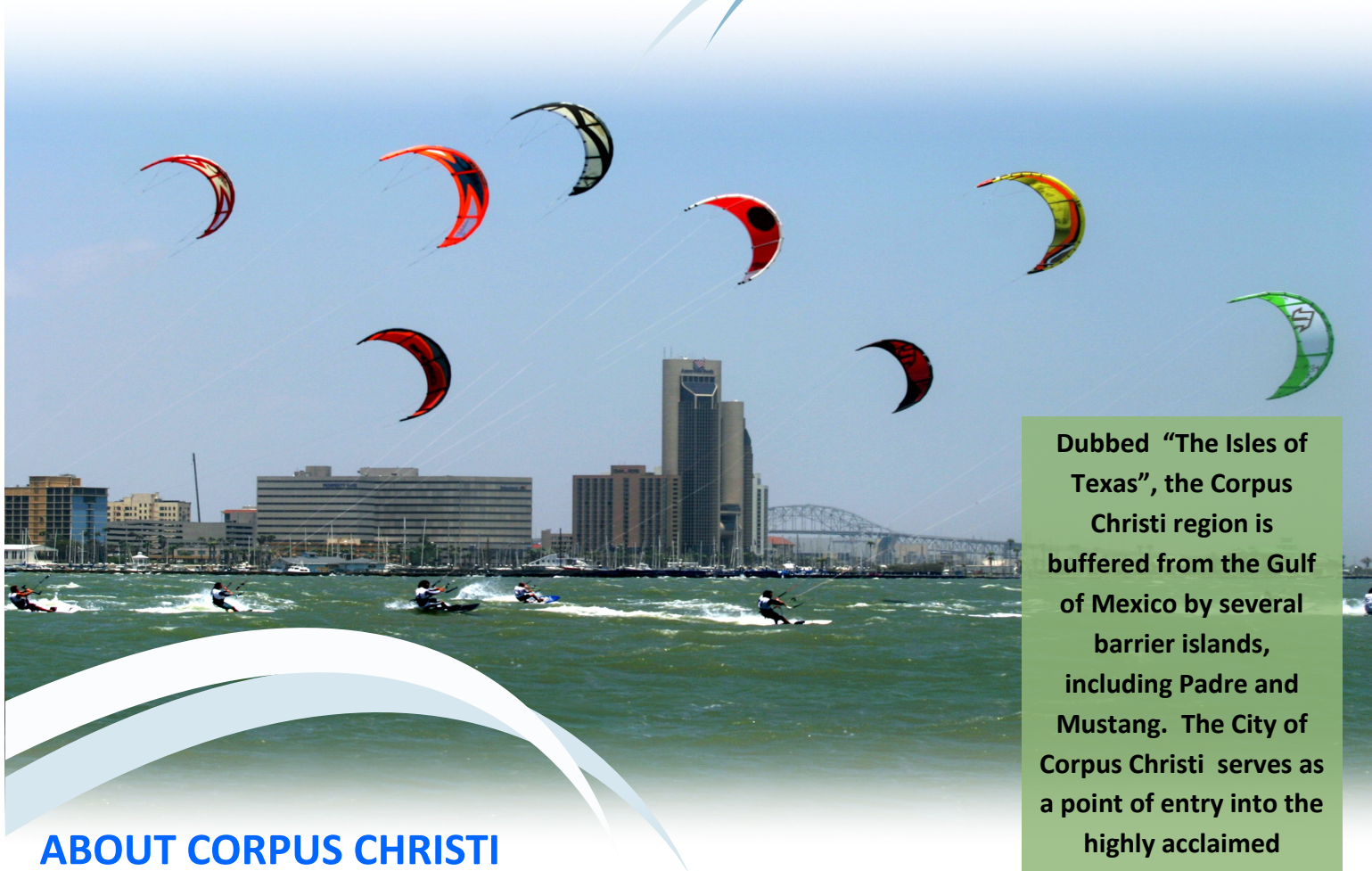


CITY OF CORPUS CHRISTI, TEXAS

Invites your interest in the position of:

CITY MANAGER



Dubbed “The Isles of Texas”, the Corpus Christi region is buffered from the Gulf of Mexico by several barrier islands, including Padre and Mustang. The City of Corpus Christi serves as a point of entry into the highly acclaimed 133,000 acre Padre Island National Seashore, one of the few remaining undeveloped barrier islands in the World.

ABOUT CORPUS CHRISTI

As a Gulf Coast community of 285,000 residents, Corpus Christi has a tropical climate and features 31 miles of open beaches on the Gulf of Mexico, Nueces Bay, and Corpus Christi Bay. The community boasts the 5th largest international seaport in the United States by tonnage and is a center for petrochemical manufacturing, large-scale fabrication, marine research, maritime shipping, and tourism.

