

CITY OF TUCSON CITY MANAGER: A POSITION PAPER

Tucson Residents for Responsive Government

<http://tucsontrrg.org/>

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Members of Tucson Residents for Responsive Government (**TRRG**) met in June 2014, to share our ideas of what we want in a new City of Tucson city manager. We see this appointment as crucial to the City's future. The new manager faces great challenges: making tough budget recommendations; changing a work culture which too often dismisses/devalues the public process; and convincing the existing bureaucracy that it is essential to think innovatively and to work collaboratively with other departments and with the public as the Office of Integrated Planning is now doing.

TRRG believes the following qualities identify what the right person would have as city manager:

Personal Qualities

Integrity—follow laws, Charter and voter-approved PlanTucson

Collaboration—show respect for public participation and engagement by soliciting and using ideas from residents and stakeholders

Self-confidence—be frank and honest with Mayor, Council and employees; be able to view the recent increase of citizen advocacy groups as an asset, a sign of a vibrant concerned populace which can be redirected to the benefit of the entire community when problems are resolved

Sensitivity—respect Tucson's unique culture, diversity and environment

Professional Qualities

Experience—has demonstrated the competencies to do what the job entails

Expectations—hold accountable all city employees to display the personal qualities listed above; insist on an administration which is perceived by the public as open, transparent and competent

Management skills- create measurable objectives, collect data and identify areas for improvement; ask tough questions and tenaciously seek best practice answers; focus on improving services and make personnel or organizational changes when merited

Communication skills—utilize group processes needed for a collaborative management style; seen as accessible, responsive and approachable to all

TRRG asks that Mayor and Council ensure that the public be given a major opportunity to participate meaningfully in a transparent, inclusive selection process. **TRRG's** mission, to effect concrete change in the way the City of Tucson's government interacts with its residents to ensure that integrity, transparency, accountability, collaboration and sensitivity to quality of life govern all city processes, states what we most want to see a new city manager value. When the new manager meets the City's requirement to live within the City of Tucson, there will be one more person eligible to become a member of **TRRG**!