

Deputy City Manager City of McKinney, TX Position Profile



The Community

Incorporated in 1848, McKinney, Texas, is located 30 miles north of downtown Dallas and is the county seat of Collin County. Strategically located in the midst of the growth expanding out of Dallas and its northern suburbs, McKinney has established a reputation in the DFW Metroplex for being at the forefront of development and quality of life.

McKinney has experienced a steady population growth since 1960, when the population was just 13,763. From 1970 to 1990, the population grew from 15,193 to 21,283, and by 2000, the population was over 54,000. In 2007, the Census Bureau announced that among cities with populations over 100,000, McKinney was the fastest growing city in the nation. McKinney's population reached more than 130,000 by the beginning of 2011, a 95% increase in the previous 10 years, and now stands at more than 136,000 in 2013.

Economic development is a central component in McKinney's strategic plan. The Gateway development, a 90-acre site owned by the City, is a key community entryway. Collin College was the first occupant at Gateway, and recently Emerson Process Management broke ground on its \$25 million global headquarters. The three-story, 132,000-square-foot building will include offices, a customer training center, a lab, and a fitness center for approximately 130 highly skilled, professional employees in engineering, research and development, marketing, sales, finance, and procurement.

The City operates the Collin County Regional Airport (TKI), which is a full-service North Texas general aviation resource. The airport recently opened a control tower and 7,002-by-150-foot runway, which can accommodate virtually all business aviation and many commercial aviation fleet aircraft.

Vision and Goals

The Council has developed goals and strategies to position McKinney to meet challenges for future growth and opportunities. Relevant to successful programs, these goals are:

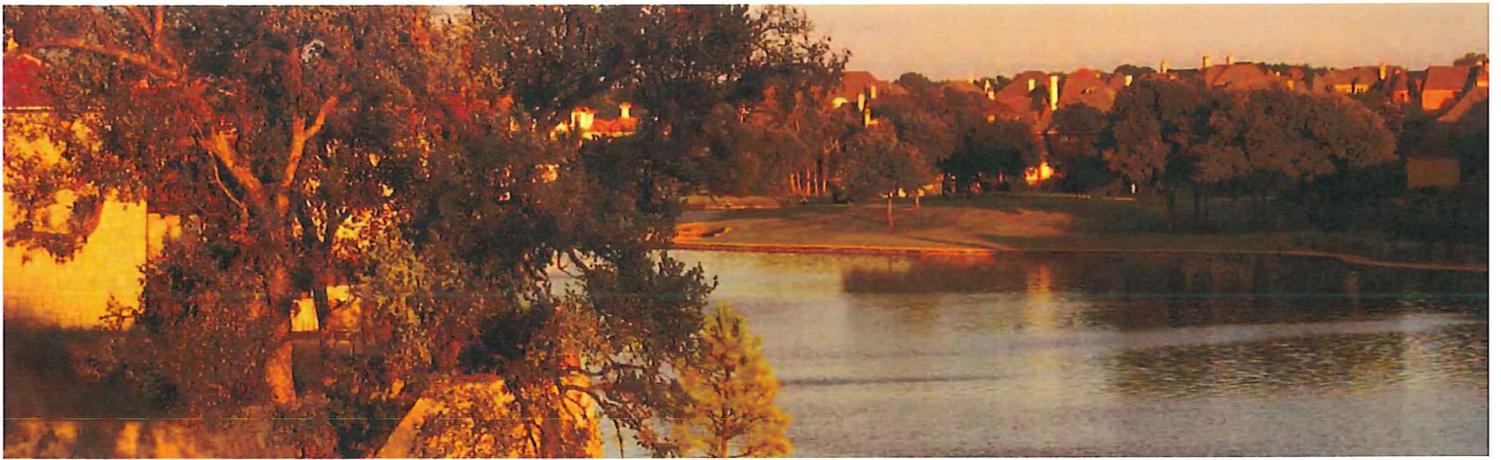
- Strong, balanced economy
- Fiscally sound, service-oriented city government
- Vibrant, authentic historic district
- Progressive mobility within, to and from McKinney
- Sustainable, unique neighborhoods

