

OUTSTANDING OPPORTUNITY TO SERVE THE RESIDENTS OF

THE CITY OF LAREDO, TEXAS

AS THEIR NEXT

CITY MANAGER



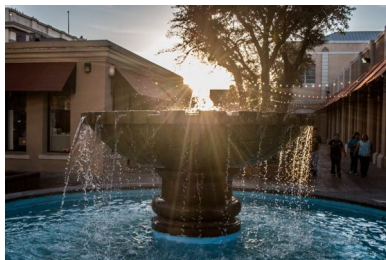
INTRODUCTION

The City of Laredo is a City located in the north bank of the historical Rio Grande River with a population of 260,654.

Many things distinguish the 65,000 acres where Texas real estate begins from the other 106M that comprise this great state. Laredo is quite on the edge, located on mile marker 1 of Interstate Highway 35, on the southern U.S. border and at the beginning of a tourism experience that is as unique, as it is charming.

The streets of downtown Laredo provide an absorbing history lesson, with architecture and museums that tell the tales 261-years -in-the-making, from the Republic of the Rio Grande Museum to the 119-year old Washington's Birthday Celebration and its museum, all found within Laredo's establishing epi-center, the Villa de San Agustin Historic District. More stories are to be discovered in five other significant historic districts throughout an easy distance from Laredo's iconic San Agustin Plaza.

In between food, history and hotels, there are so many options for activities to take in while in Laredo that it may take multiple trips, so plan several trips to a place where cultural confluence is an outstanding example of modern-day living.



ABOUT THE CITY GOVERNMENT

The City of Laredo was incorporated in 1755. Laredo is unique because it is the only City to operate international bridges between two Mexican states. The City owns, maintains and operates four-border crossing, three with Nuevo Laredo, Mexico and one with Colombia, Mexico. Laredo is at the center of the primary trade route. It is the only border city strategically positioned at the convergence of all land transportation systems between Canada, the United States and Mexico. The City of Laredo is the largest city in the County of Webb.

The City of Laredo 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 periodically when deemed appropriate by the City Council.

Laredo operates under the council-manager form of government. The policy-making and legislative authority are vested to the City Council consisting of the Mayor and eight Council members. The governing council is responsible, among other things for passing ordinances, adopting budgets, appointing committees, and the hiring of the City Manager. The City Manager is responsible for carrying out the policies and ordinances of the City Council, for overseeing the day-to-day operations of the government, and for appointing the directors of the various departments. The Council is elected on a non-partisan basis. Council members may serve up to two (2) four (4) year terms. The Mayor is elected to serve a four-year term with a limit of two (2) terms. All council members are elected by district. The Mayor is elected at large.

Laredo provides a full range of municipal services including police and fire protection, parks, recreational and cultural activities, libraries, recycling services, public health and social services, municipal housing, animal care facility, public improvements, public bus transportation, water and wastewater services, sanitation services, four international bridges, an international airport, planning and zoning, and

general administrative services Laredo's current All Funds operating budget is \$695 million. The City has 29 departments and employs approximately 2,564 employees.

For additional information about Laredo, please visit www.ci.laredo.tx.us.



LAREDO CITY COUNCIL	
Pete Saenz	Mayor
Rudy Gonzalez, Jr.	District 1
Vidal Rodriguez	District 2
Mercurio Martinez, III	District 3
Alberto Torres, Jr.	District 4
Nelly Vielma	District 5
Dr. Marte A. Martinez	District 6
George J. Algelt	District 7
Roberto Balli	District 8

ABOUT THE CITY MANAGER (From the City Charter)

ARTICLE III

CITY MANAGER

Section 3.01 Appointment; Compensation

The City Council, by the affirmative vote of no less than five Council Members, shall appoint a City Manager for an indefinite term and fix the manager's compensation. His/her compensation shall be reviewed on a yearly basis upon the anniversary of his/ or employment date.

Section 3.02 Qualifications

The City Manager shall be appointed on the basis of executive and administrative qualifications. He/she shall have a Bachelor's Degree and no less than seven years' experience in municipal government, five of which must be supervisory managerial experience. A Master's Degree in Public Administration is preferred. The City Manager need not be a resident of the City or State at the time of appointment, but must reside inside the City while in office.