Corpus Christi residents are in the enviable position of having access to the following big-city amenities while enjoying the convenience, friendliness, safety, air quality (largest industrial area in U.S. that is in compliance with EPA Air Quality standards), and lower cost-of-living experienced in smaller cities:

AA minor league baseball team the Corpus Christi Hooks which plays at Whataburger Field; 10,000-seat American Bank Center which is home to the Corpus Christi Ice Rays of the North American Hockey League and hosts conventions, concerts, and shows;

the USS Lexington (World War II aircraft carrier) Museum on the Bay, the Art Museum of South Texas, the Texas State Aquarium, the Harbor Playhouse (oldest continually performing theatre in Texas), the Corpus Christi Museum of Science and History; the Asian Cultures Museum and Educational Center; and various outdoor activities including wind



More About Corpus Christi

surfing, kite boarding, beachcombing, sun-bathing, dolphin viewing, sailing, fishing, and hunting. In addition, there is a magnificent, 14-foot high seawall that stretches for 2 miles along the Corpus Christi Bay in downtown. The seawall protects downtown from the Bay water while also providing a scenic place to enjoy a walk, run, or bike ride.

HISTORY

In 1519 on the Catholic feast day of Corpus Christi, Spanish explorer Alonzo Alvarez de Pineda discovered a lush semi-tropical bay that is the site of modern-day Corpus Christi. The community, originally called Kinney's Trading Post, was established between 1838 and 1839 by Colonel Henry Lawrence Kinney. In July 1845, U.S. troops under General Zachary Taylor established a camp at Kinney's Trading Post in preparation for the Mexican-American War. Shortly thereafter, the community was renamed Corpus Christi and incorporated as such on September 9, 1852.

TOURISM

Corpus Christi experiences more than 6 million visitors per year with up to 80,000 visitors per day at peak tourist times such as Spring Break. Dubbed "The Isles of Texas", the region is buffered from the Gulf of Mexico by several barrier islands, including Padre and Mustang. The community serves as a point of entry into the highly acclaimed 133,000-acre Padre Island National Seashore, one of the few remaining undeveloped barrier islands in the world. Also, the National Audubon Society has named Corpus Christi the "Birdiest city in America" for its access to many varieties of exotic birds. Finally, history buffs can enjoy the restored historical homes of Heritage Park, some dating back to the late 1800's.

CLIMATE

Corpus Christi enjoys similar temperatures to those of other Gulf Coast regions but with lower precipitation as it is located in a semiarid region. There is an average of 288 sun-filled, rain-free days annually. Average high temperatures in the summer months are in the low 90's. The coldest month, January, has typical nighttime lows of slightly less than 50 degrees, and winter-time highs in the 70's and 80's are common.

EDUCATION

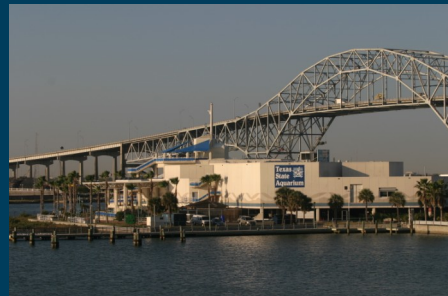
There are five school districts located in the Corpus Christi area along with a number of parochial and private schools. Higher and continuing education are found at Texas A&M University - Corpus Christi and Del Mar College.

Texas A&M University - Corpus Christi is a fast growing 10,000-student campus. It boasts one of the most unique, world-class waterfront campuses in the world. A&M brings to the City both Division 1 and Southland Conference athletics.

TRANSPORTATION

The Corpus Christi International Airport offers commercial air service through Southwest Airlines, American Airlines, and Continental Airlines. Interstate 37 as well as several U.S. and state highways serve the area providing approximately a two-hour drive to San Antonio, three-hour drive to Houston, and three and one-half hour drive to Austin. Bus, harbor ferry, vanpools, and rideshare programs are offered by the Corpus Christi Regional Transportation Authority.

Additional information about Corpus Christi is available at www.cctexas.com.





The City Government

Corpus Christi is the 30th largest council-manager city in the country and has operated under the council-manager form of government since 1945. The City Council consists of a Mayor and 8 Council Members elected to 2-year terms with a four-term limit. The Mayor and 3 of the Council Members are elected at-large, and the other 5 Council Members are elected by districts. In addition to the City Manager, the Council appoints the Municipal Court Judges and the City Secretary aka: City Clerk. All other employee hiring authority rests with the City Manager.

