



CITY MANAGER

THE CITY OF KEARNEY, NEBRASKA



PUBLIC SECTOR EXECUTIVE RECRUITMENT

THE COMMUNITY

Kearney, with a population of 33,790, enjoys big city conveniences with the feel of small community living. Located on U.S. Interstate 80 and U.S. Highway 30 in South Central Nebraska, 180 miles west of Omaha, Kearney is a center for educational, cultural, business, and recreational opportunities. Kearney serves as the county seat of Buffalo County with its population of 50,084. The economy in Kearney is diversified with a mix of agriculture, medical services, regional retail, tourism, higher education, and manufacturing. Manufacturing employers include Eaton Corporation, Blue Print Engines, Parker Hannifin (formerly Baldwin Filters), Morris Press, West Company and Chief Industries Inc.

Kearney is now the 4th largest tourism destination in Nebraska, employing more than 1,600 people and providing more than 1,800 hotel rooms (which will expand to nearly 2,000 rooms with the addition of the Crowne Plaza opening in January 2022). Kearney is also home to one of the largest cryptocurrency mining facilities in the United States, housing 100MW of capacity for Compute North at Tech One Crossing technology park.

The University of Nebraska at Kearney (UNK) is Nebraska's premier public residential university with more than 207 undergraduate degree options and over 21 pre-professional programs, as well as 27 graduate programs. Central Community College – Kearney Center offers certificate, diploma, and degree programs through in-class and online learning. The residents of Kearney are very proud of the quality of the local school system, with students consistently ranking high on the SAT and ACT scores. In addition to public schools, Faith Christian, Zion Lutheran, and Catholic high schools are available in Kearney.

Kearney is the proud home to the Central Nebraska Veterans' Home (CNVH), one of Nebraska's four veterans' homes. The 225-bed skilled nursing facility opened on January 16, 2019 and is comprised of six neighborhoods, each with three homes, serving 12-15 members each. The CNVH is also co-located with the newly completed Central Nebraska Veterans Memorial.



THE COMMUNITY *(cont.)*

Kearney residents and visitors have access to outstanding health care services and is the home of Good Samaritan, Kearney Regional Medical Center and Richard H. Young Hospitals – all offering full scale services with over 2,500 employees.

Kearney is the place to experience Nebraska's historic legacy, from the Fort Kearney State Historical Park and The Archway to Trails and Rails Museum, and Frank House, listed on the National Register of Historic Sites. The Museum of Nebraska Art, the Children's Museum, the Kearney Community Theatre, Crane River Theater and a host of university productions bring exceptional cultural opportunities to the city. For the outdoors enthusiast there are 18 parks and 16 playgrounds, a municipal golf course, three lakes, and facilities for tennis, pickleball, disc golf, bowling, softball, soccer, baseball, camping, fishing, and hunting. Kearney offers 32 miles of well-managed trails in addition to a water trail. Patriot Park is located on 70 acres (with four fields for youth baseball and four fields for youth softball) and boasts a fully accessible field designed and built to allow for all players, regardless of their challenges, to participate in baseball, softball and soccer. Coming soon is the addition of an indoor tennis center, and Phase 1 of 3 is nearly complete on The Gardens at Yanney Park. Sports fans can enjoy NCAA division II events at UNK and the Viaero Event Center is home to USHL hockey.

Kearney is known as the Sandhill Crane Capital of the World. For a period eight weeks in early Spring, over 500,000 Sandhill Cranes gather along the Platte River to feed during their annual migration, attracting bird watching enthusiasts from around the world. Kearney is a safe community with a family-oriented quality of life. Community pride produces many partnerships working together to create an environment that is progressive, friendly and attractive.