Mission: Core Values

- Provide essential utility services for daily living
- Protect people and property, making a safe community
- Respond to emergency situations
- Manage traffic flow and road system
- Plan McKinney's future development
- Provide leisure and recreational opportunities
- Support economic expansion
- Preserve the "McKinney character," our heritage
- Serve as a community information and resource center

Beliefs: Guiding Principles

- Community Service
- Produce Quality Results
- Personal Integrity
- Responsible Action
- Innovation and Problem Solving
- Teamwork



The Community, continued

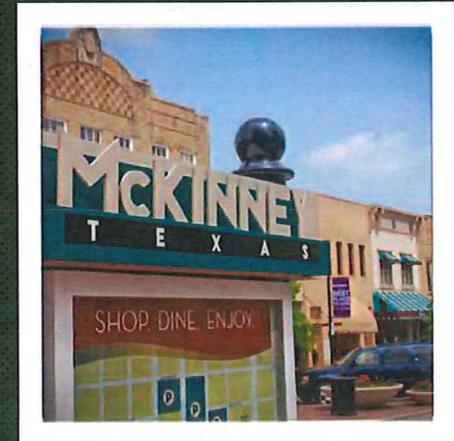
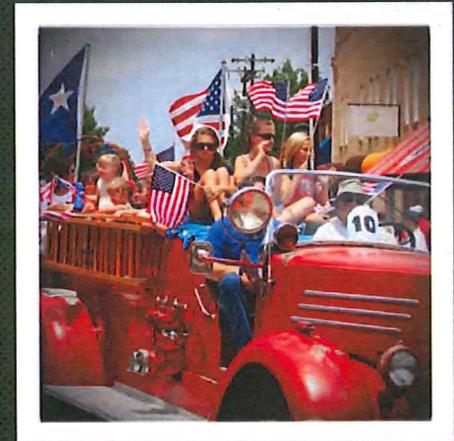
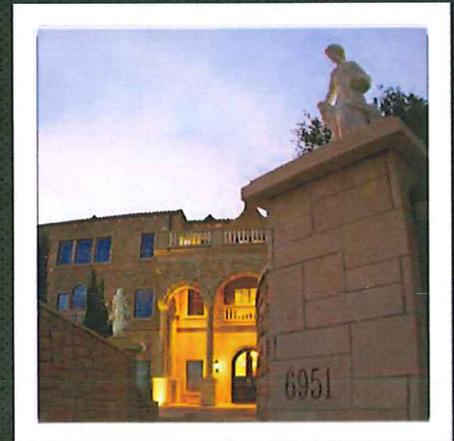
Year after year, McKinney continues to be recognized nationally as a stand-out community, and the past year was no different. In the August 2012 issue of *Money Magazine*, McKinney ranked No. 2 on the list of Best Places to live in America, and was the only Texas City in the top 10. America's Promise and ING named McKinney, in partnership with McKinney ISD, one of the 100 Best Communities for Young People, and the United States Tennis Association awarded the Featured Facility Award to the newly opened Courts at Gabe Nesbitt Community Park. These accolades are bestowed upon McKinney for a variety of factors including employment, schools, crime and safety, overall quality of life, community pride, and education.

McKinney Independent School District (MISD) is one of the fastest-growing public school districts in Texas and currently enrolls over 24,000 students. MISD is comprised of 20 elementary schools, five middle schools, three high schools, four alternative schools, and one early childhood education center. The Texas Education Agency has rated 26 MISD campuses "Exemplary" or "Recognized." McKinney's Collin College campus serves approximately 53,000 students each year and offers more than 100 degrees and certificates in a wide range of disciplines.

McKinney's "Unique by nature" brand has come to define the City's image for residents, businesses, and visitors. "Unique by nature" speaks to McKinney's natural assets: its rolling hills, parks, streams, and lakes. It refers to the community's inherent uniqueness: a historic downtown, cultural diversity, quality of life, a business-friendly environment, and the dynamic growth enjoyed over the past decade. The brand represents the spirit of the community – charming neighborhoods, friendly residents, downtown festivals, a sense of history, and the prudent but forward-thinking attitudes of the City's leadership make McKinney a great place to be. City of McKinney employees embody the "Unique by nature" spirit in their service-minded approach.

