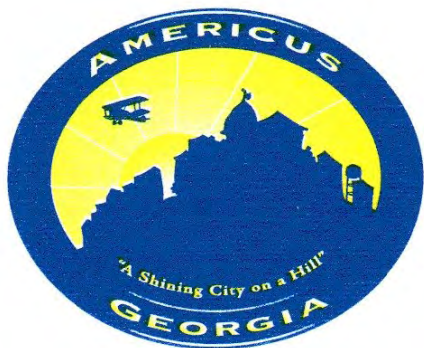




***OUTSTANDING OPPORTUNITY TO
SERVE THE CITIZENS OF
AMERICUS, GEORGIA
AS THEIR NEXT
CITY MANAGER***



THE COMMUNITY

Living at your own convenience is a mindset found not only in the community but throughout the City as well. Americus, an intimate community of 17,000, is rich in history and culture, offering a variety of social opportunities including theaters, dining, sports activities and churches for residents. The town also prides itself in education, as it is home to two institutions of higher learning, Georgia Southwestern University and South Georgia Technical College.

Americus is decorated with historical architectural design, rows of boutique shops and unique restaurants featuring anything from five star cuisines to fantastic home-cooked traditional southern fare. Americus embraces a nostalgic vibe where friends and neighbors wave hello while strolling the enchanting historic neighborhoods.

Americus, the seat of government for Sumter County, is located two and a half hours south of Atlanta via US Highway 19, the Magnolia Highway. While agriculture has long been the driving force of the County's economy, Sumter County's historical past is attracting tourists. Tourism is the newest industry in the area. The Americus-Sumter Tourism Welcome Center is located adjacent to the historic Windsor Hotel.



THE CITY GOVERNMENT

The City of Americus is empowered to levy a property tax on both real and personal properties located within its boundaries. It also is empowered by state statute to extend its corporate limits by annexation which occurs when deemed appropriate by the governing body.

The City of Americus operates under the Council/City Manager form of government. Policy making and legislative authority are vested in the governing body which consists of a mayor and six council members. The governing body is responsible for, among other things, passing ordinances, adopting the budget, appointing committees, and appointing the City Manager, Municipal Court Judge, and the City Attorney. The City Manager is responsible for hiring all City employees including department heads, carrying out the policies and ordinances of the governing body and for overseeing the day-to-day operations of the government. The governing body is elected on a non-partisan basis. Council members serve four-year staggered terms with three council members elected every two years. The Mayor is elected at large to serve a four-year term. The six council members are elected by district.

