

To: City Manager Search Task Force

From: Regina Estrada

City Manager:

1. **Skills/ Abilities:** Education in Public Policy/Government; experience working with local, state, and federal government; strong background of community engagement; experienced with working with diverse communities; experience living and working in rural and urban communities; inclusive of new ideas and strategies to help facilitate Austin's growing pains;
2. **Personal Characteristics:** kind, well spoken, assertive, approachable, visible presence in the community, family oriented
3. **Most Critical Challenges next 5-10 years:** Strategic oversight for managing the rapid growth and maintaining the integrity of Austin's diverse community; creating a solid plan for transportation in Austin -motorists shouldn't be penalized for driving cars but finding a balance that creates harmony amongst all forms of transportation in Austin; managing the dramatic increase of property taxes; maintaining the integrity of Austin neighborhoods - not every neighborhood in Austin needs to become an entertainment district- all residents in Austin should have equal access to the same quality of life (safe sidewalks, parks, streets).

To many longtime residents and business owners Austin's growth has welcomed many new residents and the cost of alienating Austin natives who have lived in the city their entire life. The rapid growth has come at the expense of many lifelong residents unable to afford the property taxes of their family homes; a live music city that focuses more on the entertainment aspect than the quality of life of residential neighborhoods; incentives for large corporate businesses and more city regulations that increase the cost of doing business for small businesses in the city. There are numerous equality issues that have been ignored for too long and to move forward as a cohesive unit, issues need to be addressed by city management and a strategic plan put into place that benefits all residents.