



## MEMORANDUM

**TO:** Mayor and Council Members

**FROM:** Jesús Garza, Interim City Manager

**DATE:** January 5, 2024

**SUBJECT:** Personnel Announcements

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I am pleased to share with you that Interim Assistant City Manager Robert Goode has agreed to continue his valuable contributions to the City by serving as permanent Assistant City Manager. He will continue his oversight of Austin Water, Watershed Protection, Aviation, Transportation and Public Works, Capital Delivery Services, and the City's support for Project Connect.

Robert has served as the Interim Assistant City Manager (ACM) since January 2023. With his wealth of experience in the utility, mobility, and transportation sectors, I am confident that his knowledge and expertise will continue to provide leadership during the upcoming City Manager transition.

During his previous 11-year tenure with the City of Austin, Robert served as the Assistant City Manager over the Infrastructure Services Group providing direct executive leadership and oversight over multiple departments including Aviation, Austin Water, Austin Resource Recovery, the Corridor Program Office, the Public Works, and Transportation Departments. Upon his return, Robert served as the Interim Water Director for eight months prior to his assuming the Interim ACM role. He holds a Bachelor of Science in Civil Engineering from the University of Idaho.

I am further pleased to announce that I have appointed Ghizlane Badawi to the Interim Airport Chief Executive Officer (CEO) position. Ghizlane most recently has been serving as the Deputy Chief Executive Officer for Austin-Bergstrom International Airport (AUS), where she has focused on operational resiliency and expanding infrastructure capacity.

She is no stranger to the Department, with more than 15 years in strategic leadership roles including Deputy Chief Executive Officer, Assistant Director, Chief Operating Officer, and Chief Experience & Performance Officer. She will now bring that diverse and extensive background in airport management to her new role.

I also want to personally recognize Jim Smith and thank him for agreeing to rejoin the City in March 2023 to take on the role of Interim Airport Chief Executive Officer. Given his vast experience with the Department, having served as the Department's CEO from 2000 to 2019, Jim has provided a stabilizing force in helping to prepare the airport for the upcoming expansion. I am also pleased to share with you that Jim has agreed to continue to consult as needed going forward as Ghizlane shifts into the interim CEO role.

I hope you will join me in congratulating Ghizlane on her new role, Robert on his continuing service, and thanking Jim for his great contributions to the City.

cc: CMO Executive Team  
Department Directors