



CITY OF DELAWARE, OHIO
CITY MANAGER
RECRUITMENT PROFILE



After 25 years of dedicated leadership, the City of Delaware seeks a leader who will ensure the effective and efficient delivery of city services, contribute to the City's economic momentum, listen to and consider input from residents and stakeholders, strategically plan for community development, and serve as an advocate for Delaware at all levels.

**TO LEARN MORE ABOUT THE CITY OF DELAWARE
AND THE POSITION VISIT:**

www.slavinweb.net or
www.delawareohio.net

TO APPLY:

Send a cover letter, a detailed resume, and salary requirements to:
Robert Slavin, President, or John Kross, Southwest Regional Manager

Slavin Management Consultants

slavin@bellsouth.net or johnkross@psmconsulting.us

Bob Slavin: (678) 296-2037 or John Kross: (480)797-4487

Recruitment will remain open until the position is filled. The first review of applications is scheduled for April 15, 2024.

The City of Delaware is an Equal Opportunity Employer

EST: 1808

Greetings from

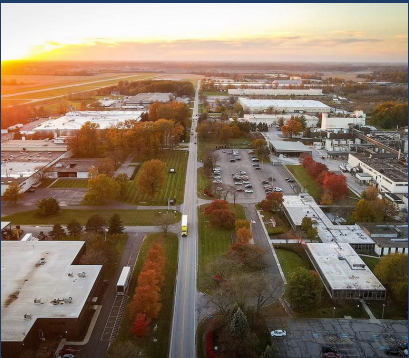


DELAWARE, OHIO - THE CENTRAL DESTINATION

There are many reasons why people and businesses are choosing to call the City of Delaware home. Delaware's 45,000 residents enjoy a **dynamic economy**, strong schools, a robust 24 public park system, an active and eclectic downtown, and a full-service City with 13 departments and a workforce of 350. Delaware has a **smaller community charm** and the regional benefits of a **major urban center** within the Columbus metropolitan area. The community is home to Ohio Wesleyan University, one of the acclaimed private liberal arts universities within the State of Ohio. The City and the University enjoy a **strong partnership** including a business incubator and a pending hotel development. The university is an anchor to the City's downtown providing a significant economic, social, and physical presence within the City.

Delaware is located in the heart of Ohio and is the **county seat** of Delaware County. The City covers 25 square miles and has been incorporated for more than 200 years. The City is blessed with all the modern attributes necessary to drive new growth and investment, making it a **destination community** within the entire state. Delaware County has a population of over 215,000. The County's 2050 population forecast is nearly 400,000.





GREAT COMMUNITY & HEALTHY ECONOMY

Delaware is nestled in central Ohio and **anchored by Columbus**, the state capital and 15th largest city in the country. Delaware's residential and industrial development has flourished and offers current businesses and residents a blend of old-world charm, vibrant growth, and an authentic feel.

Delaware is also defined by its natural beauty with the **Olentangy River** bisecting the City, complementing the City's park system, trails, neighborhoods, historic downtown, restaurants, and other retail businesses. The Olentangy River has created additional new interest for development with a pending **Riverfront District** development plan. Substantial regional development activity is ongoing and includes Intel's new \$20 billion, 1,000-acre microchip manufacturing facility within 45 minutes of Delaware. Substantial additional supply chain investment is in the development pipeline within the region as a result of Intel's investment. Delaware's primary thoroughfares provide convenient access for business supply chains, logistics, and the community's day-to-day traffic needs.

Along with experiencing new growth and investment, the community has long-term families and businesses that keep many community traditions alive, furthering its **authentic values** and reputation for a community of kindness and welcoming nature.

Delaware is home to many recurring annual community and cultural events, festivals, and concerts – attracting thousands of visitors downtown. **The Little Brown Jug**, one of the jewels in the Triple Crown of harness racing, attracts an estimated 50,000 people annually to the city. The many community events reflect the intrinsic values of creating unique, positive, and special experiences to bring the community together.

Delaware is an **inclusive community**, defined by its residents who recognize the importance and value of connecting with one another. Keeping and maintaining Delaware's culture and preserving its rich history is frequently an important community conversation that distinguishes it from many communities in Ohio. Much of the City Council's recent attention is on the Southwest Focus Area, which includes the **City-owned airport** and the adjacent industrial development. The City and County are jointly conducting a study on the possibility of creating a joint operations authority to maximize the strengths and resources allowing the airport to continue to flourish.