Corpus Christi is a full-service-plus city providing a commercial airport, marina, gas utility, 10,000-seat arena and convention center, minor league baseball stadium, 2 golf courses, and several museums and other cultural attractions in addition to traditional City services. The City has been very aggressive in annexing land over the years. Therefore, unlike most metropolitan areas that have many large suburbs, Corpus Christi is by far the dominant municipality in the metropolitan area.

The City has an annual budget of \$672 million, a ten-year Capital Improvement Program budget of \$2.3 billion, and 3,000 FTE's. The City is financially stable and has incurred only one layoff during the current economic downturn. The City has a diversification of revenue sources as property taxes account for 25.8 percent of General Fund revenues and sales taxes account for

20.7 percent. By Council policy, the General Fund is required to maintain reserves of at least 10 percent of General Fund expenditures. Current General Fund reserves are 13.9 percent of expenditures. The City operates on an August 1-July 31 fiscal year.

The City has two bargaining units—the Police Officers' Association (POA) and the International Association of Fire Fighters (IAFF). The City has reached a tentative agreement with the POA for a five-year agreement and will begin negotiations with the IAFF in early 2011. There is also a Corpus Christi Public Employee Union that is not recognized for collective bargaining purposes and is only authorized to represent employees in grievances.

Two noteworthy measures are the City's Insurance Services Office (ISO) rating of 2 and the following bond ratings: general obligation--Fitch AA, Standard and Poors AA-, and Moody's Aa2; and utility revenue--Fitch AA-, Standard and Poors A+, and Moody's Aa3.

The City of Corpus Christi has won many awards including:

- the All-America City Award in 2003;
- designation from Center for Digital Government as "#1 Digital City in U.S. for Cities with 250,000 population or more" in 2009;
- one of only nine local governments in 2010 to be designated as "Citizen-Engaged Communities" by Public Technology Institute;

BoldFutures for Coastal Bend Funders:

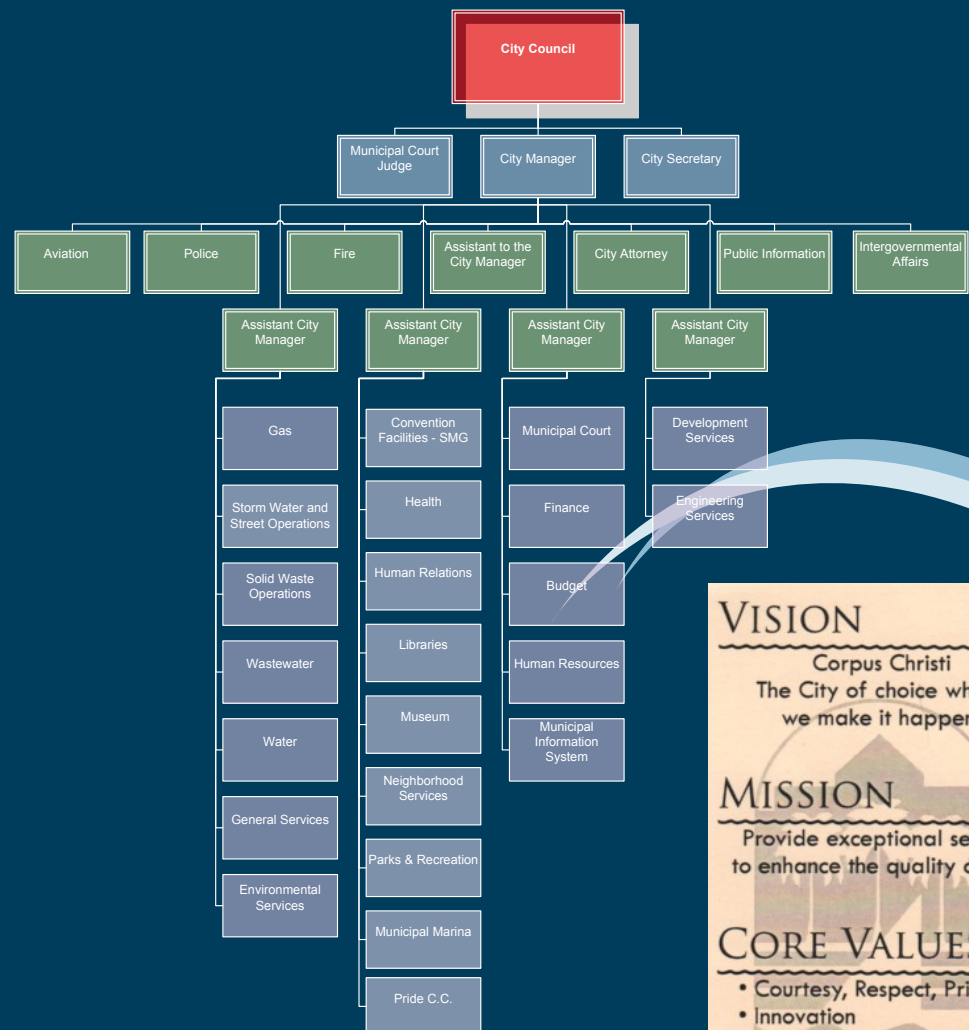
- **City of Corpus Christi**
- **Coastal Bend Community Foundation**
- **Del Mar College**
- **Metropolitan Planning Organization**
- **Nueces County**
- **Port Corpus Christi Authority**
- **San Patricio County**
- **San Patricio County Economic Development Corporation**
- **Texas A&M-Corpus Christi**