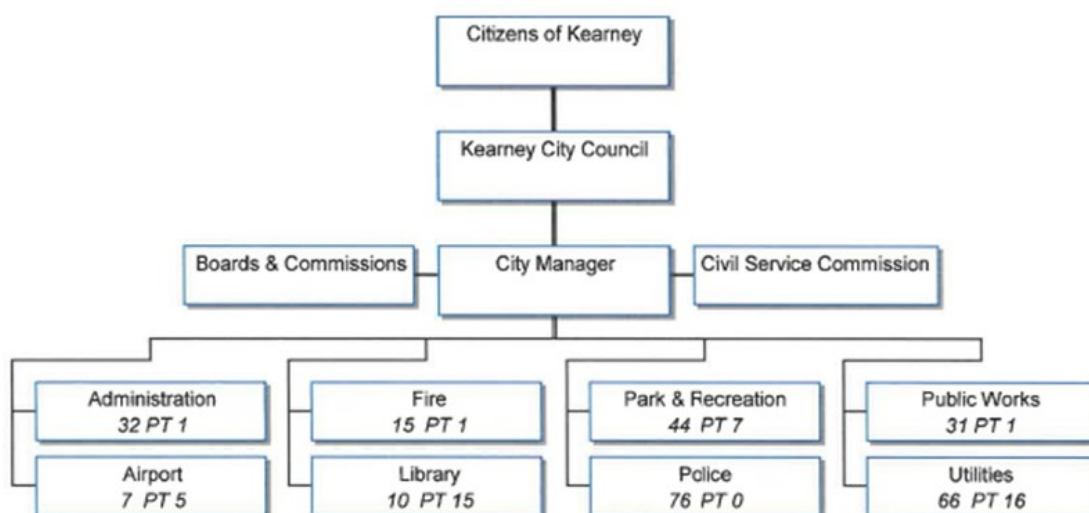
CITY GOVERNMENT

The City of Kearney was incorporated in 1873 and adopted the Council Manager form of government in 1950. A five-person City Council is elected at large for overlapping 4-year terms and the Council selects one member to be Mayor. The Council appoints a City Manager to provide day-to-day leadership and administration to the City organization. The City Manager is responsible for overseeing 327 FTEs supported by a combined funds 2021-2022 Annual Operating Budget of just over \$129 million. In addition to the City Manager's office, the administration department includes the functions of the City Clerk, Finance, Information Technology, Development Services and Administrative Services for a total of 33 positions. The City Attorney is contracted with a local legal firm to provide legal services. The City's major operating departments, all of which consist of a non-union workforce, include:

- The Kearney Police Department consists of 59 sworn officers and 15 civilian personnel. The Police Department co-locates in the same building with the Buffalo County Sheriff's Department.
- The Fire department includes 15 full time employees, one part time employee, and 72 volunteers. The fire rating is 2 which is outstanding for a community of Kearney's size.
- The Public Works department includes 31 full time employees and is responsible for street, fleet, facility maintenance, inventory, and engineering services.
- The Library department operates 6 divisions: youth, technology learning center, bookmobile, reference, circulation, and technical services.
- The Park and Recreation Department is divided into 4 divisions: Recreation, Park (includes Cottonmill Park), Golf Course, and Cemetery.
- The City's Utilities Department is divided into 3 major divisions: Water and Sanitary Sewer System Operations, Wastewater Plant, and Sanitation.
- The City's Airport Department manages a category II airport located east of the City. In addition to charter service, scheduled service through SkyWest Airline is provided twice daily to Denver and once daily to Chicago.

To learn more about the City of Kearney, visit www.cityofkearney.org.

City of Kearney Organizational Chart



THE POSITION

The City Manager position is open due to the current City Manager retiring after 17 years. As the chief executive officer of the municipality, the City Manager is responsible for the proper administration of all affairs of the City. Responsibilities include preparation and oversight of the annual budget; keeping the City Council fully informed on the financial condition and needs of the City; approval of all departmental and city-wide expenditures; and the appointment, removal, and daily oversight responsibility for all departments, department heads, and city employees.

The City Manager also researches, recommends and monitors all policies and ordinances considered and enacted by the City Council, and serves as economic development liaison for the City. The City Manager is expected to attend all meetings of the City Council and other City boards as required, coordinates emergency services, and serves as the City's primary contact with various federal, state and local agencies and municipalities, and other duties as required.



