



**ABOUT KANSAS CITY** – Located in the Heart of America, Kansas City, Missouri has a long tradition of outstanding performing arts, sports, restaurants, entertainment and neighborhoods. With a current population of 450,000, Kansas City is the catalyst for the continued economic development success of this dynamic metropolitan area, home to 2.1 million people. The City’s history of strong neighborhoods gives the community a gracious and welcoming feeling that transcends its large-city status.

Kansas City boasts numerous corporate headquarters including Hallmark Cards, H & R Block, DST Systems, Inc., Black and Veatch, Kansas City Southern Industries and American Century (formerly Twentieth Century Investments). The Kansas City economy is multifaceted with a healthy retail sales base.

Kansas City provides all of the amenities of a world-class city in a charming, historic neighborhood environment. Residents can choose from a variety of housing styles and price ranges including affordable housing in newer subdivisions or in older, renovated neighborhoods; traditional suburban homes located just minutes from the Country Club Plaza and Westport; or, beautiful mansions along scenic Ward Parkway. With more fountains than any city except Rome and more parks than any city except Paris, Kansas City is a thriving, exciting city with ambitious plans for the future.



# The City of Kansas City, Missouri

Invites Qualified Candidates to Apply for

## **WATER SERVICES DIRECTOR**

CITY OF FOUNTAINS

HEART OF THE NATION



K A N S A S   C I T Y  
M I S S O U R I

### **HISTORY**

Located at the confluence of the Kansas and Missouri Rivers, Kansas City was incorporated as a Town in 1850 and by the State in 1853. It became one of the world’s largest cattle markets with the founding of the Kansas City Stockyard in 1870. In 1922 a private construction project by J.C. Nichols Co. left its mark on Kansas City with the nation’s first planned shopping center, the Country Club Plaza. Today, this Spanish-style plaza covers 55 acres and includes beautiful fountains, public art and an abundance of high-end retail and restaurants.

**Additional information about Kansas City is available at [www.kcmo.org](http://www.kcmo.org).**



**CULTURE, ARTS and TOURISM**

In 1968, Hallmark founder Joyce C. Hall and his son acted on a dream to create a destination that would also help to revitalize downtown. They built the Crown Center which today consists of a vibrant shopping, dining, and entertainment center with two million square feet of office space and the City’s two largest hotels. It is filled with attractions that bring people and vitality to the urban core.

The Bartle Exposition Hall was constructed in 1976 and expanded in 1993. This Hall includes 400,000 square feet of exhibit space, 58 meeting rooms, a 2,400-seat fine arts theatre and an arena with seating for 10,700.

The world’s only matched set of professional football and baseball stadiums was constructed in 1972 and is home to the NFL’s Kansas City Chiefs and MLB’s Kansas City Royals. The 19,500-seat Kemper Arena hosts many sports and entertainment events including the Big 12 Basketball Tournament. Also, Kansas City is home to the Negro Leagues Baseball Museum that was founded in 1990.



The Kansas City Stockyard hosts the American Royal, an annual event that draws hundreds of thousands of people to Kansas City’s Kemper Arena and American Royal Complex. The American Royal consists of four weeks of events including the World’s Largest Barbecue contest, headlining entertainment, rodeos and a highly-sophisticated Saddle Horse Show.

Kansas City has a rich history of supporting the cultural arts. The City hosts two renowned art museums, the Kemper Museum of Contemporary Art and the Nelson-Atkins Museum of Art. Both museums have extensive collections by a variety of world-renowned artists. There are numerous opportunities for theatre-goers including the outdoor Starlight Theater, the American Heartland Theater located at Crown Center, the beautiful and fully restored Midland Theater, the Folly Theater and the Lyric Opera. In addition, the Kaufman Family Foundation is in the process of constructing a \$310 million Performing Arts Arena in downtown Kansas City near the Bartle Exposition Hall facility. Finally, Kansas City has commemorated its world-renowned jazz with the American Jazz Museum.



**EDUCATION**

Kansas City is served by all or parts of fourteen school districts, the largest of which is the Kansas City, Missouri School District. The Catholic Diocese sponsors 26 K-8 schools and six high schools, and there are several schools sponsored by other denominations and religions. There are more than 45 colleges and universities in the Kansas City area serving a broad and diverse population.

**HEALTH CARE**

More than a dozen hospitals serve Kansas City. In addition, the Kansas City Area Life Sciences Institute is a nonprofit organization dedicated to transforming Kansas City into a center for excellence in life sciences research. This Institute is funded by the Kansas City Civic Council and the Kansas City Area Development Council. The Stowers Institute for Medical Research is a key component of this initiative and aspires to be one of the most innovative biomedical research facilities in the world.

