

OUTSTANDING OPPORTUNITY TO SERVE THE RESIDENTS OF

CORPUS CHRISTI, TEXAS

AS THEIR NEXT

CITY MANAGER



Seeking exceptional leaders with a strong commitment to public service and proven senior level public management experience.



ABOUT THE COMMUNITY

As a Gulf Coast community of 325,733 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 4th 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 (one of the 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 the Whataburger Field; the 10,000-seat American Bank Center which is home to the Corpus Christi IceRays 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 surfing, kite boarding, beachcombing, sunbathing, 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.

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 temperatures similar 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 wintertime 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 the 12,000-student Texas A&M University-Corpus Christi and the 11,500 student Del Mar College.

COMMUNITY ATTRIBUTES INCLUDE:

- ◆ Low cost of living
- ◆ No State Income Tax
- ◆ Year round good weather
- ◆ Always something to do outdoors-fishing, hunting, bird watching, great vistas,
- ◆ Quality school districts
- ◆ A friendly community
- ◆ Great location - - within easy reach of San Antonio, Houston and Austin
- ◆ Two outstanding institutions of higher learning
- ◆ World class health care facilities
- ◆ Many good jobs available
- ◆ Vibrant community
- ◆ The Port of Corpus Christi is 4th largest port by tonnage in the United States
- ◆ The gateway to most accessible beach area in country



TRANSPORTATION

The Corpus Christi International Airport offers commercial air service through American Airlines, Southwest Airlines and United 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.

ABOUT THE CITY GOVERNMENT

Corpus Christi was incorporated in 1852. In 1909, the City was organized under a City Charter and operated as a general law city until 1926, at which time a home rule charter with a commission form of government was adopted. The Charter was amended in 1945 to adopt the present and nationally predominant Council-Manager form of government.

The City Council consists of the Mayor and eight Council Members elected for two-year terms. The Mayor and three Council Members are elected at large and five Council Members are elected from single member districts. The City Council is responsible for passing ordinances, adopting the budget, appointing committees, and appointing the City Manager, City Secretary, City Auditor, and Municipal Court Judges. The City Manager is the Chief Administrative and Executive Officer and is responsible for carrying out policies and ordinances of the City Council, overseeing day-to-day operations, presenting an annual budget, and hiring all other City employees. The City has a total annual budget of \$929M of which \$253M is the general fund. Corpus Christi employs 3,160.33 FTE's.

The City provides a full range of services including a combined utility system (System) consisting of the water, wastewater, storm water, and gas systems; garbage collection and disposal services; police, fire protection and emergency medical services; the construction and maintenance of streets and other infrastructure; and recreational and cultural activities.

The City is financially accountable for the Corpus Christi Community Improvement Corporation, the Corpus Christi Housing Finance Corporation, the Corpus Christi Industrial Development Corporation, the Coastal Bend Health Facilities Development Corporation, the Corpus Christi Crime Control and Prevention District, the Corpus Christi Business and Job Development Corporation and the North Padre Island Development.

AWARDS

In July 2017, Corpus Christi was named 36 out of 150 "Best Managed" cities by Strategic Partners, Inc. Every city was graded on financial stability, education, health, safety, economy,

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infrastructure and pollution. Overall rankings were based on the quality of a city's services compared to total budget per capita rankings. It was noted that the key factor related to the rankings was "leadership — having the right kind of leaders in place." Corpus Christi was behind only El Paso (27th) and Arlington (28th) as far as Texas cities — and ranked higher than other Texas cities like Fort Worth (44th), Austin (61st), Houston (71st), San Antonio (88th), Dallas (89th), Garland (95th), and Lubbock (96th).

The Corpus Christi Museum of Science and History was recognized for its community engagement through social media and effort to make chemistry fun at the Texas Association of Museums conference in April 2017. The Museum received the bronze award for In-Museum Experiences after its use of technology in its Chemistry in Action interactive exhibit. It aims to make learning chemistry and using the periodic table fun and engaging.

In 2017, the Texas Comptroller of Public Accounts awarded the City of Corpus Christi the "Traditional Finances" Star award as part of its Transparency Stars program for exemplary efforts in creating financial transparency around public services and spending decisions. The Transparency Stars program recognizes local governments across Texas that are striving to meet a high standard for financial transparency online. These efforts provide citizens with clear, consistent information about public spending in user-friendly formats.

The Government Finance Officers Association (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the City of Corpus Christi for its comprehensive annual financial report (CAFR) for the fiscal year ending September 30, 2016, continuing to confirm compliance with both Generally Accepted Accounting Principles (GAAP) and legal requirements. This was the thirty-fourth consecutive year that the City has received this prestigious award. A Certificate of Achievement is valid for a period of one year only.