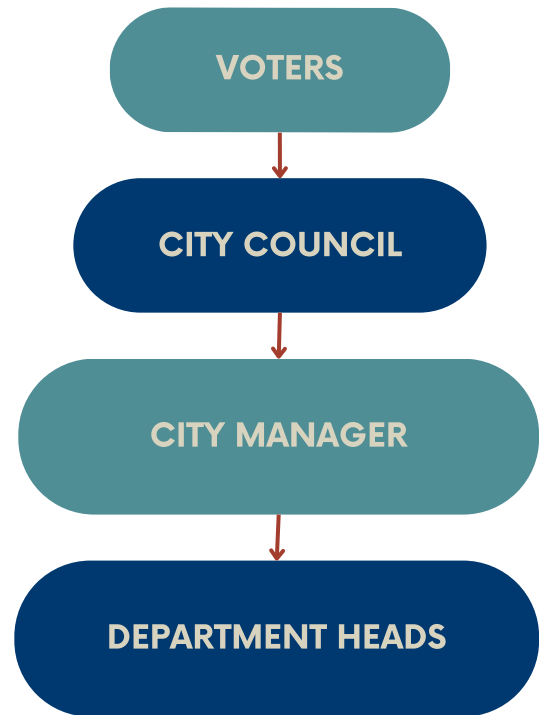
EFFECTIVE GOVERNMENT

The Council-Manager form of government combines the **strong leadership** of elected officials with the **strong managerial experience** of an appointed City Manager who ensures the effective and efficient delivery of essential city services.

Council, as the legislative body, represents the entire community and is empowered by the City Charter to formulate policy. City Council is comprised of seven non-partisan members. Three members are at-large and elected by the entire City, and four members are elected in geographic City Wards. All terms are four years, and the Mayor and Vice Mayor are chosen for two-year terms among the three at-large Council Members. All Council members are **vocal champions of the values and vision of the City**. Other elected officials in Delaware are the Municipal Judges and Municipal Clerk of Court.



COUNCIL - MANAGER FORM OF GOVERNMENT



Delaware's **359 valued employees** are supported by an annual operating budget of \$208.4M under the leadership of the City Manager, Assistant City Manager, and twelve (12) Department Directors. Delaware's diverse leadership team can be best characterized as empowered, accountable, flexible, collaborative, and collegial.

The City's Finance Department boasts its twenty-first (21st) consecutive annual award by the GFOA for Excellence in Financial Reporting for its Annual Comprehensive Financial Report. This award recognizes conformance with the highest standards for the preparation of state and local government financial reports. In 2023, the City earned the GFOA's prestigious **Triple Crown Award** for the first time. This award recognizes Delaware for financial excellence in: Financial Reporting, Popular Annual Financial Reporting, and Distinguished Budget Presentation.



★ MONEY MAGAZINE TOP 50
BEST PLACE TO LIVE

★ OHIO MAGAZINE BEST
HOMETOWN

★ APA GREAT PLACE IN
AMERICA

★ GFOA EXCELLENCE IN
FINANCIAL REPORTING
TRIPLE CROWN AWARD

★ GFOA EXCELLENCE IN
FINANCIAL REPORTING
(21 CONSECUTIVE YEARS)

★ TREE CITY USA

★ MAIN STREET COMMUNITY

★ SOLSMART COMMUNITY

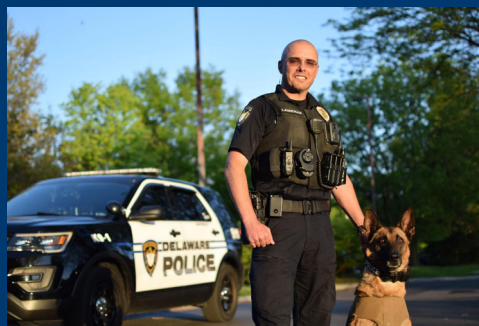
SAFE CITY

Police

Consistent with the concept of **community policing**, the Police Department endeavors to assist citizens in eliminating the underlying causes of crime, conflicts and safety hazards. This is accomplished through the coordination of various branches of city government. A comprehensive Police Department review in 2023 detailed recommendations to meet future challenges and maintain the quality of life, safe environment, and **extremely high service levels** that the community has come to expect.

Fire & EMS

The Delaware Fire Department is one of only 289 departments worldwide to be accredited, and one of only 10 in Ohio. The department earned its **Accredited Agency status** from the Commission on Fire Accreditation International. The process validates the fire department programs and ensures they are in alignment with the community and local government.