More About The City Government

- induction into the Balanced Scorecard Hall of Fame by the Palladium Group (Charlotte is the only other municipality to receive this recognition);
- only one of four cities nationally to receive the 2010 Best Restored Beach Award from the American Shore and Beach Preservation Association;
- “Playful City USA” recognition by KaBoom!, a national organization dedicated to bringing healthy play activities into childrens’ lives; and
- the Platinum Peak Performance Award for excellence in wastewater treatment from the National Association of Clean Water Agencies.
- The Police Department is accredited by the Commission on Accreditation for Law Enforcement Agencies, and
- the Corpus Christi Museum of Science and History is accredited by the American Association of Museums.

City of Corpus Christi Organizational Chart



VISION

Corpus Christi
The City of choice where
we make it happen.

MISSION

Provide exceptional service
to enhance the quality of life.

CORE VALUES

- Courtesy, Respect, Pride
- Innovation
- Quality
- Teamwork
- Resource/Responsibility/
Stewardship

City of Corpus Christi

ISSUES AND OPPORTUNITIES

The following is a summary of the issues and opportunities to be managed by Corpus Christi's next City Manager.

Economic Development—there is a general consensus within city government and the community that Corpus Christi has not achieved its economic development potential. Over the years, the community has lost out on several large economic development opportunities. Another such current opportunity is a Chinese company, the Tianjin Pipe Corporation, that plans on constructing a \$1 billion mini-mill facility that will manufacture steel products from recycled scrap steel. The City and its economic development partners have devoted a great deal of effort to attracting this project which will be located in the Corpus Christi area and create 400-600 new jobs.

The next City Manager will be tasked with taking a leadership role along with the Corpus Christi Regional Economic Development Corporation and other community leaders in promoting positive economic development opportunities to the community. In addition, there is interest in establishing a more active business retention program, increasing eco-tourism activity, and attracting a new hotel to complement the City's convention center so that the community can host larger conventions.

Destination Bayfront—the City Council has recently approved the master plan for this project which consists of 35 prime acres of downtown beachfront property. The plans were developed by a renowned New York City consultant, Project for Public Spaces (PPS). PPS believes that Destination Bayfront has the most potential of any waterfront development project in North America. Implementation of this project will create vibrant public beachfront spaces for residents and tourists and help to attract adjacent private development.

Infrastructure Needs—the City has some significant infrastructure needs especially in the areas of streets and wastewater. The City is mandated by the Texas Commission on Environment Quality (TCEQ) to reduce ammonia levels at the City's wastewater treatment plants in the next 2.5 years which is estimated to cost \$60 million. In addition, it is estimated to cost \$200 million over the next 10 years to reduce to acceptable levels sanitary sewer overflows created by infill and infiltration. While the City has an adequate current water supply, the City purchased the most senior Colorado River water rights of any Texas city many years ago. In order to receive this 35,000 acre/feet of water, the City needs to construct a 40-mile water transmission line at a cost of approximately \$145 million. This water line which is presently under design will allow the City to access this relatively inexpensive water source to accommodate the community's growth for decades to come.

The City asks voters every four years to approve a bond program to fund infrastructure needs. The next City Manager will be very involved in the development of the 2012 bond program. In a related matter, there is a need to revise the Capital Improvement Program (CIP) process so that water, wastewater, and gas rate changes are considered by the City Council with adoption of the CIP instead of afterwards.

Implementation of Community Visioning—a community visioning process entitled "Bold Future for the Coastal Bend" was recently completed. Staff from Texas A&M-Corpus Christi and Del Mar College facilitated this vision plan with involvement from many community stakeholders including the City. The City Manager will work with the City Council and City staff to implement the portions of the vision plan that relate to City government.

