



## **New City Manager Announcement - July 15, 2019 - Remarks From John Glascock**

Thank you Mayor, Council, and everyone who is here today.

I am both honored, and grateful for the trust which is being placed in me to help lead our community with authenticity, openness, honest communications and by facing our issues head on.

As I mentioned in the State of the City address at the end of May, working together, we can find community-acceptable solutions to the challenges we face as a City and community. Relationships are key to solving issues and I am excited to forge new relationships, strengthen existing ones and heal those which may be broken.

We must first take care of our core -- our employees are the most valuable asset the City has. In my budget message at the end of July, we'll outline how we can start making our employees feel valued and compensate them fairly.

We will continue the journey we have started in the Columbia Police Department to create relationships with police officers and community members that have foundations of trust and open communication. I am confident we are on the path to building trust and relationships.

I will continue to set an example for the rest of our departments to strive for efficiency and financial stewardship. We will now open a search for a new finance director and four other vacant top level management positions. Our community entrusts staff with their hard earned tax money to invest it wisely into the services we all want and need.

We will continue our journey to ensure Columbia values diversity, inclusion and equity. I believe we must make these three very important priorities a part of every decision we make. In addition to being intentional in our diversity, inclusion and equity efforts, we're also being mindful of our strategic vision. I see our next Strategic Plan as a fluid document that can change as our needs and priorities change. Our staff has been meeting to lay the groundwork of data and research that will assist in our next Strategic Plan

I again express my thanks to the City Council for entrusting me to help guide and lead our wonderful City. I thank the staff who have embraced my leadership during my time as interim city manager. And my sincere thanks to community members who do the hard work everyday to challenge those of us in leadership roles to do better. I am excited to continue the journey we have begun.

Thank you.