

Community Engagement on City Management

July 26, 2023



2021 CM Search: Community Input Upfront

Online Survey

- 376 responses, 90%+ residents, 63% wards 1-3, 80% white

Virtual community meeting with breakout groups

- MML expert addressed the role of a city manager

2 focus groups (17 residents active in our community)

2013 search utilized 30 person resident committee

2015 search more streamlined

What We Heard 2021

Top 3 leadership qualities:

Transparency

Problem Solver

Collaborative

Top 3 most valued about our
community:

Diversity of people

Progressive community

Access to amenities

Top 3 areas of expertise:

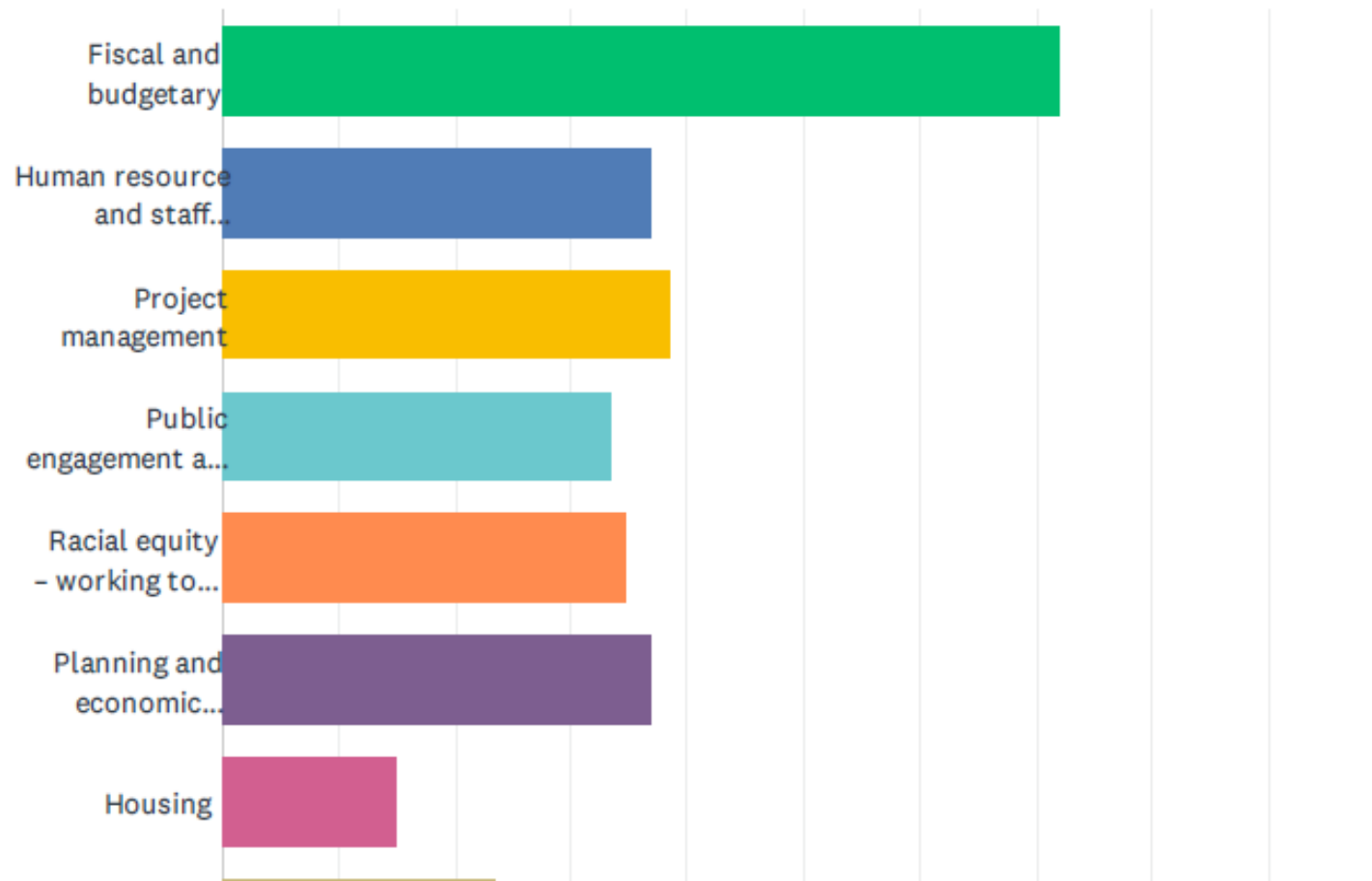
Fiscal and budgetary

Planning & economic
development

Project management

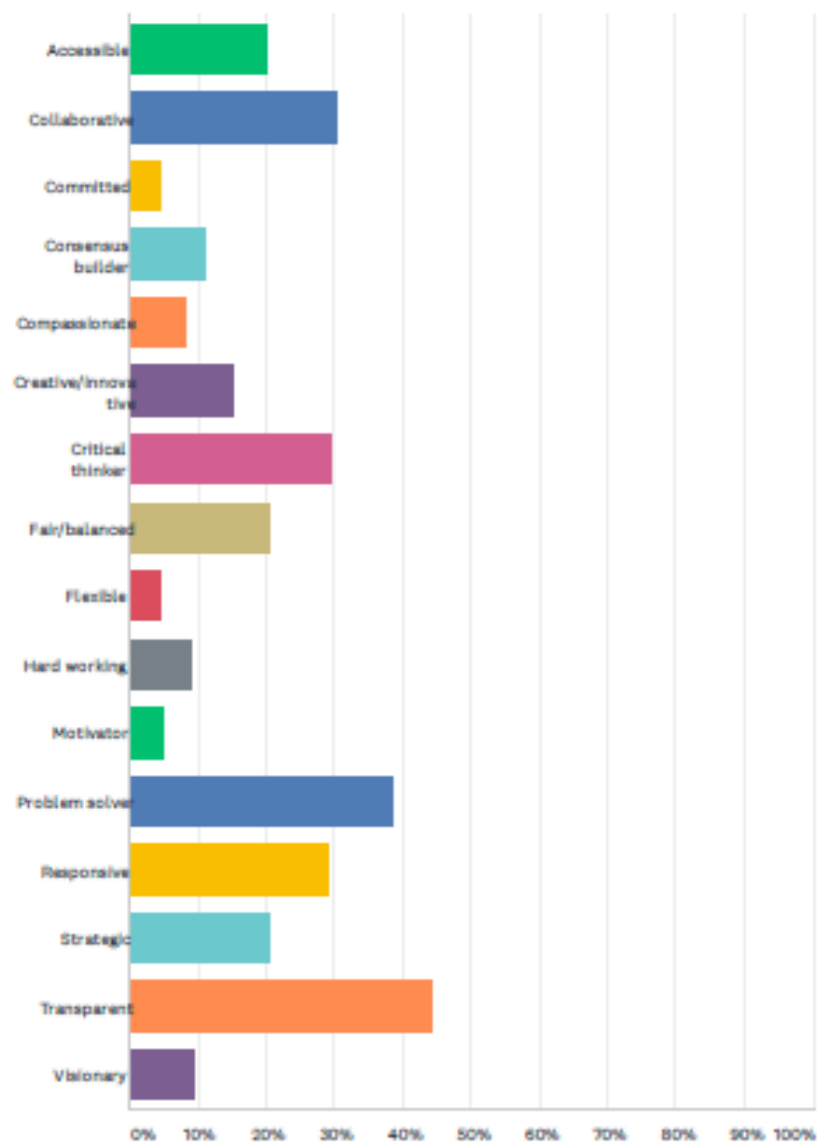
Q7 Please tell us which of the following areas of expertise you think are most important for the new City Manager to possess to be successful in the role? Select up to 3:

Answered: 239 Skipped: 137



Q6 Thinking of leadership attributes, what are the three most important for the next City Manager to possess to be successful in the role? Select up to 3:

Answered: 239 Skipped: 137



Focus Groups 2021

CM Qualities:

- DEI background
- Staff team-builder
- Focus on partnerships
- Politically astute
- Strong management skills
- Active in community
- Public finance competence
- Sustainable development skills

What City Does Well:

Progressive, forward-thinking, innovative
Accessible, responsive elected officials
Reasonable transparency & communication
Engaged residents, robust discourse
Parks, Public Works Depts

CM Priorities:

Financial integrity
Transparency
DEI integration
Ward equity
Regional cooperation
Transportation planning
Youth & senior programming
Major development projects

What to Improve:

Engagement of diverse groups
Civic spaces
Affordability

Resident Survey 2018

876 of 3000 random households (29% response rate)
51% white, 58% SF (weighted)
Previous surveys in 2007, 2009, 2014

- 9 in 10 rated neighborhood life as excellent or good, appreciate our community, are concerned about the cost of housing.
- Residents see our community as open and accepting of people with diverse backgrounds.
City government welcomes resident involvement 84%
Resources & services are provided equitably 58%
- Residents gave high marks to city government and city services, such as local library, weekly collections.
Protect natural environment, reduce waste, provide recreation services (>80%)
Manage traffic (44%)
- Most residents have used our commercial areas; grocery stores most lacking

The Ideal Candidate 2021

- Understands community and diverse residents (culturally competent)
- Strong communicator
- Focused on priorities
- Innovative
- Financial manager
- Empowering, team-oriented staff leader
- Collaborative
- In short: candidate has
 - Human capacity building
 - Strategic vision
 - Organizational leadership

2023-4 Council Priorities

- a **city of belonging**, with a culturally and economically diverse population where every resident has a voice;
- an **environmentally sustainable** community;
- **fiscal sustainability** in our city government and services, with transparency in decision making;
- **engaged, responsive and service-oriented** city government, services and operations;
- **community development** for an improved and **equitable quality of life** in housing, transportation, and preparing for development, while maintaining our special character and economic and racial diversity.

2023: Suggested Approach

- Council manages search, hires and onboards CM
- Utilize existing information, not repeat
- Adopt resolution on city manager role
- Keep residents informed at each step
- Ensure key staff input
- Seek input on final candidates: 2 confidential rounds of interviews, up to 3 interview panels
- Possible fall community meeting on role of CM, or structured meeting with final candidates
- Detail a plan and timeline with advice of consultant

