

MINUTES OF THE CITY COUNCIL
CITY OF AUSTIN, TEXAS
Special Called Council Meeting

July 1, 1981
4:00 P.M.

Council Chambers
301 West Second Street

The meeting was called to order with Mayor McClellan presiding.

Roll Call:

Present: Mayor McClellan, Mayor Pro Tem Trevino, Councilmembers
Deuser, Duncan, Goodman, Mullen, Urdy

Absent: None

RFP FOR CITY MANAGER SEARCH

Mayor McClellan announced the purpose of this meeting is to have presentations by three executive search firms regarding proposals for City Manager search. The firms are Ralph Anderson and Associates, Sacramento, Ca.; Korn/Ferry International, Los Angeles, Ca.; PARA, Inc. Chicago. Ill.

Ralph Anderson, of Ralph Anderson & Associates, made the first presentation. His company is ten years old and is strictly a local government search firm specializing in key man search. Their role would be as coordinator for the Council but the Council will make all final decisions. The goal is to end the search with candidates of quality and recruitment will be done to enhance the image of the City. Mr. Anderson said he will meet with the Councilmembers individually and then with them as a group and pull together a composite for profile of recruitment. Mr. Anderson then enumerated the ways in which his firm would conduct the search. He said they are particularly interested in serving Texas and they have no competitive assignment at this time.

Mayor McClellan asked Mr. Anderson what the feasible number of applicants will be for the Council to interview. Mr. Anderson told her that 6-8 applicants always separate from the masses to be the most likely candidates. Councilmember Duncan told him Austin has many active citizens, that a lot of people are making suggestions and the LBJ School has contacts. Mr. Anderson said he will be available to talk to any one.

Norman Roberts, representing Korn/Ferry International, told Council their job will be to find the right person for the City of Austin. They will talk to each Councilmember and then put together a summary profile for recruitment. Korn/Ferry will use their files and contacts and also Council's suggestions. They are presently working with Dallas to help find a new City Manager for that City. They have been conducting executive searches for five years and working with Dallas would be an advantage for Austin because the candidates will not play one city against the other as they know all the candidates. Mr. Roberts said they will not waste time looking at candidates which are not suited for Austin and they will work with the Austin City Council until a suitable candidate is found.

Councilmember Mullen asked how many applicants will be chosen for the Council to interview. Mr. Roberts answered 5-7.

Paul A. Reaume, representing Para, Inc., told Council all members of his firm have a background in city government and they work only with local government, not the private sector. They have an open recruitment process. Para has developed a specific process for recruitment but they will not try to make Council's decision for them. Their process for recruitment is to find out what is wanted in Austin. They talk to the staff and outgoing City Manager. Para advertises in professional publications and also pursues recruits. Mr. Reaume said he will serve as recruitment director and finds no problem with the 12 weeks allowed for recruitment after award of contract. He said he has no predetermined candidates.

Mayor McClellan asked Mr. Reaume how many people are feasible for an interview. He told her no less than five. The number is usually 8-10. Councilmember Goodman asked how often someone from the private sector is selected for City Manager. Mr. Reaume said a Council has never hired anyone from the private sector because government is different than the private sector. Mayor Pro Tem Trevino asked how difficult it will be to find someone who can direct the electric utility and a hospital. Mr. Reaume said he will be able to find someone with those qualifications. Councilmember Goodman asked Mr. Reaume how long he had been a City Manager. Mr. Reaume told him 10 years in Oak Park, Illinois and he has held other positions in the government and private sectors.

Council will make a decision on which firm to engage at their regular Council Meeting of July 2, 1981.

July 1, 1981

AUSTIN REDEVELOPMENT AUTHORITY

Councilmember Goodman moved that the Council adopt a resolution granting a 30 day extension of funding approved April 2, 1981 for the Austin Redevelopment Authority. The motion, seconded by Mayor McClellan, carried by the following vote:

Ayes: Mayor McClellan, Mayor Pro Tem Trevino, Councilmembers
Deuser, Duncan, Goodman, Mullen, Urdy
Noes: None

EXECUTIVE SESSION

Mayor McClellan announced that Council will convene in a closed or executive session authorized by Section 2, Paragraphs (e), (f) and (g) of Article 6252-17, Texas Revised Civil Statutes Annotated; and after such closed or executive session, any final action, decision or vote with regard to any matter considered in the closed or executive session will be made in open session, should such action, decision or vote be necessary.

Mayor McClellan announced that the Council would go into executive session at this time to consider the items authorized in Section 2, Paragraphs (e), (f) and (g) of Article 6252-17, Texas Revised Civil Statutes Annotated.


ADJOURNMENT

Council adjourned its meeting at 6:00 p.m.

APPROVED


Mayor

ATTEST:



City Clerk