The City also received the GFOA's Distinguished Budget Presentation Award for its annual budget document for the fiscal year beginning October 1, 2015. The City has received twenty-six of these awards. In order to qualify for the Distinguished Budget Presentation Award, the government's budget document was judged to be proficient as a policy document, a financial plan, an operations guide and a communications device.



Sea



Air



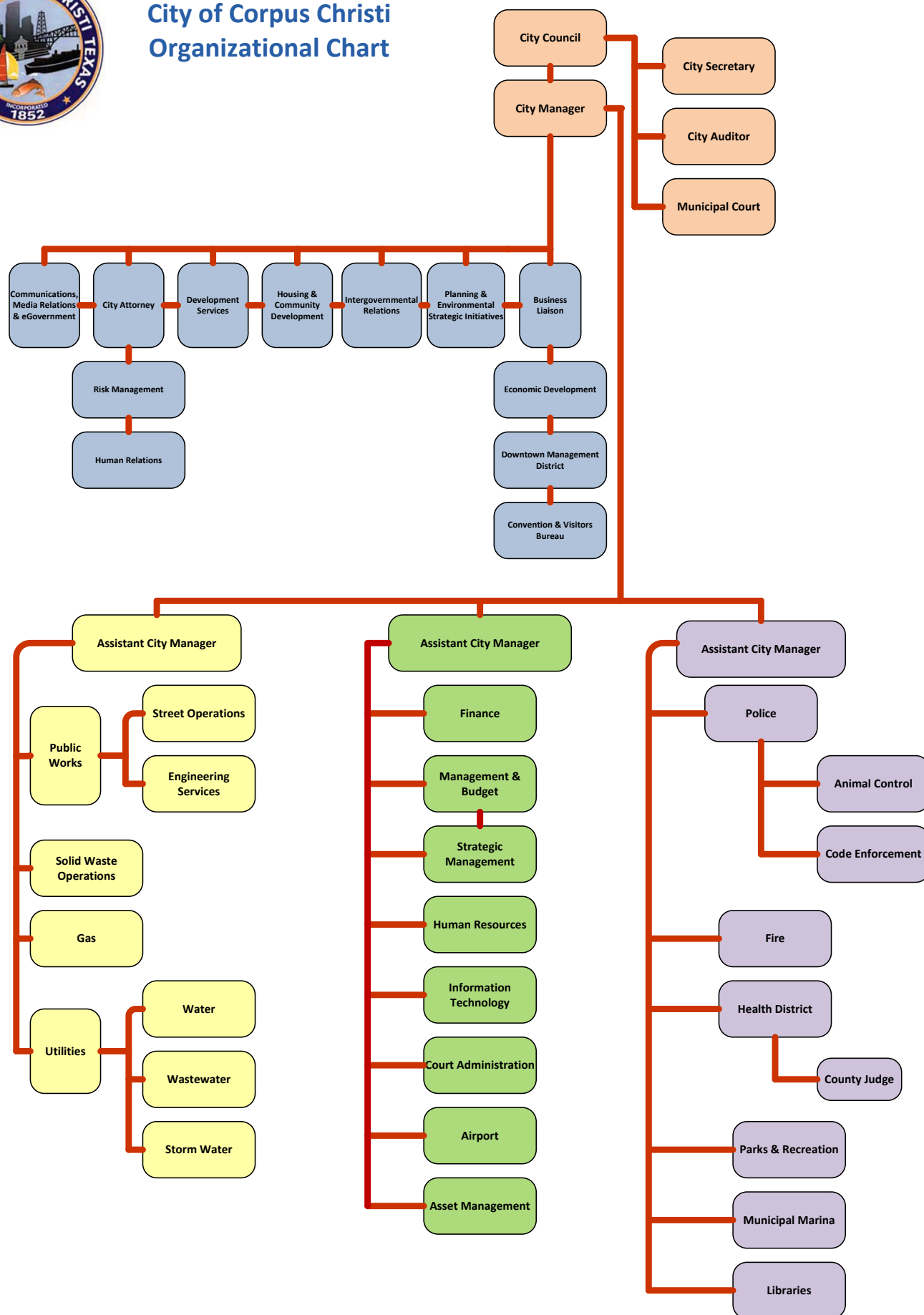
Rail



City of Corpus Christi



City of Corpus Christi Organizational Chart





OPPORTUNITIES, ISSUES AND CHALLENGES (Not Prioritized)