Strategic Plan—the City does not have a formal City-wide strategic plan. Both the Council and staff indicated that a City strategic plan would provide valuable direction to Council and staff in applying City resources to the highest priority matters.

Organizational Transformation—there is a general consensus among City Council and key City staff that the City organization is ripe for a transformation that would increase its efficiency and effectiveness. Potential elements of this transformation include a City-wide reorganization, a management assessment to determine if the "right people are in the right seats", developing a greater customer service, can-do mentality within the City workforce, and reduction of department silos to instill a more cohesive, City-wide focus among the City's management team.

Increase Efficiency of City Services—in August 2010, all departments were requested to develop proposals to increase the efficiency of their operations through process improvements and other measures including privatization. In response to this request, management and operation of the City's two golf courses were recently privatized.

Succession Planning/Leadership Training--as with most employers, the City will be losing many baby-boomer employees to retirement over the next several years. There is a need to provide more leadership training and mentoring/succession planning within the City workforce so that there are qualified pools of City employees available to compete for promotions.

Employee Relations—there is a need for the City Manager and other top management staff to initiate more two-way communication with City employees so that employees feel a greater connection to and sense of pride with the entire City organization. Also, there is a need to provide more formal and informal recognition of employee accomplishments.



Sea



Air



Rail

Job Requirements

The minimum job requirements are: 1) Bachelor's degree in public administration, political science or a related discipline with an MPA, MBA, or related degree preferred; and 2) at least 10 years of progressively responsible executive-level local government management experience.

Desired Professional and Personal Attributes

The following are the desired professional and personal attributes of Corpus Christi's next City Manager:

- strong, collaborative, bold leader and strategic thinker who is able to build consensus among City Council, City staff, and community and advocate for making decisions that are in the best long-term interest of the community;
- change agent with ability to quickly assess strengths and weaknesses of City organization and make changes to organizational structure and management assignments that make City services more efficient and effective;
- demonstrated track record of leadership role in economic development successes;
- utilizes outstanding human relations and communication skills to relate to and communicate effectively with all stakeholders—someone who is approachable with good listening skills;
- be the “face of the community” with high visibility with community leaders, news media, and general public;
- creative, innovative, and “thinks outside the box” and supports calculated risk-taking by City staff;
- good financial management skills and sense of fiscal discipline with ability to develop more efficient ways of delivering City services—experience with privatization of City services a plus;
- committed to a customer service orientation, “can-do” attitude with ability to exemplify and promote such an orientation among City employees;
- demonstrated track-record of building cohesive management team, reducing department “silo mentality”, and holding City staff accountable;
- demonstrated philosophy and track-record of valuing City employees and fostering a positive employee relations culture;
- ability to coach City Council Members in appropriate role definition between Council and staff;
- ability to develop productive working relationships with labor unions;
- ethical person with highest standards of personal and professional integrity;
- ability to build more credibility and trust of City organization with City Council and community;
- experience working in a beachfront community and promoting eco-tourism a plus; and
- emergency management experience especially in dealing with coastal weather issues a plus.



Compensation and How to Apply

Compensation

The compensation for the City Manager job is highly competitive. The starting compensation level is dependent upon the selected individual's qualifications and match with the desired attributes being sought by the City. The City will pay reasonable and customary moving expenses for the next City Manager who is required to live within the city limits. Also of interest is that Texas has no state income taxes.

To Apply

In order to be considered for this position, please send your resume and cover letter with current salary by December 13, 2010 to slavin@bellsouth.net. For additional information about this job, please contact:

Mr. Robert Slavin

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slavin@bellsouth.net

www.slavinweb.com



AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER



**Our Vision for
COMMUNITY IDENTITY
and LEADERSHIP**

“WE ENVISION strong community identity and leadership in the Coastal Bend, where citizens are engaged in -- and proud of their communities. Greater unity and harmony exists among Coastal Bend governments and other entities who work together to achieve our common vision and cooperate to share resources and promote community development. Our elected officials listen to the voices of residents and make decisions for the common good, delivering effective, efficient, well-managed urban services. Coastal Bend citizens actively participate in government and are engaged in civic life. Community service and volunteerism has increased and is highly valued and supported. We recognize our growing diversity as a valuable community asset and celebrate our differences while remaining a unified community with a common vision. Together, forward-thinking government, citizens, business and community leaders work for the best interests of our region.”

From Bold Future for the Coastal Bend

*Your Future,
Our Future,*

BoldFuture
for the Coastal Bend

CREATING A VIBRANT, SUSTAINABLE FUTURE
FOR THE TEXAS COASTAL BEND.

www.boldfuturecoastalbend.org