



# The City of Warrensburg, Missouri

Invites Qualified Candidates to Apply for

## PUBLIC WORKS DIRECTOR



**ABOUT WARRENSBURG** – Warrensburg, Missouri, home to the University of Central Missouri with 11,000 students, is strategically located near Interstate 70 approximately 1 hour from Kansas City. With a current US Census Bureau estimated population of 17,047, Warrensburg has been growing steadily in recent years within its 6.1 square-mile corporate boundaries.

Warrensburg residents are in the enviable position of having close access to Kansas City's culture and entertainment and the Ozark Mountain's outdoor recreation while enjoying the convenience, safety and lower cost-of-living experienced in small-town

### HISTORY

Warrensburg's history dates to 1833 when Martin Warren arrived from Kentucky and settled along the Osage Indian Trail. In 1838, the growing village was named the Johnson County seat by Daniel Boone and other early Missouri leaders. With the arrival of railroad service in 1864, a thriving commercial district was established aided by nearby sandstone quarries.

One of the most celebrated figures from Warrensburg's past is actually a hunting dog named Old Drum. Future United States Senator George Vest coined the phrase "man's best friend is his dog" in an 1870 Johnson County court case during an eloquent speech as the attorney for a plaintiff whose favorite dog was shot. Mr. Vest's speech has been cited as one of the greatest in the 19<sup>th</sup> century. A statue of Old Drum along with Mr. Vest's speech, *Tribute to a Dog*, currently resides on the Courthouse lawn in Warrensburg.



America. US Census Bureau statistics indicate that the cost of single-family housing in Warrensburg is 23 percent lower than the US average. Unlike purely suburban areas, Warrensburg is a stand-alone, self-contained city that has a vibrant employment base, active cultural scene and many civic events and activities.

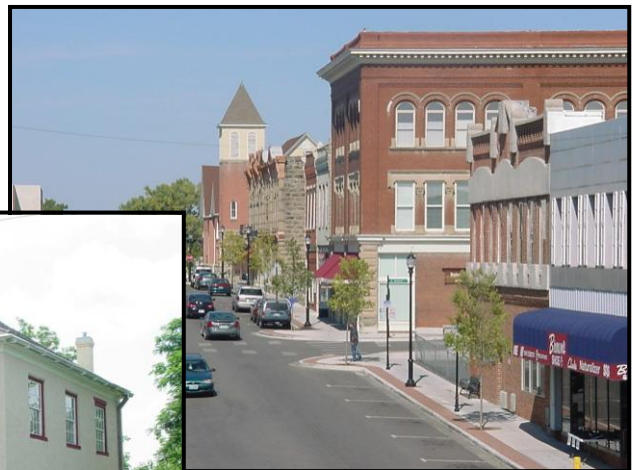
**Additional information about Warrensburg, Missouri is available at: [www.warrensburg-mo.com](http://www.warrensburg-mo.com)**

## ECONOMY

With a highly educated workforce, Warrensburg boasts a strong, diverse economy that tends to be recession-proof. The University of Central Missouri has more than 1,700 employees. Also, the nearby Whiteman Air Force Base which is the only US base site for the B-2 bomber has 7,500 employees. Finally, Warrensburg has several manufacturing companies such as General Electric and EnerSys that have world-wide markets.

New manufacturing facilities are currently being constructed in Warrensburg's 150-acre industrial park. When these facilities are completed, the industrial park will be 100 percent occupied.

The community's downtown provides an especially pleasant shopping environment with its ornate 19<sup>th</sup> century architecture. The City has completed several streetscape projects downtown and has several more planned in order to provide more uniformity to Downtown's already inviting appearance. Warrensburg was named 1 of only 10 DREAM (Downtown Revitalization and Economic Assistance for Missouri) communities by the State in 2008. This designation will further aid the City's effort to continue to make downtown a center for shopping, arts and entertainment. Also, in 2008, the City of Warrensburg was designated as a Certified Local Government (CLG) by the National Park Service (NPS). CLG status is a way for cities to partner with the NPS and State Historic Preservation Office to promote local historic preservation and receive historic preservation grants.





#### TRANSPORTATION

US Highway 50 and Missouri Highway 13 intersect in Warrensburg and I-70, with close access to Kansas City, is only 17 miles north of the city. The community has Amtrak and Union Pacific rail service and air service through the University of Central Missouri's general aviation Skyhaven Airport. Also, bus service available through the Jefferson Bus Lines.

#### EDUCATION

In addition to the University of Central Missouri, the Warrensburg area is served by the Warrensburg R-VI School District. This District has won many national and state awards for its academic excellence.

#### RECREATION and CULTURE

The community has 10 parks with a total of 401 acres with all of the typical park amenities including softball

fields and tennis and basketball courts. A Community Center offers a wide variety of recreational activities including a Senior Center that operates a weekday lunch program. Warrensburg has 3 area golf courses and both indoor and outdoor swimming pools.