- Corpus Christi covers 460 square miles; has a growing population of 320,000 and is on the brink of rapid future growth - the City is currently growing at 2.5% to 3.5% annually.
- A major multi-year street improvement program is underway.
- The Council/Manager Plan has strong community support.
- Pending 2019 charter review.
- Payment in Lieu of Taxes (PILT) agreements expire in 2-3 years.
- Police and Fire employees are well trained but employee training is needed elsewhere.
- There is room for improvement with relationships/partnerships between the City and the Economic Development Corporation Board and Port Authority Board.
- Utility billing issues are critical and need to be resolved (98,000 utility customers).
- Ninety-two percent (92%) of total property and sales taxes collected support police and fire contractual obligations.
- The City needs to improve its customer service culture as well as its customer/public relations efforts. In particular, significant improvement is needed in both Utilities and Development Services.
- Staff turnover is high.
- Need for the City Manager to establish a strategic vision for the organization

- Although recently improved, there is a significant homeless issue in downtown Corpus Christi.

ABOUT THE CITY MANAGER

Under general policy guidance from City Council, the City Manager is the chief administrative and executive officer for the City of Corpus Christi providing leadership and representation on all matters concerning municipal government. The City Manager is responsible for planning, guiding, and directing daily activities and operations of the City; coordinating programs, services and activities among departments and external agencies; ensuring the financial integrity of the municipal organization; representing the City's interests; and providing highly complex policy advice and administrative support to the Mayor and City Council. The City Manager serves as the top appointed executive in the City ensuring that the City government operates and functions effectively to serve the needs of Corpus Christi residents and other stakeholders while complying with applicable laws and regulations.

THE MINIMUM JOB REQUIREMENTS:

The minimum job requirements are: A bachelor degree with specialization in Government, Public Administration, Business Administration or a related field. Master degree preferred (MPA or MBA), combined with a minimum of ten (10) years of experience directing and managing a municipal government department or organization, with five (5) years of executive level management experience in a comparable community or organization. A valid driver's license is required at time of hire.

Additional Required Leadership and Management Strengths Include:

With the City Council

- Has strong respect for the City Council and is a strong advocate for the Council/Manager form of government.
- Is supportive of a strong Council/Manager partnership and will provide professional and technical leadership to the City Council including being willing to tell the Council when they are wrong.
- Will always provide the Council with accurate, well-vetted and timely information and recommendations.
- Understands that a critical aspect of the City Manager's job is to make the City Council's job easier.

With Staff

- Must be a strong and determined leader who is capable of and willing to change the organizational culture.
- Will foster a customer service culture in the organization which goes from top to bottom.
- Ensures that City employees are properly trained and are provided with the necessary tools to do their jobs well.
- Sets clear goals and holds staff accountable to meet their assigned targets.
- Neither an authoritarian nor afraid of being unpopular with staff.
- Need a cultural change agent who will instill in employees a pride in working for the City.
- Will establish and implement an aggressive organizational vision.
- Will address staff productivity.
- Willing to bring in outside expertise as needed.
- Is results, rather than friendship, oriented

With the Community

- Work with Mayor to be the face of the City.
- Accessible and visible in the community.
- Willing to purchase a house and invest in the community.
- Will be an assertive participant in intergovernmental, business and community relations.

The Ideal Candidate

- Has a demonstrated record of producing results.
- Experience should be consistent with an organization of comparable population to Corpus Christi with its variety of functions and number of employees.
- Both public and private sector experience would be a plus.
- Values community diversity — Corpus Christi is 64% Hispanic.
- Clearly understands the impact that labor rates have on the City's financial condition.
- Is proficient in economic development.
- Is a skilled and firm negotiator.
- Is an excellent communicator both verbally and in writing.
- Experienced with management of a large organization.

- Proficient and current with finance and able to provide financial leadership.
- Has good business acumen.
- Possesses a strong customer service commitment.
- Not afraid to take measured risks.
- Leads by example.
- Is decisive.

For additional information about Corpus Christi, please visit www.cctexas.com.

Compensation: The beginning salary will be negotiable depending on the experience and qualifications of the selected candidate. Corpus Christi provides excellent benefits including: Texas Municipal Retirement System, choice of health insurance, dental Insurance, life Insurance, long term disability insurance, vision care, available deferred compensation, flexible spending accounts, an employee fitness center and comprehensive paid time off benefits.

To Apply: The position will remain open until filled and the process will move forward upon receipt of an adequate pool of well qualified applicants. If interested, please email your resume and cover letter with your current salary to slavin@bellsouth.net. For best results, please respond by January 14, 2019. For additional information about this opportunity, contact Robert E. Slavin, President at (770) 449-4656 slavin@bellsouth.net or David Krings, Midwest Regional Director at (513) 200-4222 david@kringsconsulting.com.



AN EQUAL OPPORTUNITY RECRUITER AND EMPLOYER

