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**THE CITY OF DENTON, TEXAS IS SEEKING A HIGHLY EXPERIENCED,
ETHICAL AND VISIONARY LEADER TO SERVE AS ITS**

CITY MANAGER

(COVER PHOTOS)

THE COMMUNITY

Denton is a unique community, blending its historic past with a dynamic and high growth environment, coupled with a diversity to give it economic viability and strength. Denton has grown from a small frontier town, founded in 1857 to a burgeoning urbanized area with a population of approximately 131,000. The historic downtown Courthouse Square is the heart of Denton; the Square and surrounding streets are vibrant and busy both day and night as a gathering place for commerce, civic events, and entertainment. Fodor.com and Yahoo Travel have highlighted Denton on their list of America's Best Main Streets to visit.

TEXT BOX

Rand McNally and USA Today ranked Denton Number One on its 2012 Top Ten Best Small Towns in America list!

CLOSE TEXT BOX

Located at the northern tip of a high growth area known as "The Golden Triangle" (formed by Denton, Fort Worth and Dallas), the city is a dynamic community whose rapid growth has affected its infrastructure as well as its culture. Denton is approximately 95 square miles in territory and strategically positioned approximately 37 miles northwest of Dallas and 35 miles northeast of Fort Worth. Located on the Interstate 35 corridor at the intersection of I-35E and I-35W, Denton is approximately 25 miles from DFW International Airport and 20 miles north of Alliance Airport.

Denton is a rapidly growing community with a long history as the County Seat and the major urban center for Denton County. The city is home to two state universities - the University of North Texas and Texas Woman's University, with a combined enrollment in excess of 50,000 students. The city is also served by the North Central Texas College, the oldest two-year public college in Texas. Higher education is supported by the award-winning Denton Independent School District serving more than 27,000 students in a 180 square mile district.

While the amenities of the major metropolitan settings in Dallas and Fort Worth are only minutes away, Denton has a variety of performing arts, cultural, and entertainment opportunities within the community. Golf courses and nearby lakes offer superior outdoor recreation. The City and its surrounding area offer theater, symphony orchestras, museums,

intercollegiate athletics and other cultural and recreational amenities. Denton also has 28 parks and over 300 acres of open space, plus eight recreational facilities.

Denton offers its next City Manager an exceptional quality of life and an inviting environment in which to live, work and raise a family.

MUNICIPAL ORGANIZATION

The City of Denton operates under the Council-Manager form of government. The Mayor and six-member Council are elected for two year terms; four members are elected by District and the two remaining seats plus the Mayor are elected at-large. The City Manager is appointed by the Council and serves as the Chief Executive Officer for the City, ensuring that the policies of the Council are implemented and that the entire community is being served. The City Manager prepares the budget for Council's consideration; recruits, hires and supervises the local government staff; and serves as the Council's chief advisor.

The Fiscal Year (FY) 2016-2017 proposed budget includes funding for 1,638.5 full-time equivalents (FTEs) and has an overall operating and capital budget of \$1.19 billion. Operating as a full service municipality, in addition to standard municipal governmental services, Denton also operates with several major enterprise operations including Airport, Electric, Water, Wastewater, Solid Waste, and Drainage. The City of Denton prides itself on citizen involvement, innovation and efficient use of municipal resources.

Municipal services and operations are guided by the City's strategic plan which was created to ensure that the community realizes its vision and mission. In September of 2015, the City Council approved the City's FY 2015-16 Strategic Plan, and the Council is currently in the process of amending the Plan for FY 2016-17. The Strategic Plan serves as the basis for the development of the Annual Operating Budget, and the Council will consider approving it with the budget on September 20, 2016.

The Strategic Plan is organized into five Key Focus Areas (KFAs): Organizational Excellence; Public Infrastructure; Economic Development; Safe, Liveable and Family-Friendly Community; and Sustainable and Environmental Stewardship.

To learn more about the City of Denton, visit <http://www.cityofdenton.com>.

CURRENT ISSUES

The following listing of issues and challenges is representative of the issues the City Manager will encounter in the first six to eighteen months on the job and is not intended to be all-inclusive.

- **Organizational Assessment and Alignment** – The new City Manager (Manager) will assess the organizational structure of the municipal organization to include senior staffing, interdepartmental relationships, and adherence to the strategic plan and related goals and objectives. The Manager will ensure that highly talented and effective directors are in place for each of the City’s operating departments and divisions.
- **Fiscal Sustainability** – The Manager will review the current and long-term financial status of the City and recommend financial strategies that maximize fiscal resources and protect the City from fluctuations in the local and national economy. The Manager will recommend to the City Council budget mechanisms and strategies to fund compensation structures to continue to attract and retain a talented staff, fund municipal participation in public-private partnerships, invest in infrastructure maintenance and upgrades, invest in its utility enterprise operations, and secure adequate water supplies for Denton’s current and future needs.
- **Economic Development** – The City Manager will work closely with the Denton Economic Development Partnership, the Denton Chamber of Commerce, the Denton Black Chamber of Commerce, the Denton Hispanic Chamber of Commerce, the universities and other economic development partners to position

Denton for tax base expansion and diversification, job growth and development of additional community amenities.