Organization and Governance

The City of McKinney is a home-rule city with a Council-Manager form of government. The City Council is comprised of the Mayor and six Council Members. The Mayor and two members of the City Council are elected at large, and the other four members are elected from single-member districts. All are elected on a non-partisan basis for staggered, four-year terms with a two term limit. The City Council appoints the City Manager, City Attorney, and Municipal Judge. The City Manager professionally manages the day-to-day operations of the organization.





Organization and Governance, continued

The City of McKinney, with approximately 850 employees, prides itself on being a fiscally sound, service-oriented city government serving a rapidly growing population. The City provides a broad spectrum of programs and critical services including police, fire, ambulance, library, parks, recreation, water, sewer, refuse and recycling collection and disposal, golf, traffic engineering, street maintenance, community development, public improvements, airport, hotel event center, and a wide array of general administrative services including municipal courts. The McKinney City Council passed the Fiscal Year 2012-2013 budget with a total combined expenditure of \$238,244,204.

Capital priorities for 2013 include continued economic development, the Gateway project, Collin County Regional Airport, corporate business park, quality development standards, an aquatic center, Historic District ordinances, and an annexation policy.

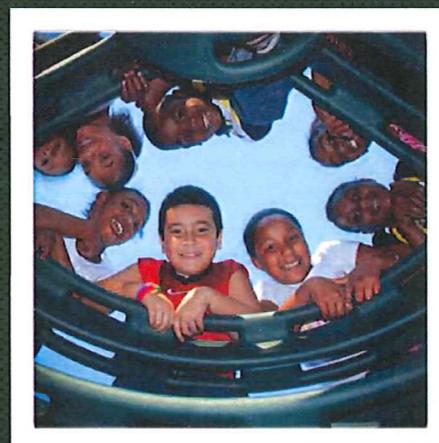
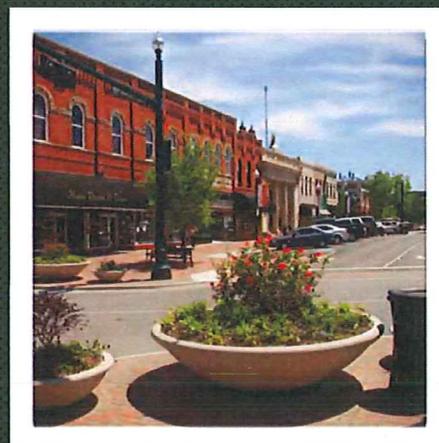
About the Position

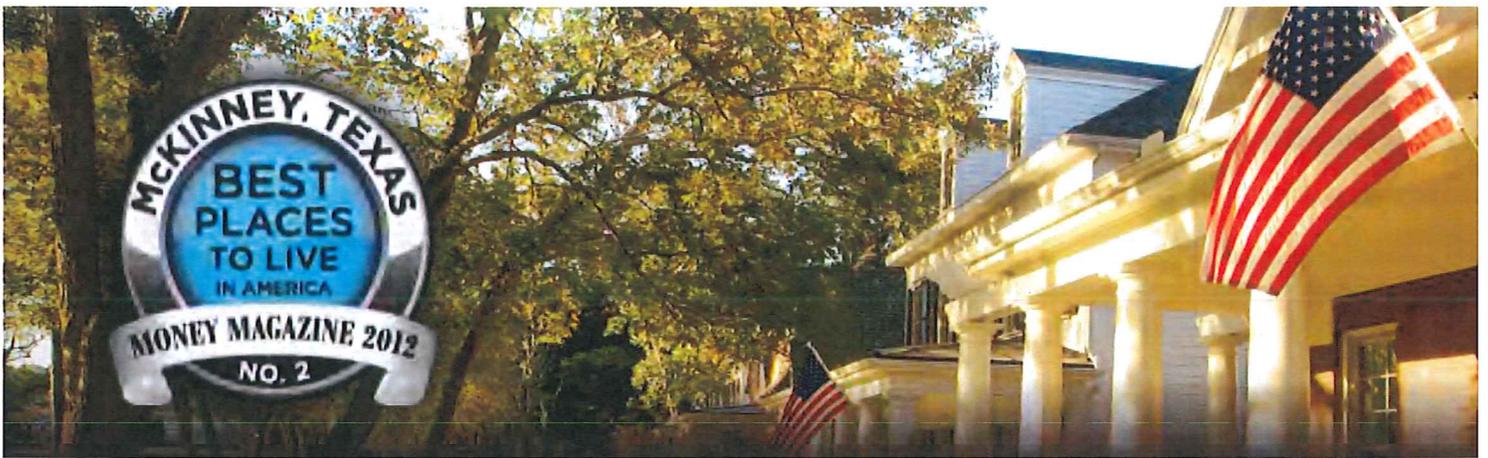
The Deputy City Manager is a key position within the organization, and it is essential for the successful candidate to work closely with the City Manager and as counterpart to an existing Deputy City Manager in carrying out City-wide initiatives and setting the tone and vision for City staff. Assignment of departments and divisions will be based on the selected candidate's strengths and experience.

