will serve as Interim Director of the Austin Code Department. Cora currently serves as Assistant Director in the Parks and Recreation Department. Cora has extensive executive leadership experience and managed the Code Compliance Division during her tenure as an Assistant Director of the Austin Neighborhood Planning and Zoning department. Her experience with neighborhood-based engagement will be an asset to the department's ongoing efforts to improve their relationship with the community. Cora will begin her transition with Carl Smart beginning on August 8th, and will take over as Interim Director on August 12th, which is Mr. Smart's last day in the office.

We're fortunate to have the depth of talent that allows us to maintain excellence in leadership during transitional times. Please join me in thanking these individuals for their continued service to the City of Austin.

cc: Assistant City Managers
Chief of Staff
Department Directors
Assistant Department Directors