

City Manager Search – Notes from District 6 (Moderated by Council Member Jimmy Flanningan, Marti Bier & Channy Soeur) 6.26.2017 @ 6:30 PM – Spicewood Springs Library

- 1. What skills and abilities are most important for someone to manage our city?**
 - a. Clear communicator with council and staff.
 - b. Ability to listen
 - c. Ability to learn quickly
 - d. Multi-tasker
 - e. It would help if he or she could walk on water
 - f. Communication
 - g. Financial background
 - h. IT literacy
 - i. Ethical background
 - j. Management experience
 - k. Ability to connect with all people
 - l. To take the “politics” out of it
 - m. Data interpretation, analysis and communication
 - n. Technology understanding – forward thinking creation of efficiency
 - o. Experience managing successful programs relevant to the city’s problems – i.e. success in a transportation or housing project(s)
 - p. Ability to play with others, collaborative, colleague
 - q. Experience in managing an urban-metro city of 1 million+ population
 - r. A leader who can persuade the staff to follow him/her in moving forward
 - s. To be able to work well with staff.
 - t. Stern – but not a micro-manager.
 - u. Has a financial background - Able to operate within budget
 - v. Forward thinking of public education, how are we educating our future?
- 2. What are the personal characteristics that are most important for our next city manager to lead our unique community?**
 - a. Strong personal and business ethics
 - b. Ability to expect/demand excellence of staff/department heads as well as ability to support those same people
 - c. Good sense of humor
 - d. Empathy
 - e. Courage to stand up for Austin
 - f. Super-high IQ
 - g. Even higher emotional IQ
 - h. Thick thick skin
 - i. Ethical
 - j. Willing to listen to workforce/public
 - k. Ethical, empathetic, diverse
 - l. Able to see the big picture of all the citizens, not just the top tiered citizens
 - m. Empathy
 - n. Background of positive ethical performance

- o. Excellent meme lord? – (Sense of humor!)
- p. Able to empathize – disagreements happen, need to understand other sides POV
- q. Has Austin’s best interests in mind/at heart
- r. Is a renter? – Aus majority renter
- s. Easy to speak to, accessible to constituents
- t. Open door policy, friendly to the press, high integrity, good ethics
- u. Have thick skin, be resilient
- v. Be strong, yet empathetic
- w. Be able to determine financial needs to maintain the city services
- x. Once hired should be able to hire staff that strengthens the team and blends with their management style

3. What do you see as the most critical challenges to Austin over the next 5-10 years?

- a. Growth, infrastructure, affordability, water
- b. Public safety, especially police, water, land use, transportation (get us out of our cars – one person per vehicle is killing us)
- c. Affordability, liveability
- d. Infrastructure, cost of living, community service, library, police, fire
- e. School to prepare workforce
- f. Growth, traffic, water conservation, environmental footprint
- g. Roadway planning for an increasing population, traffic
- h. Recent substantial growth in single family property taxes
- i. Finish code next, current code process and interpretation is complex
- j. Traffic, transportation cost, sprawl
- k. Unaffordability of housing
- l. Ecological impacts, urban sprawl
- m. Increasing population growth, property tax issues, economic development
- n. Kinder, gentler police department, community policing
- o. Putting up with the hostile state legislature
- p. To keep ahead of the growth
- q. Have the expertise and awareness to direct our public servants

4. At the beginning of this meeting, the council member described to you the proposed process for selecting the next city manager. Do you have any feedback about that process?

- a. Appreciate gathering of public input
- b. Not about the process, but would have rather had a consultant which specialized in government entities
- c. This is all well and good, but I would talk to folks who have been around – ask them which city manager has worked well in Austin’s past, which ones have not and why. Keep all that in mind. The job can’t have changed that much over time. Be aware that such decisions made often “in reaction” to good/bad traits of former managers. Try not to let the pendulum swing too far. Moderation is a good principle.
- d. The process is great. Should draw more public input. Online or meeting sessions like one tonight held.
- e. To seriously consider what citizens are asking for
- f. Take reasonable time to select a good candidate for our unique City of Austin

- g. Too long
- h. Hire staff that will fulfill requirements of the position but enhance his management style