**THE CITY GOVERNMENT** – Granted a charter in 1850, Kansas City now operates under the council-manager form of government. The City Council consists of a Mayor and 12 Council Members who serve four-year terms with a two-term limit. The Mayor and 6 Council Members are elected at large with one at-large Council Member representing each district. Six Council Members are elected only by voters in their districts. The City Council has a number of Committees addressing a wide variety of City issues including an Aviation Committee.

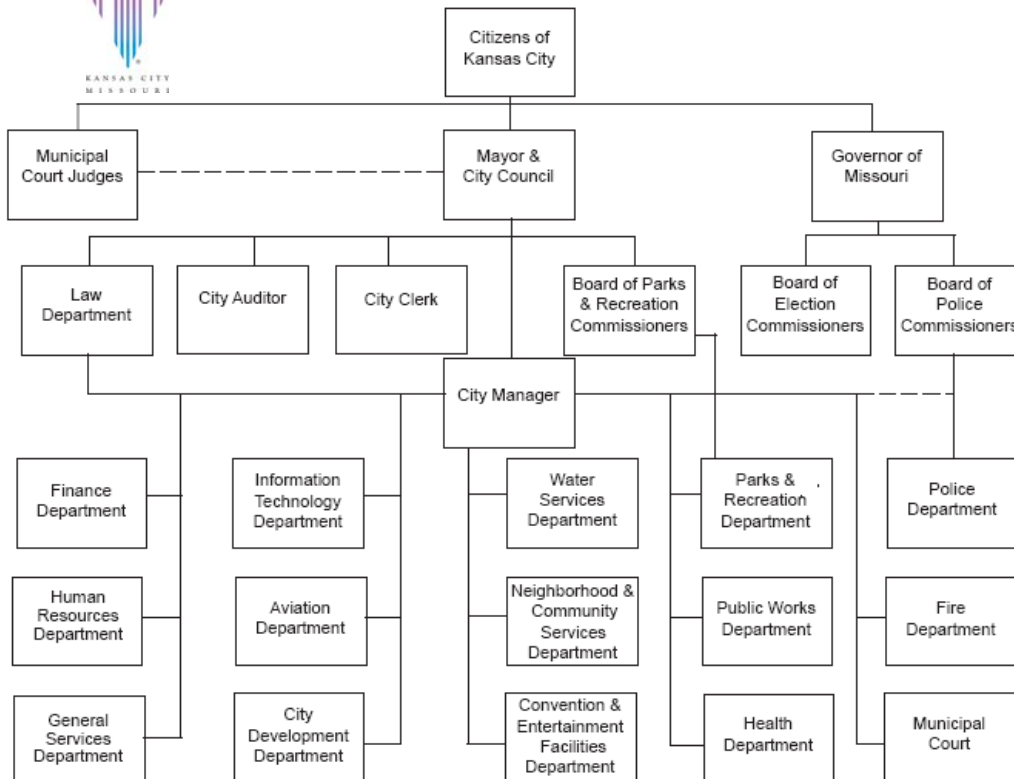
The City Manager is appointed upon the recommendation of the Mayor with confirmation/approval of the appointment required by a majority of the City Council. The City Manager is responsible for a large, varied, multiple-purpose municipal organization representing a workforce of 6,727 FTE's in 19 departments with an annual budget of \$1.2 billion.



Kansas City has enjoyed a reputation for being staffed by a strong contingent of Departmental Managers who report directly to the City Manager. The City Manager, per Charter, serves as the Chief Administrative Officer and Executive Officer of the City with full authority to appoint/remove senior City staff and other employees as prescribed by applicable Civil Service regulations.