Section 3.03 Removal

The City Manager shall not be appointed for a definite term, but may be removed at the will and pleasure of the City Council by the affirmative vote of no less than five Council Members. The action of the City Council in removing the City Manager shall be final, it being the intention of the Charter to vest all authority and fix all responsibility for such removal on the City Council.

Section 3.04 Acting City Manager

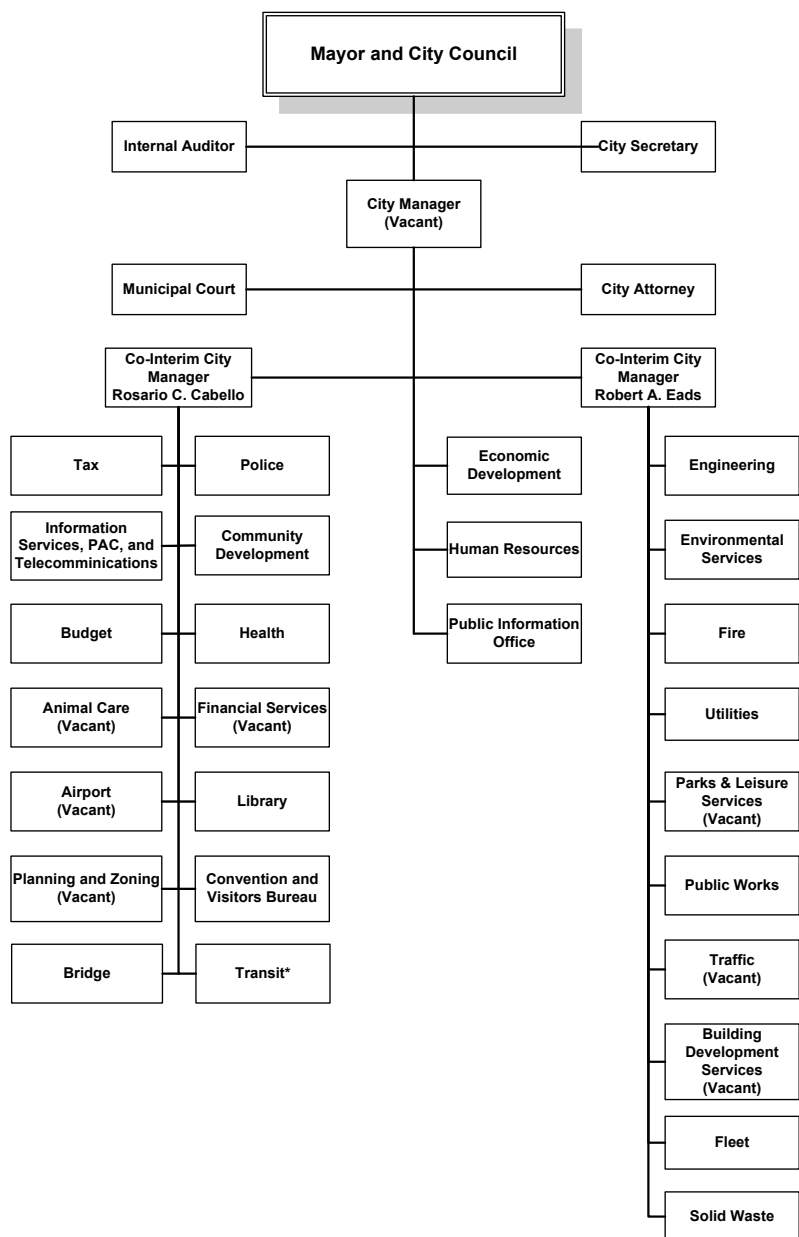
By letter filed with the City Secretary, the City Manager shall designate, subject to approval of the City Council, a qualified City administrative officer to exercise the powers and perform the duties of City Manager during his/her temporary absence or disability. During such absence or disability, the Council may revoke such designation at any time and appoint another officer of the City to serve until the City Manager shall return or his/her disability shall cease. In the event the City Manager is incapacitated and cannot or will not designate an Acting City Manager, then the City Council shall appoint an Acting City Manager by the affirmative vote of no less than five Council Members.