The Deputy City Manager provides administrative guidance to assigned departments, assists with budget development and administration, monitors internal controls and coordination of City programs, and assists in the development and presentation of long and short term strategic plans to meet organizational and developmental needs. The Deputy City Manager communicates with City Council on a regular basis regarding City issues and programs.

Ideal Candidate

The ideal candidate should possess the capacity to be an effective mentor and leader for staff and have a demonstrated track record of setting a positive example of competence, professionalism, trust, energy, and work ethic. The new Deputy City Manager should have the ability and desire to promote good organizational health and morale across department lines. It is imperative that the successful candidate possess a genuine interest in improving the community and performing the role of a good public servant.





Education and Experience

A Bachelor's degree in Public Administration, Business, or a closely related field is required, along with a minimum of seven years of previous experience in progressively responsible municipal government leadership roles. A Master's degree in Public Administration, Business Administration, or a closely related field, and residence within the City limits is preferred. An equivalent combination of education, training, and experience may be considered.

Compensation and Benefits

The City of McKinney offers a highly competitive salary, depending on qualifications and experience, and a comprehensive benefits package for employees and their families including medical, dental, vision, life and disability coverage, and EAP. The City participates in the Texas Municipal Retirement System (TMRS) at a seven percent employee deposit rate with a municipal matching ratio of 2:1. The City has also implemented several programs to help employees better manage their health and the cost of care.

Application Process

Please apply online at: <http://apply.governmentresource.com>

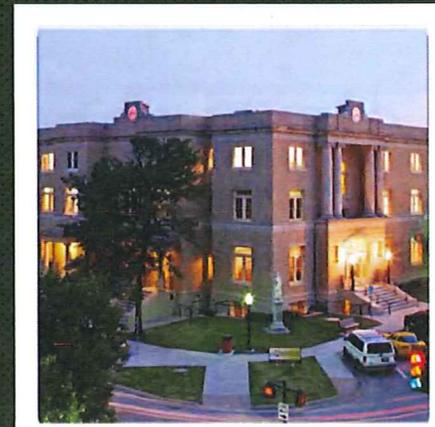
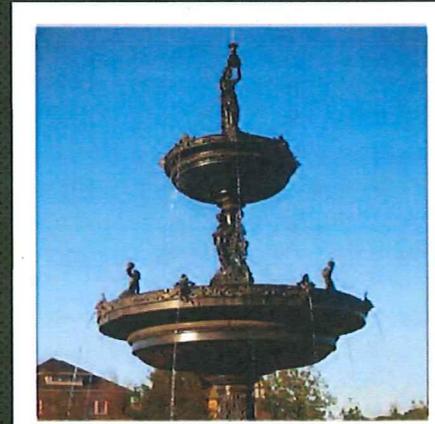
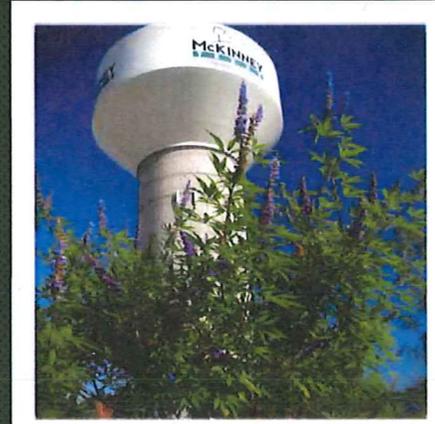
For more information on this position contact:
Howard Giles, Senior Vice President
Strategic Government Resources
Howard@governmentresource.com
817-807-7359

This position is open until filled. For the review status of this position, please visit:
www.GovernmentResource.com/pages/CurrentSearches.

