

## Elements of Engagement

### City Manager Selection

The selection of the new city manager may well be the most important decision the Mayor and Council will make.

Identifying the best city manager for Austin should be a national search with community engagement. There should be a process that reaches deep into the community and broadly across the country. Here is a proposed structure:

- Ultimate authority and decision making rests with the Council and will not be delegated.
- The Council makes the final decision on the following matters:
  - Establishment and appointment of a Council-designated group
  - The selection of the search firm
  - The search timing and process
  - The search criteria used by the search firm
  - The pool of finalists
  - The new city manager
- The Council-designated group shall (while at all times subject to the will of the Council):
  - Give recommendations to the Council, after having facilitated and received public input on:
    - The search timing and process
    - The search criteria used by the search firm
    - A pool of semi-finalists
  - Engage with the professional search firm in identifying best practices in city management (as it applies to city manager qualities and engagement with council);
  - Conduct, together with the professional search firm, interviews of people in the community about what they expect from a city manager;
  - Conduct, together with the professional search firm, public hearing(s) to seek input from the community at large as to what should be expected from a city manager.
- The general public shall have the opportunity to have input:
  - At all points, at all times, on all issues through traditional direct contact with Council Members (subject to the confidentiality of information or materials required of Council Members)
  - Public hearings and input on:
    - The search criteria used by the search firm
    - Selecting the new manager from among the finalists
- The Council-designated group shall be:

- Eleven members, comprised of one appointment by each council member, with the Mayor's appointment serving as chair and the Mayor Pro Tem's appointment serving as vice chair.
- To avoid conflicts of interest, no one can serve as a committee member if, in the past year, they've worked for the City, had a contract with the City, or were a registered lobbyist.
- Committee members must live within the city limits.