The University of Central Missouri has a Performing Arts Series that consists of nationally renowned artists and entertainers. The University also has the Oppenheimer Lecture Series featuring some of the writers and political leaders. Finally, there are community including the bi-annual Wings Over attracts more than 150,000 spectators.



world's leading thinkers, many special events in the Whiteman Air Show that



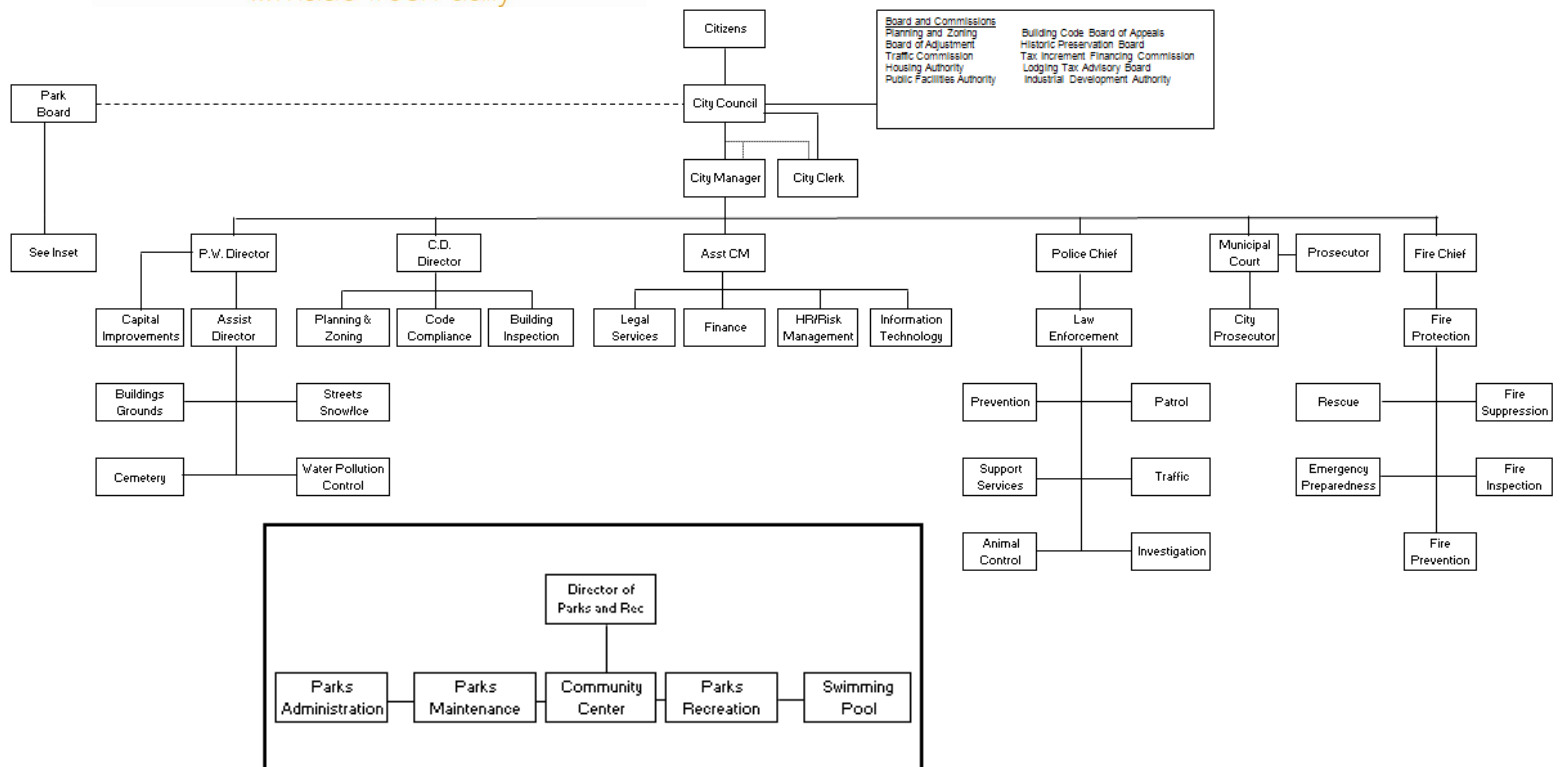
#### HEALTHCARE

Warrensburg is served by the Western Missouri Medical Center which is a fully accredited acute care general hospital

**THE CITY GOVERNMENT** – The City of Warrensburg was incorporated in 1855 and has been operating under the council-manager form of government since 1957. The City Council consists of 5 members elected at-large to 3-year overlapping terms with one of the Council Members selected by the Council to serve as Mayor. Council Members may not serve more than 2 consecutive terms.

The City has experienced a great deal of political and organizational stability, and all of the current 5 Council Members have either professional or business backgrounds. Jeff Hancock has served as City Manager since 2002 and also was Warrensburg's City Manager in the late 1980's and early 1990's. Altogether, Mr. Hancock has been Warrensburg's City Manager for 11 years.