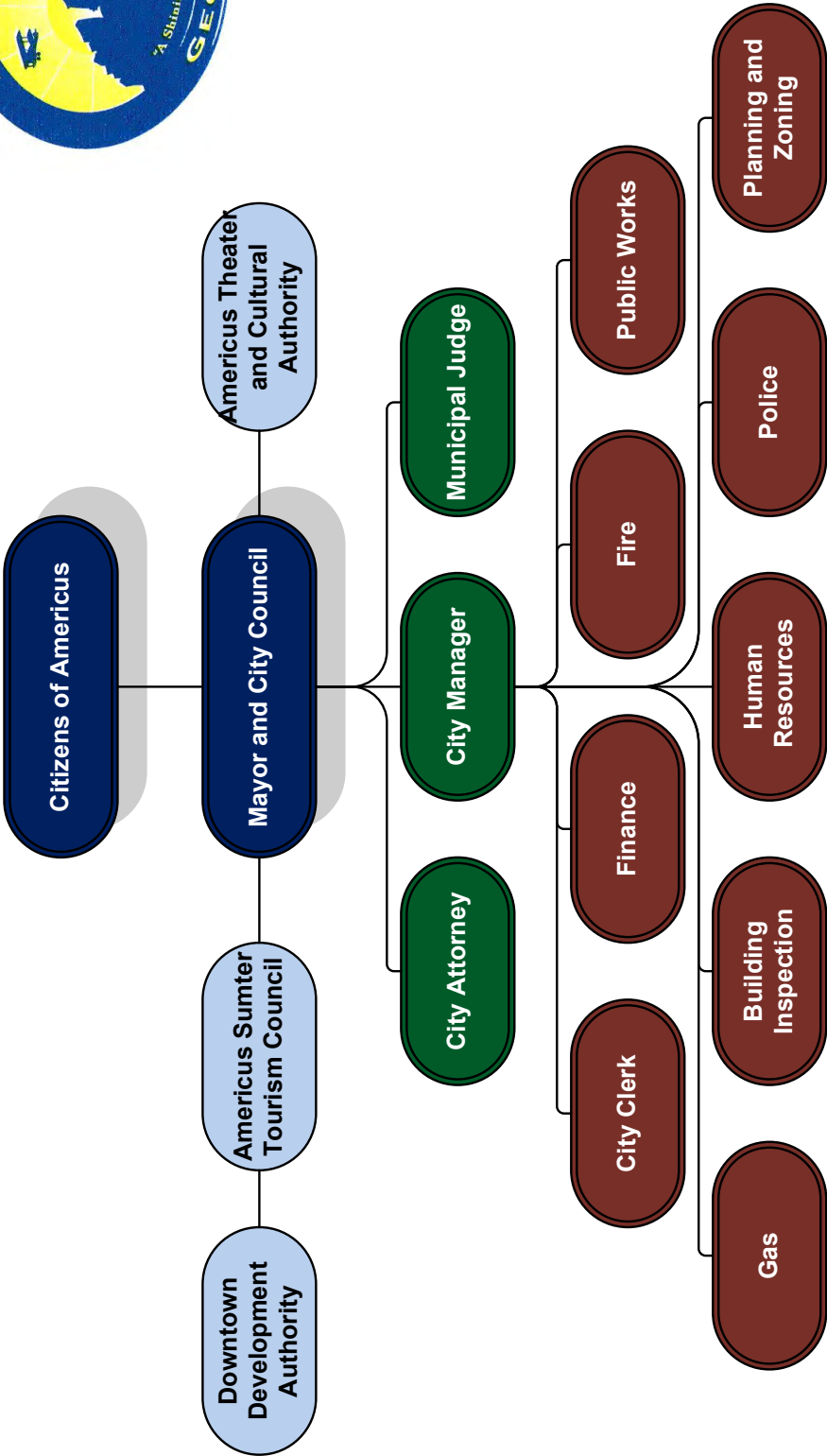
The City of Americus provides a full range of services including police and fire protection and community development activities. Water and sewer services, natural gas services, solid waste services, storm water services, and the Rylander Theater are all operated as proprietary funds of the City. The Downtown Development Authority and the Americus Sumter Tourism Council are recorded as component units of the City and are included in the financial statements.

Council District	Council Members
Mayor (At-large)	Barry Blount
District 1	Juanita Wison
District 2	Nelson Brown
District 3	Lou Chase
District 4	Charles Christmas
District 5	Kelvin Pless
District 6	Daryl Dowdell I



City of Americus, Georgia

Organization Chart





The 2018 City Budget totals \$31,895,360. There are 171 full time City employees.

Visit Americus on the web at www.americusga.gov.

OPPORTUNITIES AND CHALLENGES

- In partnership with the Chamber of Commerce and the Sumter County Development Authority, the City's economic development efforts are focused on both bringing more living wage jobs to the area as well as on providing workforce training to local citizens.
- The City has a strategic plan which is updated annually.
- The City has recently contracted for a comprehensive classification and compensation study to address both internal equity and recruitment and retention issues.
- The City of Americus is a diverse community. There is a need for positive action directed at building bridges among the different parts of the community.
- There is an interest in providing more recreational and leisure amenities in Americus.



ABOUT THE CITY MANAGER POSITION (FROM THE CITY CHARTER)

ADMINISTRATION

Editor's note— Formerly entitled "Chief Administrative Officer." Ord. No. 0-2015-15, adopted July 23, 2015 amended the Code of Ordinances by changing all references within of "chief administrative officer" to "city manager", therefor art. III, ch. 1 title has been amended as such.

The city council shall have the right, power, and authority to employ and to appoint in their discretion an officer whose title shall be "city manager." The city manager shall be appointed solely on the basis of executive and administrative qualifications. The city manager shall hold at least a bachelor's degree in public or business administration or a related field and shall have at least three years' experience in public administration or a related field. Such person need not be a resident of the city or state at the time of appointment but shall reside in the city while in office.