RECOGNITIONS, MILESTONES AND MAJOR INITIATIVES

Fiscal Strength

Aa2 Moody's rating; the third-highest credit rating.

Economic Prosperity

Continued retention and expansion including 64 recent initiatives that led to the creation of 719 jobs and over \$37 million in new payroll; expansion in retail and restaurant sectors, industrial activity at Sawmill Pointe Business Park, and multi-use development of the Riverfront District.

Modern Policing

Comprehensive department review (2023) detailing recommendations to meet future challenges and maintain the quality of life, safe environment, and extremely high service levels that the community has come to expect; transparent and accountable.

Fire/EMS Services

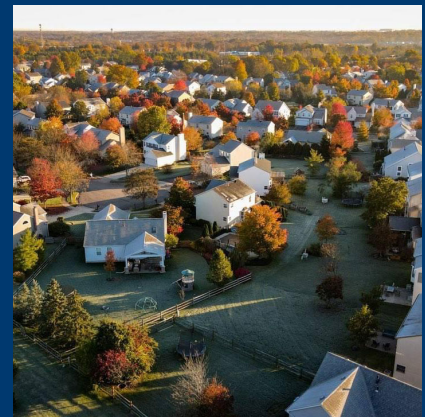
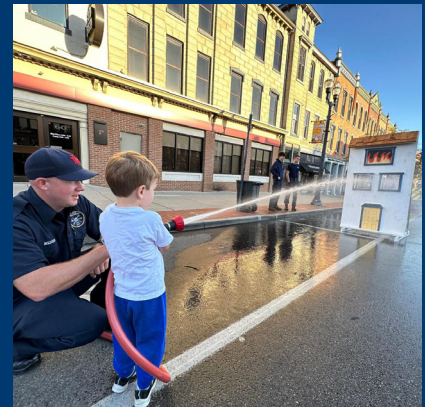
ISO Class 2 rating that reflects the department's ability to protect the community and benefits residents' private insurance rates.

Planning & Community Development

New home building (single and multi-family homes, condos and apartments) totaling over 600 units for 2023 with a future forecast of 600+ units for 2024. Non-residential permits were 250+ in 2023 and are forecasted to be on par for 2024 as well.

Parks, Natural Resources & Recreation Amenities

An award-winning department recognized by the AARP as a Walkable Community with a comprehensive plan for growth and development including the development of the downtown Olentangy River trail corridor, placement and programming for a new 35-acre community park on the City's southeast side, and attention to facilities that serve both indoor and outdoor recreation needs.



EDUCATION:

The City of Delaware is served by two school districts, **Delaware City** and **Olentangy Local**. Both of these districts continue to rank among the highest in the state.

The **Delaware Area Career Center** serves high school students and adults in Delaware County and surrounding areas to enhance and expand career opportunities through advanced training in high demand employment fields.

Ohio Wesleyan University is a liberal arts college located within the city and offers more than 70 majors.

Columbus State Community College offers a campus located in Delaware and provides associated degree and short-term certificate programs.

