



MEMORANDUM

TO: Mayor and Council Members

FROM: Spencer Cronk, City Manager

DATE: February 11, 2022

SUBJECT: Resignation of Greg Meszaros, Austin Water Director

I write to inform you that Greg Meszaros will be transitioning out of his role as Director of Austin Water.

Director Meszaros has spent nearly 40 years in the profession, 15 of which were proudly serving and leading our water utility. In that time, Director Meszaros has been a consummate professional and tireless advocate for his employees and the Utility. Throughout his tenure, Director Meszaros has consistently demonstrated a deep awareness for the significance of the services delivered by Austin Water and the importance of maintaining the public's trust. Whether it was addressing record droughts, guiding our city through historic flooding and other weather events, or determining how best to cope with the emergence of zebra mussels in our lake system, Director Meszaros has always led with a true spirit of transparency and honesty rightfully expected by our Council and the public we serve. The City owes Director Meszaros a debt of gratitude for his capable and strong service to our community.

His decision to focus on family and new horizons at this time is one that I respect and support. The past couple years have been difficult for many in public service, especially those on the front lines of critical service delivery departments. I hope you will join me in applauding his dedication to his profession and our community, and in wishing him well in all that lies ahead.

In the days ahead, Director Meszaros and I will work through the coordination of this transition and next steps for the department. This will include appointing an interim director and a primary point of contact as we work through the after-action review of last week's boil water event. As part of that larger effort, I will also be identifying an independent third party to facilitate the review and help identify recommendations and areas of improvement going forward.

Director Meszaros, the entire Austin Water Utility, and I all understand the immense responsibilities to the public and know how important it is to restore and

nurture the public's faith and trust during this transition. We are committed to doing all that is necessary to regain that trust. Nothing is more important to me and our organization.

I thank Director Meszaros for all his years of service and leadership, and for being an integral part of my executive team. I wish him and his family the very best.

Attachment: Letter from Greg Meszaros

Cc: CMO Executive Team
Department Directors and Assistant Directors

February 11, 2022

Spencer Cronk
City Manager

Dear Spencer,

I write to let you know that I will be stepping down from my job as the Director of Austin Water. I have come to this decision in consultation with my family and my circle of close and trusted friends. While I have loved my job as Director, and I am exceedingly proud of all that my team and I have accomplished over the nearly 15 years I have served as Austin Water's leader, I am ready to step aside.

In 2007, I applied for and accepted the Director position because I knew it would be challenging and offer exceptional opportunities for growth and development. The role exceeded all those expectations. I have embraced the job and I believe I have demonstrated strong leadership and an exemplary work ethic. The job does take a toll, though, and part of being a courageous leader is knowing when it is time to allow others with new energy and insight to come forward. I take full responsibility for any shortcomings at the Utility this past week. I also take a great deal of pride in our many accomplishments, and I want to highlight just a few here.

- Austin Water has completed over \$2 billion dollars of utility infrastructure improvements during my tenure as Director that will serve the community for decades to come.
- Our finances have never been stronger and our work to improve and preserve affordable water services, particularly for our most vulnerable customers, is a recognized national best practice.
- Working in partnership with the community, we completed "Water Forward" a visionary 100 year integrated water resource plan designed to provide a resilient water future in the face of climate change threats.
- Over 400,000 new Austinites have moved to our service area during my time as Director, and we successfully accommodated this growth with new utility infrastructure while preserving Austin's beloved natural environment and water resources.

I thank you sincerely for allowing me to continue in my role as Director when you became the City Manager, for the faith you placed in me by asking me to join your executive team, and for your support - especially during the Winter Storm Uri and this last week.

I care deeply about the men and women at Austin Water, and I will continue to support them as a resident of this fine City. I am available to you for a smooth and seamless transition.

Sincerely,

A handwritten signature in blue ink, appearing to read 'GM', with a stylized flourish extending to the right.

Greg Meszaros