



04/12/2011

Council

2011-00396

Status report for the Recruitment
of the City Manager

CITY OF SACRAMENTO

CITY MANAGER PROFILE

Mayor and Council

Key Issues and Priorities:

- Addressing the financial difficulties given current economy – effectively dealing with budget challenges. This will require an organizational assessment for the best way to deliver services in a cost effective manner and prioritizing areas of most need to provide the optimum level of service to the citizens of Sacramento.
- Labor Relations – need to work effectively with organized labor to come up with solutions in this difficult economy – this will require a relationship-builder and open, honest communication.
- Ongoing development opportunities – Railyard, J-K-L Street Corridor, River District (Richards Blvd), Midtown, Delta Shores, Waterfront.
- Economic Development – addressing how best to attract new/quality businesses to the region with a focus on diversifying the economic opportunities that are not so dependent on state government (i.e. capitalizing on the rich agricultural strengths of the region and the strong presence of the healthcare industry); being creative in “incentivizing” businesses to consider Sacramento; promoting business-friendly policies.
- Protect and grow public safety resources.
- Arena Issue – location, completion and ability to attract a new franchise should the Kings depart.
- Issues that go beyond the city limits – transportation, education, air quality, homelessness.
- Mayor’s Greenwise Initiative for a sustainable Sacramento.
- Redistricting will change the borders and the population bases of several Council Districts in 2011.
- Sacramento is a full-service city – need for an organizational assessment and prioritizing of resources to allow for the optimum level of service in an efficient and cost-effective manner (being innovative/creative in the structuring of city government); improving the efficiency, responsiveness and customer service orientation of city departments/employees.
- Working with a diverse Council whose members represent their own Districts – so addressing both individual concerns while also effectively working with the collective body to serve the greater community.
- Working regionally on flood management concerns.
- Establishing collaborative relationships with regional partners including the County, neighboring counties, and other cities in the region; representing Sacramento as the hub and leader of this region.
- Addressing the needs of the city’s younger generation who are the future leaders.



Ideal Candidate Profile:

- Proven ability to effectively work with a multi-member board/council; must be able to effectively navigate through the politics and individual perspectives of a multi-member council.
- Will keep mayor and council fully informed; no surprises.
- City Manager or Assistant City Manager from a dynamic urban community (comparable community in a large setting that involves regional coordination); experienced in a city manager-council form of government.
- Strong management experience working with budget and labor relations.
- Has dealt in a multi-jurisdictional environment (understands that the City is a piece of a larger puzzle) – with this comes the ability to work cooperatively and collaboratively with other agencies in the region including Sacramento County, other counties, other cities, regional agencies, state and federal government, business community, labor, environmental groups, under-represented groups etc.
- Will work effectively with the City's other charter officers.
- Has dealt with organizational assessments and downsizing of organizations to address budget deficits; is fiscally creative in dealing with budget constraints.
- Possesses outstanding leadership abilities with a strong presence; can set the tone for the organization; will inspire confidence in staff, council, the media and the public.
- Has high expectations of him/herself and of others.
- Is a person of conviction – will provide best professional advice; is not a “yes” person and knows when to take a stand; possesses a strong “backbone”.
- Effective delegator of responsibilities; will empower staff.
- Politically astute, yet apolitical.
- Is challenges-driven; embraces challenges/thrives on accomplishments; results oriented.
- Smart.
- Relationship-builder; personable.
- Understands and appreciates the diversity of the Sacramento community.
- Strong communication skills.
- Sense of humor.
- Passion for public service; has a vested interest in the success of the city.
- Connects with all levels of the organization.
- Open and approachable; leads by example.
- Is community active and visible.
- Outgoing and personable.
- Possesses a high level of optimism.
- College degree required; advanced degree highly desirable.
- California experience is a plus.
- Residency within the city limits is highly preferred.