LEADERSHIP OPPORTUNITIES

Continue City support for Downtown Kearney's "grassroots" revitalization and re-development working collaboratively with the Downtown Improvement Board.

Oversee successful construction of an Airport Terminal expansion project; water and wastewater infrastructure improvements; possible funding and construction of a 215,000 square foot indoor sports complex and competitive sports venue; design completion and construction of a fourth fire station; and, completion of the construction of five new parks and the planned Botanical Park expansion.

Work with City Council to develop a new vision and strategic set of short and long-term goals for both the community and organization.



DESIRED CAPABILITIES

- Highly engaged leader; helps the City Council and staff see opportunities in a new light
- Strategic, visionary leader; brings new ideas, anticipates change, and keeps the City focused on where it is going
- Able to establish and maintain effective working relationships with fellow employees, officials and the public
- Exercises sound judgment in decisions and interpretations
- Exceptional communication skills; responsive, conscientious and transparent in sharing information with all Council members
- Respects the expertise of experienced department heads; gives them wide latitude and holds them accountable for results
- Effectively communicate orally and in writing; speaks clearly and concisely before groups
- Visible in the community, easily connects with others and treats all people with respect
- Maintains and exhibits discretion and integrity at all times when handling confidential information.
- Personable, genuine, self-assured yet humble
- Creative and forward thinking, innovative
- Ability to focus and provide attention to detail when necessary, but without micromanaging projects and staff
- Encourages teamwork and conducts business in a non-partisan, transparent and ethical manner
- Ability to talk and work with employees of diverse backgrounds; a collaborator that encourages, supports and respects the need for diversity
- A strong leader with the confidence, knowledge and “backbone” to stand up on important issues for the organization and employees
- Compassion for employees, and the ability to “own” their mistakes
- Ability to mentor and coach employees
- An experienced professional who exhibits patience, good instincts and excellent judgment
- Receptive and willing to embrace new technologies in an effort to promote innovation and creative problem solving throughout the City
- Highly organized with an ability to oversee, manage and successfully implement both large and small projects
- Passionate about service to the community and an enthusiastic approach to life-long learning
- A record of supporting employee training and a passion for leadership development in establishing a strong City-wide succession plan
- Can adapt to and accept change at a rapid pace while being respectful of the City’s organizational history and culture

EDUCATION AND EXPERIENCE

This position requires any combination of education and experience equivalent to a Masters' degree in Public/ Business Administration or a related field and a minimum of five years' experience as an assistant city manager, department director, or as a city/county manager with a local government of similar size and/or complexity. The ideal candidate will demonstrate an ability to develop and maintain effective working relationships with policymakers, staff, stakeholders, and the general public. Qualified candidates will have a deep knowledge of municipal finance and operations, the ability to develop and execute actionable plans and possess excellent interpersonal, communication, and public speaking skills. Residency and possession of a valid Nebraska Driver's license is required within six months of hire.

COMPENSATION AND BENEFITS

The salary range for this position will be **\$175,000 - \$215,000** with an anticipated starting salary dependent upon the qualifications and experience of the successful candidate. The City offers an outstanding benefits package, including health, dental, and life insurance. Relocation cost reimbursement will be negotiated on a case-by-case basis.

APPLICATION AND SELECTION PROCESS

We invite qualified professionals to submit a cover letter and resume by visiting our website at:

<https://bakertilly.recruitmenthome.com/postings/3071>

This position is open until filled; however, first review of resumes occurs on **December 22, 2021**. This position is open until filled; however, interested applicants are strongly encouraged to apply no later than Wednesday, December 22, 2021. Following this date, applications will be screened against the criteria as listed in this brochure. For more information, please contact Art Davis at 816-868-7042 or art.davis@bakertilly.com.

The City of Kearney is an Equal Opportunity Employer and values diversity at all levels of its workforce.



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