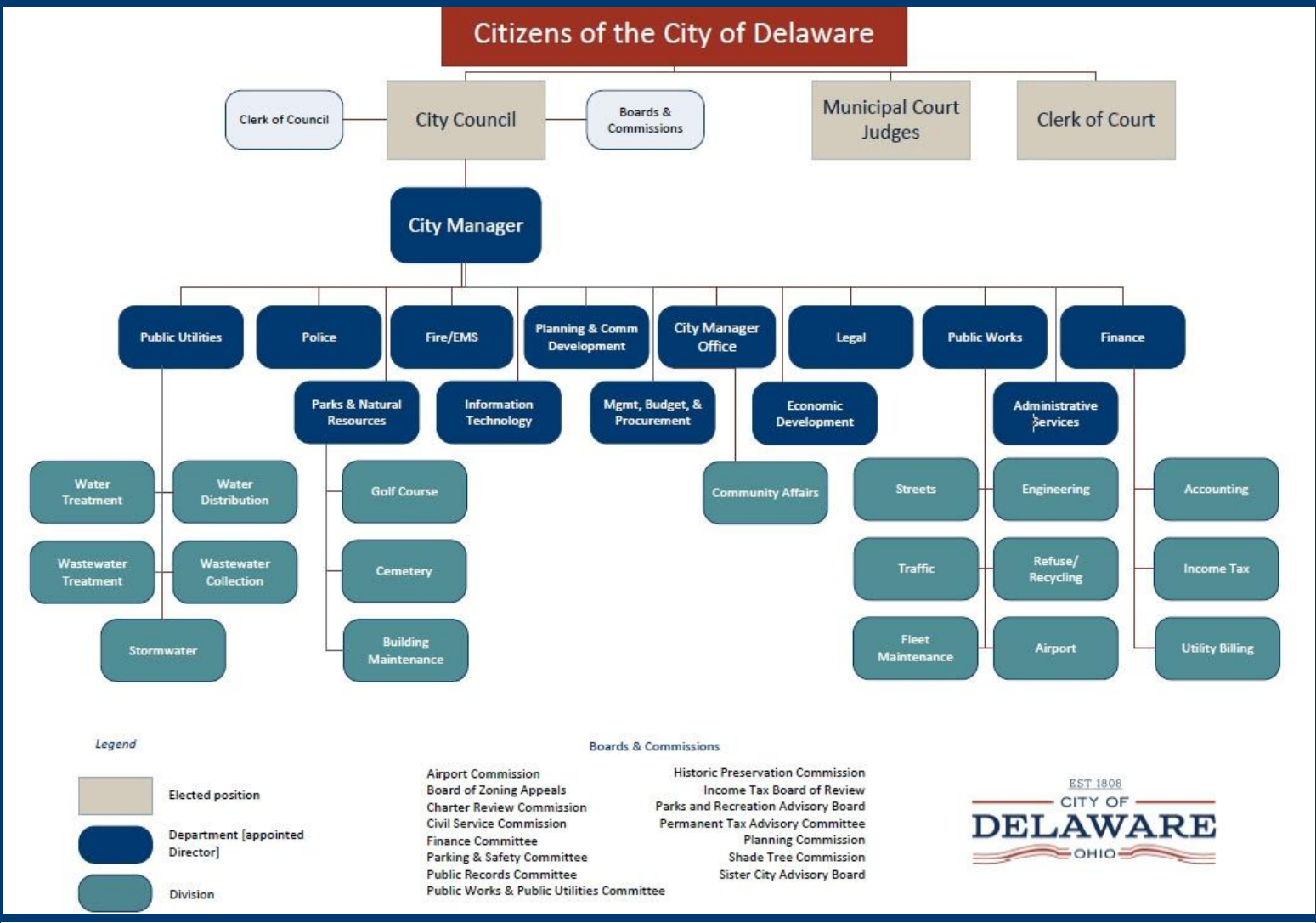
The Ohio State University, located in Columbus, includes statewide extension offices with a location in the city.





THE POSITION:

The City Manager is the City's chief executive officer and is appointed by City Council. Pursuant to the City's Charter, the City Manager serves as chief conservator of the peace within the City; supervises the administration of the affairs of the City, and sees that the ordinances of the City and the laws of the State are enforced. The City Manager supervises the administration of all departments and appoints the various department directors and other City employees.