## KANSAS CITY ORGANIZATIONAL CHART



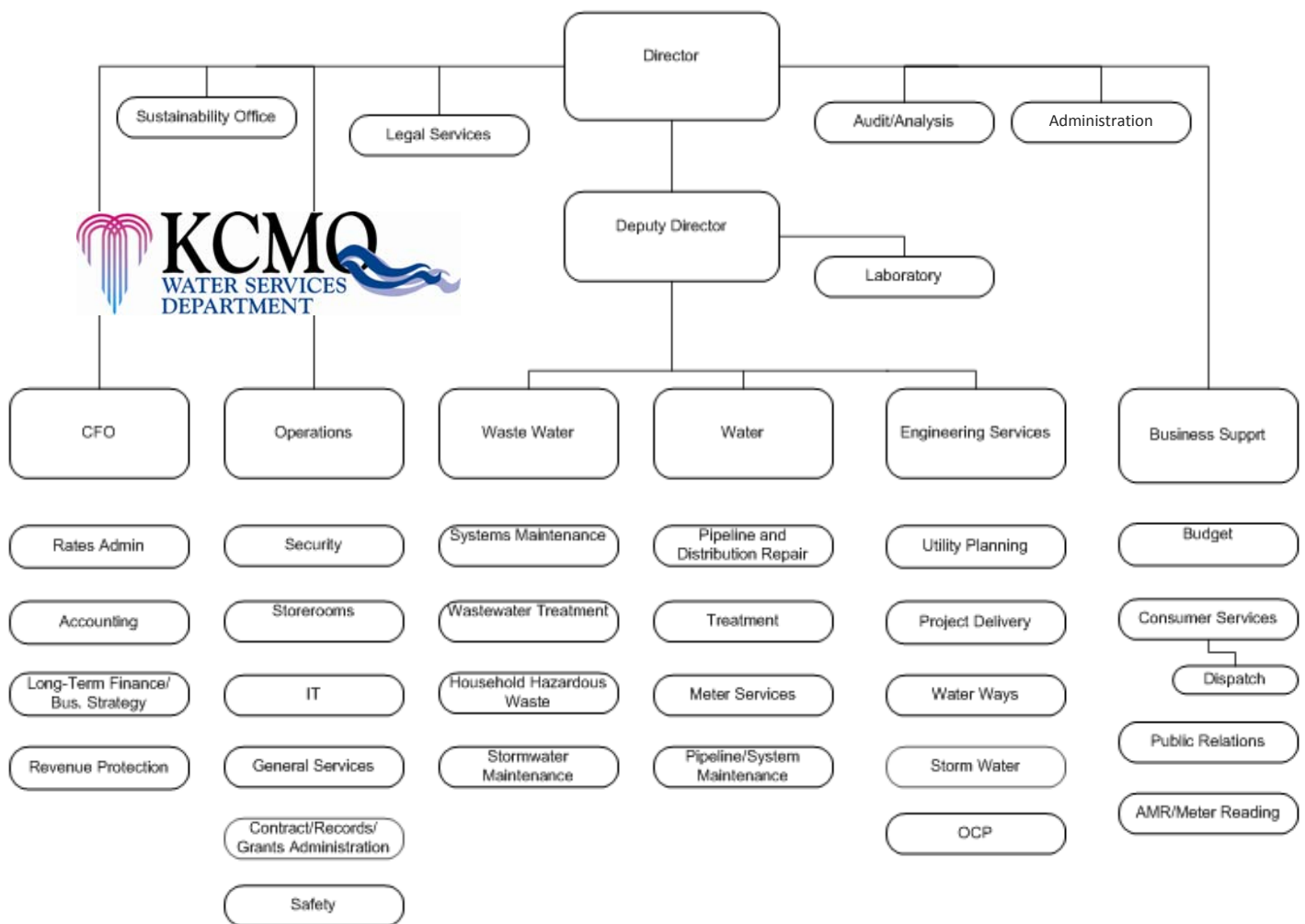
The March 2007 issue of *Men's Health* magazine rated the tap water quality in Kansas City, Missouri as number 3 out of 100 US cities. Kansas City was graded along with 100 cities nationwide for the levels of 5 contaminants - arsenic, lead, haloacetic acids, total trihalomethanes and total coliform bacteria.

**WATER SERVICES DEPARTMENT** – The Water Services Department consists of water, waste water and storm sewer utilities. The Department is responsible for all operations, engineering and financial management (including billing and collection services) activities for these three utilities. The Water Services Director reports to the City Manager.

The water and waste water utilities serve an eight-county area with a population of approximately 1 million. The storm sewer utility boundaries are the Kansas City corporate limits with a population of 450,000. The waste water utility includes 7 waste water plants and the water utility includes 2 water plants.



The Department has 1,005 employees and a budget of \$189 million. AFSCME Local 500 represents approximately 55 percent of the Department's employees. The current organizational chart for the Department appears below.



**ISSUES AND OPPORTUNITIES** – The following is a summary of the issues and opportunities to be managed by Kansas City's next Water Services Director.