The City of McKinney is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

Resources

City of McKinney	www.mckinneytexas.org
McKinney Chamber of Commerce	www.mckinneychamber.com
McKinney ISD	www.mckinneyisd.net
Collin County Regional Airport	www.flymckinney.com



ASSISTANT CODE COMPLIANCE DIRECTOR

CITY OF FORT WORTH, TEXAS

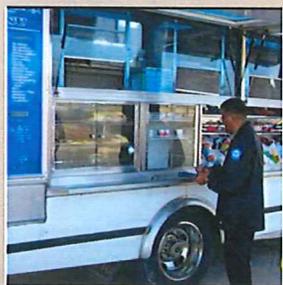
THE COMMUNITY

Fort Worth, Texas, home to more than 750,000 residents, and the county seat of Tarrant County, is the 16th largest city in the U. S. and the fifth-largest city in Texas. Recognized as one of the fastest growing areas of the country, Fort Worth was voted one of America's Most Livable Communities and in 2011 was named an All-American City for the third time, by the National Civic League.

Transportation is vital to Fort Worth, and the City is ideally located along three interstate highways (Interstates 20, 30 and 35) in addition to five federal and four state highways. The Dallas-Fort Worth International Airport is the third busiest airport in the world in terms of logistical operations and ranks eighth in the world based on passengers. Additionally, there are three general aviation airports in Fort Worth and the area is served by six major railroad systems including AMTRAK.

Established in 1849 as a frontier army post on a bluff overlooking the Trinity River, Fort Worth became a shipping point for great herds of Longhorn cattle being sent to northern markets. Known as the city "Where the West Begins," Fort Worth's pioneering spirit remains strong and the area has transformed into one of the best places to live and do business in Texas. The community offers a rich tapestry of affordable neighborhoods, an enviable cultural scene, and a world-class school system.

Fort Worth has earned the reputation as one of the premier travel destinations in the nation. Residents and visitors enjoy shopping and dining in downtown's Sundance Square, visiting the Fort Worth Zoo, the Fort Worth Botanical Gardens, and the world famous Fort Worth Stockyards. Music and theatre performances take the stage at the Bass Performance Hall, Casa Mañana, and Billy Bob's Texas, and audiences enjoy a variety of concerts and shows featuring the Fort Worth Symphony Orchestra, Texas Ballet Theater, Van Cliburn International Piano Competition, and the Fort Worth Opera.





THE COMMUNITY, CONTINUED

A number of renowned museums including the Kimbell Art Museum, Amon Carter Museum, Fort Worth Museum of Science and History, Modern Art Museum of Fort Worth and the National Cowgirl Museum and Hall of Fame highlight the importance history plays in the region. The Fort Worth Zoo, ranked one of the top 10 zoos in the United States, and the thrilling Texas Motor Speedway attract visitors from around the country.

The highly rated Fort Worth Independent School District offers quality education to more than 80,000 students in grades K-12, at over 140 schools and special campuses. The district's awards and honors include the "What Parents Want" designation from SchoolMatch, which has been received seven years in a row, and only goes to 1 percent of the nation's schools. Fort Worth is home to more than 200 private and parochial schools, giving parents multiple options for their children's education.

High School graduates have abundant choices in their pursuit of a college degree. Fort Worth is home to Texas Christian University, Texas Wesleyan University, Texas A&M University School of Law and Southwestern Baptist Theological Seminary. The region's availability of colleges and universities enroll more than 325,000 students and award more than 30,000 degrees annually. Other institutions nearby include Southwestern Baptist Theological Seminary, Tarrant County College, Texas Woman's University, University of Texas at Arlington, and the University of North Texas. Each of these schools regularly add both core courses and degree programs, and partner with local municipal and economic development officials to ensure that graduates have a direct pipeline into the local and regional workforce.

The median household income in Fort Worth is \$49,411, and the median home price is \$115,000.

