

City Manager Search Task Force Members,

First, let me thank you for your service to the City of Austin. As requested, I have answered the three questions that have been provided by the City Manager Search Task Force for community input.

I hope you will take a minute to review my input for the search criteria.

This information has also been shared with Perla Cavazos, who was appointed to the task force by Council Member Renteria.

Thanks in advance,

Lonnie Limon

1.) What skills and abilities are most important for someone to possess to manage our city? This could include previous job experience, education, etc.

As Austin has doubled in growth almost every 25 years, one could compare it to the likes of a Google or an Amazon. It continues to grow at a rapid pace in many directions all while trying to remain true to what its original business or character was in the first place. However, the change that has overtaken Austin is happening in every part of town and in every aspect of Austin life from sports to development to food to music to education. You name it and it is evolving rapidly in Austin. Some like it, some don't, but the evolution is right here in our face, so Austin will need a City Manager that can hop on to a bullet train, take the reins like they've been on this ride before and steer it in the right direction...for ALL AUSTINITES, both natives and newcomers. In order to do this, our ideal City Manager candidate will need some very simple prerequisites. First, it goes without saying that they should have experience in previously running a city or a company that has grown rapidly within a short time while remaining true to it's character, it's citizens/employees, and it's mission (that includes input from ALL Austinites). Ideally, this candidate will have educational and practical experience in urban planning, as well as a high level of organizational leadership training to lead a workforce of 12,000+. Having a minimum of a bachelor's degree should be a requirement with a Masters being preferable, especially in the areas of public affairs, public policy or public leadership.

2.) What personal characteristics are most important for our next city manager to embody to lead our unique community? Please think about the attributes that would be essential for someone to thrive in this environment.

This is the most important question because a candidate could come in, appeal to the special interest groups or the voting public, and be successful, arguably. However, an IDEAL candidate would come in with an open mind, a passion for curiosity about all walks of Austin life, an appreciation and respect for history, a love for manageable change, and a strong foundational grasp of diversity...diversity of cultures, diversity of opinion, diversity of lifestyles, diversity of community. To be a true leader in Austin, this candidate should be able to go beyond the usual

suspects like the chambers of commerce or the local civic groups. While these groups are extremely important to the members and communities they serve, there is a wealth of history and beauty in getting to know all the threads that make up the fabric that is Austin. This person should be as comfortable walking in to Joe's Bakery in East Austin as they are in getting to know the regulars at the Austin Club. They should be able to talk innovation with SXSW while being able to attend a neighborhood or church meeting and talk about livable communities in Dove Springs. They should know the history of segregation in East Austin and why gentrification has created such angst in the community. But they should also be able to have a vision for the future livability of Austin's residents in ALL neighborhoods. If this person were starting as a CEO of a company, they would want to learn about every division of the company from Marketing to Sales to Manufacturing to Human Resources to Facilities Management. They wouldn't just meet with upper management and Finance only. They would know about all divisions of the company and understand the hopes, goals and dreams of everyone from the truck driver to the customer service rep to the Vice President of Finance. In the same way, our City Manager candidate must look far and wide to truly understand the hopes, goals and dreams of all Austinites, whether you just got here 6 months ago or whether you have been here your entire life and possibly for generations like our family. Only then, can you truly lead OUR city to be the great city it is to be revered, not just by tourists who have seen us on a "Best Cities in America" list, but by the residents who live and dream here everyday. This candidate should talk to someone they haven't met each and every single day that they are our City Manager and should look far and wide from old to young, North to South and East to West to hear everyday opinions of what is important to Austinites.

3.) What do you see as the most critical challenges Austin will face over the next 5-10 years? Our next city manager is going to have to have the professional skills and personal attributes to tackle these issues, so we think it is important to provide this specific feedback to the City Council.

Over the next 5-10 years, we will be facing a number of challenges that any rapidly growing city would face such as mobility (traffic), overdevelopment, lack of affordable housing, education, affordable healthcare, and overall infrastructure to support the rapid growth. However, to me, one of our biggest challenges is how to bring two Austin's together for a common purpose with real input from both sides. One Austin that sees change, development and innovation as good and unending. The other Austin that wants to preserve some of it's original charm and character and keep this city, OUR city, as a great place to live for everyone from all walks of life, not just the rich and affluent and not just the tourists, but for everyone that wants to call Austin a great place to LIVE and a great place to BE. Please help us find this unicorn candidate and bring them to Austin, where unicorns have always been welcomed with open arms.