



Austin City Council MINUTES

For

FEBRUARY 9, 1984 -3:00 P.M.- SPECIAL CALLED MEETING
CONFIRMATION WITH SEARCH FIRM RE CITY MANAGER
SELECTION PROCESS - 1ST FLOOR CONFERENCE ROOM, ANNEX

Council Chambers, 307 West Second Street, Austin, Texas

City Council

Ron Mullen
Mayor

John Treviño, Jr.
Mayor Pro Tem

Council Members

Mark Rose
Roger Duncan
Sally Shipman
Mark E. Spaeth
Charles E. Urdy

Jorge Carrasco
Acting City Manager

Elden Aldridge
City Clerk

Memorandum To:

Mayor Mullen called to order the Special Called Meeting of the Council, noting the absence of Councilmember Rose. The Mayor announced the purpose of the meeting is to confirm with Mr. Norm Brown of Korn-Ferry about the City Manager selection process.

Mayor Mullen told Mr. Brown Council is looking for a strong, hard working manager. The Council is not afraid of strength in an administrator and wants someone who is well organized, a good administrator, and able to communicate with staff and department heads.

Councilmember Spaeth said the Council wants someone who will sell Austin and stay with the City a long time. Councilmember Duncan said they are looking for someone innovative and fresh. Councilmember Spaeth said the Council does not want to be involved with the day to day running of the City.

Norm Brown said he did not think there would be much trouble finding a good city manager. Councilmember Shipman said they need someone who is visionary and will think ahead and someone who will hit the City running.

Councilmember Urdy wants the new city manager to be able to handle the utility system and also be good at affirmative action.

Mayor Pro Tem Trevino said he has seen two different styles of City Managers. One was strong and the other was subdued and low-keyed. He said he will be more serious in the choosing and scrutinize more closely than he did before.

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Mr. Brown said Council should identify the key issues and problems. Mayor Mullen said the first thing should be how well people work for a City Manager. Another key issue is a balance of environment with economic growth. He said other issues are transportation, water and wastewater, MUD's, the water shortage predicted by the year 2010, and the airport. Councilmember Spaeth pointed out that everything is growth related. Councilmember Shipman said concern for personal safety and the crime rate is of concern. There will be a new zoning ordinance so land use is still a big issue in Austin. Councilmember Duncan said the growth rate should be slowed down. He pointed out that Austin is a flash flood prone area and there are particular problems involved with that. Also, boards and commissions are strong because the citizens of Austin get involved.

Mayor Mullen said the City Manager needs to be fiscally responsible. Councilmember Duncan cited the plans for a new city hall and a convention center. Mayor Pro Tem Trevino said the city manager should communicate well with the Council and with the public. He/she needs to motivate staff. Councilmember Shipman told Mr. Brown the City is contemplating a waste energy plant.

Mr. Brown asked what type of background the Council is looking for in a City Manager. Council agreed that he/she should be from a city or county of 100,000 or more. Compensation, according to Mayor Mullen can be \$100,000. Councilmember Spaeth said they are willing to pay whatever it takes to get a good city manager. Mayor Mullen said he thinks better pay would mean less cost for the city because a good city manager can save a city millions of dollars.

Mr. Brown asked for a date 45 days hence when the Council can meet prospective candidates. Mayor Mullen set the date tentatively for March 27, 1984. Mr. Brown said at that time he will bring in the top 10 or 15 candidates.

ADJOURNMENT

Council adjourned its meeting at 6:12 p.m.