- The City has been under an EPA mandate for several years to develop and implement an Overflow Control Program. This mandate is largely due to the existence of combined sanitary and storm sewers in the older parts of Kansas City. Approximately one-third of the City has combined sewers. It is anticipated that the City will submit the Overflow Control Program plan to the EPA in early 2009. Once approved by the EPA, the City will be responsible for funding and implementing the plan over many years at a projected cost of \$2.3 billion. The City has been working cooperatively with the EPA on this matter for several years, and the EPA has not issued any penalties or fines to the City. More information about Kansas City's Overflow Control Program can be found at <http://www.kcmo.org/water.nsf/web/defaultww?opendocument>.
- Financial management capabilities need to be improved particularly in the areas of budget management, revenue collection and rate development.
- At the direction of the City Manager, the Department is presently implementing a "180 Day Plan" designed to improve customer service and develop more effective and efficient operating procedures that will lead to productivity improvements. This 180 Day Plan should be fully implemented by the next Water Services Director's hire date. However, this Plan is viewed only as a foundation for continued improvements.
- The Department needs to become more development oriented by using its services as a planning and development tool.

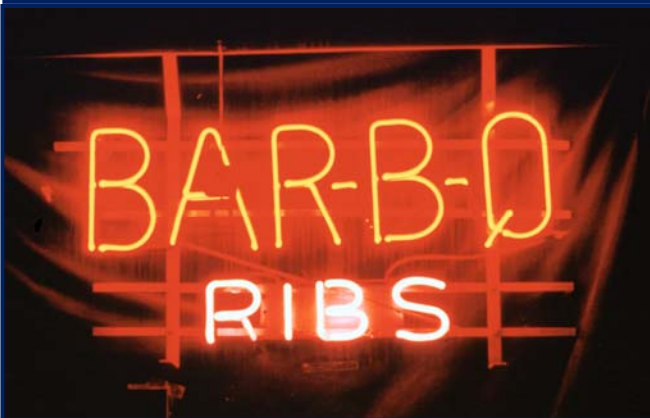


The following key Water Services management positions are either vacant or filled on an interim basis: 1) Deputy Director; 2) Chief Financial Officer; and 3) Water Director. The next Water Services Director will therefore have the ability to select several of his or her key management staff.



One of the Department's major initiatives is an ambitious plan to convert all of its water meters to automated meter reading (AMR) technology. This will result in improved billing accuracy, operating efficiencies and enhanced revenue recovery. It is anticipated that approximately 98 percent of the Department's water meters will be equipped with AMR technology within 2 years.





**JOB REQUIREMENTS** – The following are the minimum job requirements.

- Experience--five years of related and progressively responsible administrative and managerial experience, including three years of supervisory experience at the level of Deputy Director or equivalent.
- Education--an accredited Bachelor's degree.

*Desired Professional and Personal Attributes*

- While experience in overseeing or managing utility services is required, the City is looking for more of a generalist, CEO-type rather than a technical expert;
- Strategic, innovative thinker and leader who is a self-starter;
- A change-agent who is able to quickly discern Department needs and collaboratively develop and implement plans to address those needs;
- Excellent financial and business management skills and experience;
- Strong interpersonal skills with ability to collaborate effectively with all stakeholders;
- Demonstrated ability to motivate, reward and hold employees accountable;
- Outstanding communication skills with ability to explain complex, technical issues in layperson language;
- Ability to manage a professionally diverse workforce including engineers, office and field staff and build internal teamwork;
- Experience working with labor unions is desirable;
- Strong intergovernmental relations skills with ability to work effectively with federal, state, county and area municipal officials;
- Politically astute while maintaining a professional perspective;
- Ability to promote diversity within the Department and to work with a diverse community; and
- Ethical person with highest standards of personal and professional integrity

## COMPENSATION

The salary range for the position is \$89,028-\$161,460. The starting salary is dependent on the selected individual's qualifications and match with the desired attributes being sought by the City.

The City of Kansas City has an excellent executive benefits plan which includes the following:

- 401(a) plan where the City contributes 10 percent of salary annually – the executive makes no contributions and vests in the plan after 5 years;
- Defined benefit retirement plan requiring employee contribution of 4 percent of salary and 5 year vesting;
- Voluntary 457 defined contribution deferred compensation plan;
- Monthly car allowance;
- A wide range of medical and voluntary benefit plans; and
- Vacation accrual at the following rates:
  - 3 calendar weeks after 6 months of service
  - 4 calendar weeks after 5 years of service
  - 5 calendar weeks and 2 days after 10 years of service
  - 6 calendar weeks after 15 years of service.

The City will pay reasonable and customary moving expenses for the next Water Services Director and the Director will be required to live within the city limits as the City has a residency requirement for all City employees.



### **To Apply:**

This position will remain open until filled. Please submit your resume, cover letter and current salary to:

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