



**TO:** City Manager Search Advisory Task Force

**FROM:** Vincent Cobalis, Chair  
Asian American Quality of Life Advisory Commission

**DATE:** June 28, 2017

**SUBJECT:** City Manager Search

Thank you for the opportunity to participate in the process of identifying criteria in the search for a new City Manager for the City of Austin. The City Manager establishes the values reflected in all City operations.

- One key characteristic of the City Manager should be one of inclusion and diversity. The applicant should be able to point to examples showing experience and skill in bringing those values to an organization.
- Adjusting to rapidly changing demographics will be a major challenge for the next 5 – 10 years and the City will need to make the changes necessary to have a workforce that reflects the community, beginning at the top levels and filtering down through the ranks. Asian Americans make up more than 7% of the population and growing, yet they represent only 3% of City staff and receive less than 2 % of safety net services. The City Manager should be able to demonstrate skills and experience in adjusting to changing demographics.
- The new City Manager should have a philosophy that aligns with the City Council Strategic Outcomes and Indicators adopted on April 5, 2017. It's important the City Manager and City Council be able to work together to develop a long-term, consistent blueprint for the City.
- In 2017 the City made a commitment to improve language access for City information and services. The new City Manager should be able to find innovative ways to continue that commitment and provide the necessary funding.
- In this multi-cultural City, it is important to build partnerships with local organizations and businesses that span income, age, racial and ethnic strata to build a strong community.
- The City Manager should demonstrate the capacity to build a team committed to providing culturally and linguistically sensitive services and information to the community, businesses and social groups.
- Recognizing the importance of a global economy to support growth, the City Manager should demonstrate experience in developing global partnerships with other Cities to enable free exchange of ideas and solutions.

In addition to the qualities and qualifications of the City Manager, the search process itself must be fair and inclusive. A proactive approach to recruiting the most qualified candidates can be more effective than a passive approach. I would encourage the search firm to reach out to organizations such as the Asian American Government Employee Network (AAAGEN) to identify qualified candidates.

The above points reflect those areas most important to the Asian American Quality of Life Advisory Commission. There are obviously other factors to consider like transportation, affordability, gentrification, density and other issues that affect the entire community.