GOVERNANCE & ORGANIZATION

The City is governed by a Home Rule Charter with a Council-Manager form of government consisting of a Mayor, elected at large, and eight City Council Members representing single-member districts and serving two-year terms. The Mayor and City Council appoint a professional City Manager to administer and coordinate municipal operations and programs. The City Council also appoints the City Secretary, City Attorney, City Auditor, Municipal Court Judges and citizens who serve on City boards and commissions.

The City of Fort Worth has more than 6,300 authorized positions, a FY 2014 annual budget of \$1.4 billion, and a tax rate of \$0.8550 per \$100 of valuation.

MISSION STATEMENT

We strive to be a well-managed organization focusing on our future. Together we are building strong neighborhoods, developing a sound economy, fostering a healthy environment, and providing a safe community.



ABOUT THE POSITION

The Code Compliance Department is comprised of the Code Enforcement, Health Services, and Solid Waste divisions, with a total of 306 employees and an annual budget of \$73.1 million.

The Assistant Code Compliance Director reports directly to the Code Compliance Director and is responsible for the Health Services Division which includes Animal Care and Control, Consumer Health, and Fiscal/Human Resource Administration. The position works closely with the Police, Fire, Planning and Development, and Financial Management Services Departments as well as private foundations, an Animal Shelter Advisory Committee, food establishment owners and managers, and the Tarrant County Public Health Department. The Assistant Director provides direction to the division's 110 employees and manages an annual budget of \$9.1 million.

IDEAL CANDIDATE

The City seeks a highly ethical director with uncompromised integrity. Exceptional communication, negotiation, and persuasion skills, along with the ability to build consensus with dynamic personalities are desired attributes. A strong focus on internal and external customer service and a successful track record of leading and driving change will be important.

The ideal candidate will be a creative and professional leader with demonstrated experience in managing both administrative and field staff. Specialized knowledge and skills in the areas of animal shelter operations and adoptions, prevention of foodborne, waterborne, and communicable diseases, and West Nile Virus control and containment is essential.

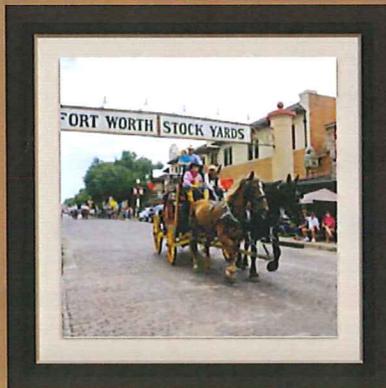
The new Assistant Director should be experienced with public/private collaborative efforts, have a background in strategic planning, and be able to successfully manage multiple complex projects. A thorough understanding of budgeting and managing capital improvement projects that includes funding, construction, and acquisition is a key responsibility. The chosen candidate will have assisted in the creation of performance metrics, reporting, and improvement targets for a large organization with diverse business units.

A manager who can continuously monitor and evaluate the quality, effectiveness, efficiency, and responsiveness of the divisional programs and staff to ensure continuous improvement of service delivery will be successful.

RESOURCES

City of Fort Worth, Texas
www.fortworthtexas.gov

**Fort Worth Chamber of
Commerce**
www.fortworthchamber.com



EDUCATION & EXPERIENCE

The selected candidate must have a Bachelor's degree in Public Administration, Business Administration, or a related field from an accredited college or university and eight years of increasingly responsible administrative and supervisory experience in animal care and control, public health, code compliance, or building/construction trade. A Master's degree is preferred. Credentials as a Registered Sanitarian, or the ability to obtain the same with one year of employment, is desired.

COMPENSATION & BENEFITS

The City of Fort Worth offers a competitive starting salary, depending on qualifications and experience. City employees participate in the Fort Worth Employees' Retirement Fund at a contribution rate of 8.5%, and a City matching contribution rate of 19.74%, with five year vesting. The City does not participate in the Social Security System. A full range of leave and insurance benefits is also provided.

APPLICATION PROCESS

Please apply online at: <http://apply.governmentresource.com>

For more information on this position contact:

Bill Peterson, Senior Vice President
Strategic Government Resources
Bill@GovernmentResource.com
469-450-4442

The position is open until January 31, 2014.
For the review status of this position, please visit:
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