Duties and responsibilities.

The city manager shall have the following powers, duties, and responsibilities to:

1. Serve as director of the department of administration;
2. Advise and assist the mayor and city council in the performance of designated duties;
3. Supervise the administration of all departments, offices, and agencies of the city, except as otherwise provided by this Charter or by law;
4. Serve as a liaison between the mayor and city council and the departments of the city government;
5. Attend all city council meetings and such other meetings of that body or any committee of that body as directed and shall have the right to take part in discussion, but he may not vote;
6. Carry out the written directives of the mayor and city council; provided, however, that the city council shall not be authorized to delegate to the city manager any of the powers or duties conferred upon the city council by Charter or by ordinance;
7. Prepare and submit the annual operating budget and capital budget to the mayor and city council;
8. Submit to the city council and make available to the public a complete report on the finances and administrative activities of the city as of the end of each fiscal year;
9. Make such other reports as the city council may require concerning the operations of city departments, offices, and agencies subject to his direction and supervision;
10. Keep the city council fully advised as to the financial condition and future needs of the city and make such recommendations

to the city council concerning the affairs of the city as he deems desirable; and

11. Perform any other duties as may be required by the mayor or city council.

Council interference with supervision.

Except for the purpose of inquiries and investigations under the provisions of this Charter or pursuant to ordinances enacted thereby, or pursuant to other good cause shown, neither the mayor and city council nor its individual members shall supervise or attempt to supervise city officers and employees who are subject to the direction and supervision of the city manager.

POSITION REQUIREMENTS

This successful candidate for this position will possess exceptional management and leadership skills as the City Council wishes to consider only those candidates who possess the ability to effectively, efficiently and professionally address the multiple organizational and community opportunities and challenges presented in Americus.

Candidates who have successfully managed units of local government with a minimum of 7 years' experience as a City or County Manager/Administrator and those who have a Master's Degree in Public Administration or an equivalent degree will be given preference in the review and selection process.

Desired Management and Leadership Style

- Is transparent with the Mayor and City Council and treats all members equally and fairly, provides the same information to each of them and carefully avoids even the appearance of favoritism.
- Keeps the Mayor and Council informed and up to date on important issues - no avoidable surprises.
- Provides well thought out and professionally sound advice to the Mayor and City Council but implements Council policy even if it is contrary to his or her recommendation.
- Is equally and readily available to the Mayor and all City Council members.
- Assists the Council to "pull together".
- Is supportive of employees at all levels of the organization; acknowledges their accomplishments and is sensitive to employee morale.
- Listens to staff with a willingness to adapt - lets staff

do their jobs without micro managing them and then holds them accountable for the results they produce.

- Sees the City in its entirety.
- Is committed to infrastructure maintenance and ensures that SPLOST funds are distributed on a fair and equal basis in all parts of the City.
- Understands marketing and public relations.
- Ensures effective and timely responses to citizen requests and complaints.
- Adept at public relations and comfortable representing the City in public.
- Is visible in the community and shows a passion for Americus.
- Has an open door policy through which he or she is easily accessible to employees and to the public.



Desired Interpersonal Characteristics and Personal Attributes

- Outgoing with strong people skills.
- Personable.
- Is both decisive and adaptable.
- Strong, forthright and able to speak truth to power.
- Hard working.
- Open minded.
- Honest and truthful.
- Fair and consistent.
- Possesses an inherent respect for all people.
- Is visionary and future focused.
- Intelligent and a quick study.

Desired areas of Special Expertise

- Budget and finance
- Staff management and leadership
- Organizational analysis

Compensation and Benefits

The salary for the position is negotiable based on qualifications and experience. City benefits are excellent. Interview costs and relocation assistance will be provided by the City. City residency is required.

Application and Selection Process

The position will remain open until filled and the process will move forward immediately upon receipt of an adequate pool of well-qualified applicants. If interested, please email your resume and cover letter with current salary immediately to slavin@bellsouth.net.

For additional information about this job, contact Robert E. Slavin, President, Slavin Management Consultants by phone at (770) 449-4656 or by email at slavin@bellsouth.net



AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER

