



CITY MANAGER ATTRIBUTES

Work session to discuss City
Manager attributes with human
resources

FY21 Budget process completion

Work session to discuss next steps

COUNCIL
DIRECTION TO
DATE

Fiscally Responsible

Proven Leadership

Collaborative

Solution Oriented

ATTRIBUTES

Demonstrated financial and budget skills

Up-to-date and knowledgeable on current trends and practices that improve services

Prepare and submit the annual budget and capital programs to the Mayor and City Council

Directs ongoing analysis of the City's financial affairs including recommending appropriate action to ensure financial stability and the adequacy of funds to meet current and future requirements including bond rating

FISCALLY RESPONSIBLE

Politically astute, approachable, and confident

Strong yet inclusive leader who is also visible and credible with staff and the community

High degree of integrity, a good listener, and facilitative rather than confrontational in nature

Honest and direct communicator providing complete and timely information to the Mayor and City Council including on-going updates

PROVEN LEADERSHIP

Facilitate effective conflict resolution strategies that find common ground between widely divergent council views

Establishes and maintains a fair and equitable City organization where all community members have equal access to public information and services, and administrative decision making is accountable and transparent

Coordinates City activities with other governmental agencies and outside agencies having an interest or potential interest in affairs of City concern and interprets, analyzes and explains policies, procedures and programs

COLLABORATIVE

Analyze sometimes difficult situations and map out a path to successful implementation of goals

Establish, prioritize, and maintain, effective, productive, and respectful working relationships with a wide variety of people, including members of the public, staff, colleagues, every Councilor and the Mayor, and other elected and appointed officials

SOLUTIONS ORIENTED