- **Community Development and Redevelopment** – Denton has a mixture of older, established neighborhoods and commercial areas and newer developments. The preservation and revitalization of the city’s Historic Preservation Districts is a key priority, balanced with continuing the development and redevelopment of the entire city.
- **Leadership** – The City is seeking a strong professional and dynamic leader with demonstrated experience to manage and develop the City staff. The Manager will set a positive example of enthusiasm, work ethic and cooperative relationships within the community and the region. The Manager will put in place effective staff development and succession planning practices.
- **Municipal Facilities** – The City has widely dispersed operations in a number of locations. In many cases, City facilities are aging and approaching obsolescence. The Manager will advise the City Council regarding priorities for bond elections and general fund investments in maintaining, upgrading or relocating facilities.

CANDIDATE PROFILE

Prepared in consultation with the Mayor and members of the City Council, the following listing reflects the management style and personal characteristics of the ideal candidate.

Qualified candidates should offer:

- Outstanding personal leadership and management skills.
- Highly developed financial management and budgetary skills.
- High personal energy and a positive approach.
- An approachable, friendly, open and participatory management style.
- A comfort level with racial, ethnic, and gender diversity.

- 159 • A willingness to communicate in an effective, timely, and equitable manner with
160 all members of the City Council.
- 161 • The ability to anticipate problems, identify alternative courses of action, prepare
162 proactive recommendations and to defend and support those recommendations
163 before the City Council.
- 164 • The ability to be an effective and articulate advocate for the City's interests in
165 discussions and negotiations with other organizations, including other cities,
166 Denton County, the North Central Texas Council of Governments, Texas
167 Department of Transportation and the State of Texas.
- 168 • The ability to maintain effective working relationships with the assistant city
169 managers, department heads and other City employees while maintaining a high
170 level of accountability and productivity.
- 171 • The ability to maintain positive, productive relationships with the Mayor and City
172 Council, the public, the business and commercial community, and development
173 interests, and to balance responses to their respective needs for the interests of the
174 entire community.
- 175 • The ability to work with and communicate effectively with all levels of the
176 organization and all elements of the community on a fair and equitable basis.
- 177 • The ability to employ personnel policies and procedures to insure opportunity for
178 the staff to advance based on their ability and performance record, as he/she
179 demonstrates a strong commitment to teamwork, customer service and excellence.
- 180 • The ability to effectively delegate authority and responsibility while maintaining
181 appropriate levels of accountability and operational control.
- 182 • A willingness to maintain a high degree of visibility in the community, both on and
183 off the job. The successful candidate will have the desire to enter into a long-term
184 relationship with the City of Denton and the community.
- 185 Other required personal characteristics include:

- An understanding of the political process while avoiding personal involvement in political issues.
- Initiative, resourcefulness, creativity and problem-solving ability.
- Outstanding interpersonal and “people” skills.
- Outstanding written, oral, and presentation communication skills.
- The tenacity to work through complex, long-term and often difficult issues and projects.
- A visionary approach to Denton’s future.
- Personal and professional integrity of the highest order, demonstrated in both the candidate’s public and private life.

QUALIFICATIONS AND EXPERIENCE

The successful candidate will hold a Bachelor’s degree in business or public administration, political science or a related field. A graduate degree in business or public administration or a related field is highly preferred. Five years’ service as a City Manager or Assistant City Manager or the equivalent in a community of comparable or larger complexity is sought. Candidates with private sector experience in complex organizations with challenges similar to those of Denton may be considered on a case-by-case basis, within the confines of a City Charter requirement of two or more years’ experience as a City Manager, Assistant City Manager or the equivalent. The candidate’s background and experience should include a diverse exposure to all aspects of managing a full-service city or county, preferably in an urban environment and in a community undergoing substantial redevelopment and revitalization. The City Council is open to candidates from any region of the nation with experience relevant to Denton, with a focus on candidates from diverse and involved communities.

COMPENSATION

The salary range for this position is highly competitive, based on the successful candidate's qualifications and experience, with a starting range up to the low to mid \$200K. A superior benefits package is offered, including Texas Municipal Retirement System at the 7 percent employee contribution level with a 2-to-1 match by the City upon retirement; medical, dental, vision, life and disability insurance; vacation, sick leave, holiday; and other highly competitive benefits. The City Council will negotiate an employment agreement and relocation assistance with the successful candidate. The quality of life offered in Denton is outstanding and the Manager will reside within the corporate limits of Denton while employed by the City.

APPLICATION AND SELECTION PROCESS

Qualified candidates should submit their resume online by visiting our website at www.watersconsulting.com/recruitment. This position is open until filled; however, interested applicants are encouraged to apply by **September 26, 2016**. Following this review date, applications will be screened against criteria provided in this brochure. The Mayor and City Council will offer interviews in Denton to those candidates named as finalists, with reference checks, background checks, and academic verifications conducted after receiving candidates' permission. For more information, contact Chuck Rohre at crohre@waters-company.com or by calling (214) 466-2436 or Miguel Ozuna at mozuna@waters-company.com or (214) 842-6478.

Applicants for this position selected as finalists will be subject to a criminal history/credit/driver's license check prior to interview. While the consultant and City of Denton will endeavor to maintain confidentiality, under Texas statutes, information from your resume may be subject to release to the public at any stage of the recruitment process.

The City of Denton is an equal opportunity employer and values diversity at all levels of its workforce.