The City has a total 2008-09 budget of \$35.6 million and 127 full-time employees. All typical municipal services are provided by the City (with the exception of water service provided by a private water company), and the City provides animal control services to the entire county. The City has an A+ bond rating.



The community has been extremely supportive of providing sufficient funding so that the City can offer quality services as shown by the following election results:

- 2007—renewal of the 3/8 cent sales tax for parks and recreation received 71.0 percent voter approval including elimination of 6-year sunset provision;
- 2006—renewal of the 1/2 cent sales tax for capital improvements received 74.9 percent voter approval; and
- 2004—\$22.7 million of water pollution control revenue bonds received 82.0 percent voter approval

## ORGANIZATIONAL CULTURE

The City of Warrensburg has a strong culture of teamwork and cooperation with both external and internal customers as evidenced by the “Leadership and City Wide Practices” below that are included in City employee job descriptions.

### **LEADERSHIP and CITY WIDE PRACTICES**

- Performs effectively as a member of a team in carrying out the City of Warrensburg’s stated vision, mission and values assuring for professionalism;
- Works to maintain the City of Warrensburg’s mission statement for safety which includes maintaining a safe environment for not only the employee, but also co-workers and any public. Reports unsafe work equipment, workstations, practices and procedures, and follows the City’s safety policies;
- Maintains awareness and works towards a spirit of cooperation and communication with co-workers and all departments within the City of Warrensburg assuring for professionalism and courtesy; and Provides leadership for those he/she supervises by:

Inspiring a shared vision

Modeling the way

Enabling others to act

Challenging the process

Encouraging the hearts of others

The Warrensburg City Council has adopted a comprehensive strategic plan that is updated regularly. The 5 broad goals in the plan are: 1) maintain financially stable local economy; 2) recruit new businesses; 3) provide strong community leadership; 4) develop new community points of pride; and 5) enhance quality of life.



**THE PUBLIC WORKS DEPARTMENT** – The Public Works Department has 31 FTE’s and a \$4.3 million operating budget consisting of the following operations: street maintenance; snow and ice control; cemetery; building/grounds; water pollution control and design and construction of Capital Improvements Program (CIP) projects. The current 5-year CIP totals \$52.4 million and includes the following:

- \$24 million of water pollution control improvements including expanding and upgrading the City’s 2 plants;
- \$6.2 million new Police Department Building;
- \$2.1 million new Public Works Maintenance Building;
- \$2.0 million City Hall remodeling project; and
- \$2.6 million outdoor swimming pool renovation.

Of special note regarding the above projects, the water pollution control plant expansions will include an innovative, environmentally-friendly method of disposing sludge--instead of land applying the sludge, it will be treated in reed beds.

The Public Works Director reports to the City Manager. The current Director is retiring after 21 years in the position. There is a great deal of employee stability and tenure in the Department.

**ISSUES AND OPPORTUNITIES** – The following is a summary of the issues and opportunities to be managed by the next Public Works Director.

1. Oversee the design and construction of the City's ambitious CIP in a quality, timely and cost-effective manner.
2. Continue the customer service culture that exists in the Department and the entire City organization.
3. Work closely with the Missouri Department of Transportation (MODOT) to construct MODOT's \$44 million State Highway 13 East-Loop project in a timely manner with as little disruption to the community as possible.
4. Coach and mentor Department staff to develop them to their fullest potential.

**JOB REQUIREMENTS** – The following are the minimum job requirements: an equivalent combination of 1) 10 years of increasingly responsible related experience and 2) a Bachelor's degree preferably in civil engineering, construction management or construction engineering.

**DESIRED PROFESSIONAL and PERSONAL ATTRIBUTES**

*The following are the desired professional and personal attributes for Warrensburg's next Public Works Director.*

- Enthusiastic with a positive, "can-do" attitude and strong customer service ethic with both internal and external customers;
- Good interpersonal skills with ability to collaborate effectively with all stakeholders;
- Outstanding written and verbal communication skills with ability to explain complex, technical issues in layperson language;
- Continue current team management philosophy and positive employee relations programs and maintain open two-way communication within the Department;
- A mentor who will foster staff professional development;
- Strategic, solution-focused thinker;
- Ability to manage multiple engineering and construction contracts in an effective manner;
- Expertise in traffic solutions and trail development a plus;
- Willingness to be active in the community and maintain good visibility and accessibility;
- Strong intergovernmental relations skills with ability to work effectively with MODOT and Missouri Department of Natural Resources officials;
- Ethical person with highest standards of personal and professional integrity; and
- Attendance at City Council meetings is required.

**COMPENSATION AND APPLICATION INSTRUCTIONS** – Salary is competitive and open depending on qualifications. No employee contribution to state pension system is required. City residency is required and City will pay reasonable and customary moving expenses.

**To Apply:**

The position will remain open until filled. In order to apply, please send your resume and cover letter with current salary as soon as possible to [pwconsulting@cox.net](mailto:pwconsulting@cox.net). For additional information please contact:

Paul Wenbert, Western Regional Manager

**SLAVIN MANAGEMENT CONSULTANTS**

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