



# Memorandum

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**TO: HONORABLE MAYOR  
AND CITY COUNCIL**

**FROM: Edward K. Shikada**

**SUBJECT: Leadership Changes in  
City Manager's Office and  
Office of Economic Development**

**DATE: October 30, 2014**

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## INFORMATION

I am pleased to inform the City Council of two staffing reallocations in the City Manager's Office. I have promoted Kim Welsh to be our fourth Deputy City Manager, and Nanci Klein as Assistant Director of Economic Development. These changes reflect the greater roles that both Kim and Nanci have assumed over the past year as part of my leadership team, as well as the central role that community and economic development play in the City. It is vitally important for our entire organization to adapt effectively to the current economic cycle, ensuring that our programs are aligned to support job growth and integrated planning for our community's overall long-term needs. Both Kim and Nancy are San José residents, and their new roles are effective immediately.

### *Kim Welsh*

As Deputy City Manager, Kim will provide leadership and strategic coordination of economic development, community development, and related activities, issues, services, and initiatives shared among the City departments involved in these fields. She will retain her role as head of the Office of Economic Development, which includes the Office of Cultural Affairs, Workforce Development, and Real Estate, as well as the responsibility for business development and economic strategy.

Kim has demonstrated her ability to help lead the City's organizational development with extraordinary creativity. She has worked successfully with a wide range of internal and external partnerships to earn San José a national reputation as both a business-friendly community and one that recognizes the importance of supporting cultural vitality so critical to our city's prominence among great places to grow and succeed.

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She joined the City in 2003 as Assistant Director of Economic Development, became our first Chief Strategist in 2008, and Director of Economic Development in 2011. Over the past decade she has led our efforts to create and carry out the first comprehensive economic strategy for San José to catalyze job growth, private investment, revenue generation, and talent attraction to strengthen the economic foundations and opportunities for the Capital of Silicon Valley.

Prior to joining the City, Kim was co-founder and managing director of Collaborative Economics, a Silicon Valley-based consultancy that works with business and civic leaders to build stronger economies and better communities. She also served as senior policy analyst at the SRI International Center for Economic Competitiveness, where she played management and analytic roles in more than 20 state and regional competitiveness projects in North America, Asia, and Europe.

Kim holds a bachelor's degree in economics and humanities from Valparaiso University and a master's of public policy degree from Harvard University, where she was a Kennedy Fellow. She is a founding board member of SPUR San José, ZERO1 Art and Technology Network, and Prospect Silicon Valley, and an American Leadership Forum Fellow.

### ***Nanci Klein***

As Assistant Director of Economic Development and Director of Real Estate, Nanci Klein assumes greater day-to-day management responsibility for the operations of the 53-person Office of Economic Development, as well as sharing with Kim the overall responsibility for coordinating the Community and Economic Development City Service Area.

Prior to this promotion, Nanci served as OED Deputy Director since 2011, focusing on business development and real estate issues, including high-level commercial real estate negotiations. As Director of Real Estate, she oversees the strategic management of the City's property portfolio. She has done a tremendous job leading and strengthening the City's core business and economic development functions since 2009, including better leveraging City-owned properties for economic benefit of the community.

With the dissolution of California's redevelopment agencies as a primary tool for local economic development, Nanci has continued to identify new approaches and strengthen partnerships to continue to keep and grow business in San José. She has served as the City's lead manager for large and complex development projects including the Earthquakes' soccer stadium, FMC project, Japantown development, Hitachi site redevelopment, and large-scale retail developments throughout the community.

Nanci has also served as a project manager for the San José Redevelopment Agency and as Economic Development Manager for the City of San Leandro. She holds a bachelor's degree in history and economics from the University of Michigan, Ann Arbor, and a master's of public administration from San José State University.

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These changes reflect the overall strength of our City's management team and the recognition of the critical importance of effective economic development and cultural vitality to the prosperity of our community and the financial foundation of the City organization. I deeply appreciate Kim and Nanci's ability and willingness to step up and provide the essential continuity for economic development we need during the critical transitions we anticipate in the next few years. Please join me in thanking them both for assuming these new leadership roles.

A handwritten signature in black ink, appearing to read 'E. Shikada', with a stylized flourish at the end.

Edward K. Shikada  
City Manager