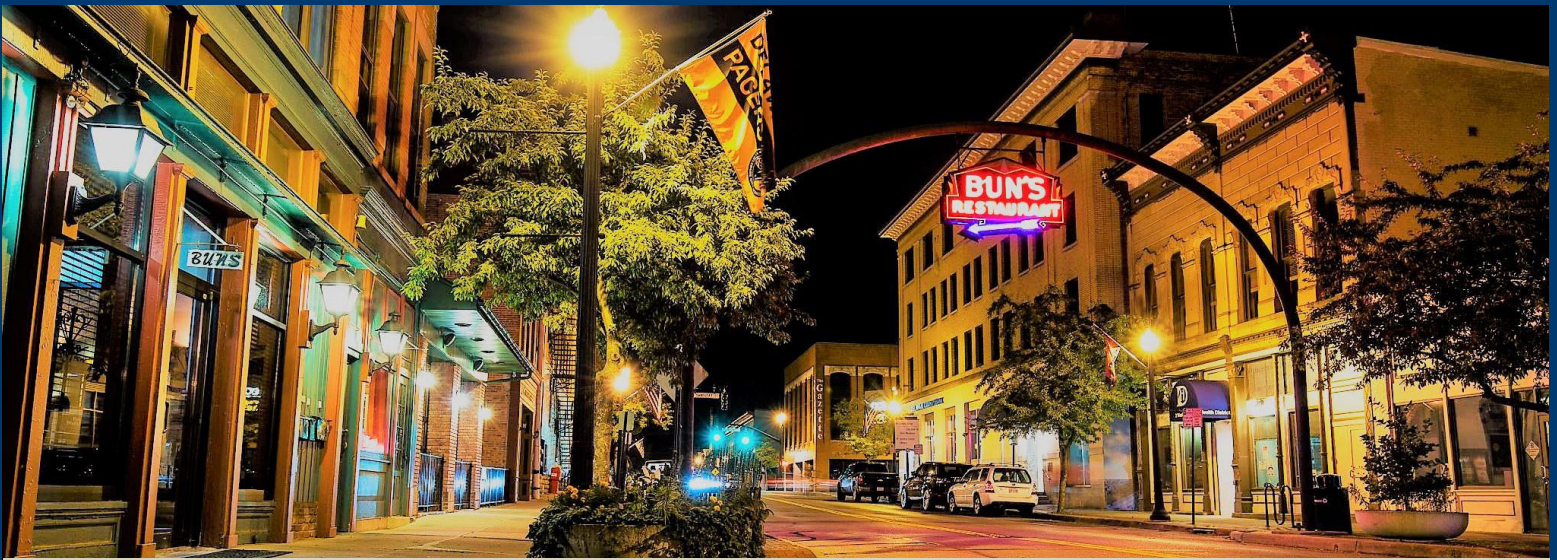


COMMUNITY PERSPECTIVE:

City Council considers community involvement to be a very significant factor in the performance of a successful Manager. The community strongly believes that the next City Manager should be visible and integrated within the community to develop **strong relationships** with residents. This commitment will be demonstrated through attendance at civic and community meetings, participating in community events, and **actively listening** to and seeking to understand differing perspectives.

The success of the City will be embodied by a City Manager who embraces a vision of transparency in the delivery of services and who understands that all neighborhoods have legitimate demands for equitable service. Ensuring that the organization's top executive is actively engaged with the community and in **alignment with the goals of Council** is critical.





QUALIFICATIONS:

Education and Experience:

Minimum Qualifications:

- Eight to ten years of increasingly responsible experience in local government as a City Manager/Administrator, an Assistant City Manager/Administrator, senior-level public administrator, or other public agency similarly situated in population and complexity to Delaware with budget and supervisory responsibilities;
- Bachelor's degree in business or public administration, or a related field from an accredited university;
- Evidence of a stable employment history and progressive career advancement;
- An unblemished record of leading with integrity.

Preferred Qualifications:

- Master's degree in public administration or related field, or additional management experience,
- Professional experience in a small to mid-sized community;
- Experience in planning and community development, personnel management, and government finance;
- ICMA (International City and County Management Association) membership and recognition as an ICMA Credentialed Manager (ICMA-CM).

COMPENSATION & BENEFITS

The Mayor and Council are committed to providing an employment agreement with a base salary and benefits commensurate with the experience, education, and expertise of the preferred candidate. The City provides employee benefits that include health insurance, deferred compensation and retirement benefits through the Ohio Public Employees Retirement System (OPERS). Other benefits include life insurance, sick leave, vacation leave, personal days and eleven (11) paid holidays. An automobile and phone allowance are a part of the total compensation package.

Leadership Qualities:

Ability to understand small to mid-sized communities and thrive in this environment. Delaware has a great small-town vibe with cultural and historical assets. Community pride is on display with events, festivals, and fun things to do. Having a City Manager who wants to be a part of this community, who understands the importance and value of **building strong relationships**, and who works well with people is key to success in this role.

Experience as a professional in local government and strong knowledge of planning, finance, and infrastructure will be an asset. A manager who is a **lifelong learner**, follows best practices in government, is a **strategic thinker**, makes timely decisions, and who brings solutions will be a good fit. Demonstrates humility, professionalism, tact, and diplomacy in making decisions and/or recommendations.

Superior communication skills, listening, and **collaboration**. Delaware desires a strong communicator and leader who listens well, is open to new ideas, sets clear expectations, facilitates community building and partnerships, and works well with members of Council, employees, and residents.

Ability to develop and empower City employees. The manager must have a team-oriented approach to leading employees. This expectation requires exceptional supervisory skills to champion the selection, development, and growth of employees. Supports employees to perform at their highest potential and **values diversity, equity, and inclusion**.

High ethical standards, transparency, and open leadership. Whether the manager is working with a resident, planning a project, or making a decision, they should be **honest and ethical**. This should be visibly demonstrable in all facets of the manager's interactions.

Serves as an **ambassador and champion** representing Delaware within the region, state, and nation. Is easily accessible, approachable, and visible to employees at all levels of the organization. Functions as a coach and mentor who encourages, supports, and recognizes individual professional development and achievement.