Section 3.05 Powers and Duties of the City Manager

The City Manager shall be the chief administrative and executive officer of the City. He/she shall be responsible to the City Council for the administration of all City affairs placed in his/her charge by or under this Charter. He/she shall have the following powers and duties:

- (1) Shall appoint and, when he/she deems it in the best interest of the City, suspend, reassign, or terminate any City department directors provided for by or under this Charter, except as otherwise provided by law, this Charter or personnel rules adopted pursuant to this Charter. Department directors shall have the power to appoint, remove, or suspend all employees in their respective departments pursuant to policy as stated in Section 4.01(B), Directors of Departments;
- (2) Shall direct and supervise the administration of all departments, offices, and agencies of the City, except as otherwise provided by this Charter or by law;
- (3) Shall attend all City Council meetings and shall have the right to take part in discussion but may not vote;
- (4) Shall see that all laws, provisions of this Charter and acts of this Council, subject to enforcement by the City Manager or by officers' subject to City Manager's direction and supervision, are faithfully executed;
- (5) Shall prepare and submit the annual budget and capital program to the City Council;
- (6) Shall 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;
- (7) Shall make such other reports as the City Council may require concerning the operations of City departments, offices and agencies subject to his/her direction and supervision;
- (8) Shall 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/she deems desirable, and
- (9) Shall perform such other duties as are specified in this Charter or may be required by the City Council.

CITY OF LAREDO, TEXAS



* Contracted Service

MISSION STATEMENT

To serve through Responsible
Administration, promote High
Standards of Ethics,
Professionalism and Integrity.



LAREDO'S ATTRIBUTES INCLUDE:

- ◆ Laredo is a big city with a small town feel. It is a diverse community filled with people who find ways to come together.
- ◆ Laredo has a young population (avg. age 28.6) and a low crime rate.
- ◆ The City is extraordinarily rich in history and culture
- ◆ Excellent educational resources are provided through two (2) public school districts, six (6) private schools and three (3) colleges and universities.
- ◆ Covering 102.6 square miles and with a population of over 260,000, Laredo is the tenth largest City in Texas.
- ◆ Laredo is part of the Laredo-Nuevo Laredo Metropolitan Area with an estimated population of approximately 650,000.
- ◆ Laredo is home to the largest inland port in the U.S.
- ◆ Laredo is the only border City strategically positioned at the convergence of all land transportation systems between Canada, the United States and Mexico.
- ◆ Laredo owns, maintains and operates four (4) international bridges which generate more than \$300 billion in annual trade revenue and contributes a combined total in excess of \$67 million annually to the City.
- ◆ Laredo is the only City to operate international bridges between two Mexican States.

AWARDS AND RECOGNITIONS

- ◆ 2019 Congress for New Urbanism National Merit Award for the Viva Laredo Comprehensive Plan
- ◆ The Finance and Budget Departments are members of the Government Finance Officers Association of the United States and Canada (GFOA).
- ◆ GFOA Certificate of Achievement for Excellence in Financial Reporting for twenty-nine years. In order to receive this certificate, the City must publish an easily readable and efficiently organized comprehensive annual financial report.
- ◆ GFOA Distinguished Budget Presentation Award for 27th consecutive years. The City's budget document must be proficient in several categories including as a policy document, a financial plan, an operation guide and a communication device.
- ◆ The Laredo Fire Department was the 1st Fire Based EMS Department in the State to get accredited as a college.
- ◆ 2018 Municipal Traffic Safety Award - Recognized for outstanding accomplishments in the area of traffic safety and impaired driving prevention.
- ◆ Recognitions for the Health Department:
 - ◆ National Association of City and County Health Officials as a "Preparedness Public Health Ready" (PPHR) Health Department
 - ◆ Texas Department of State Health Services for Women Infants and Children (WIC) Program for its innovation in customer service and for our lactation services
 - ◆ Bridge Diabetes Management Program for surpassing all performance measures and increasing awareness on chronic disease prevention using social media
- ◆ Binational Health Prevention and surveillance efforts
- ◆ US Environmental Protection Agency (EPA) for our efforts to promote environmental and health services and for our green space built environment policies and ordinances
- ◆ Centers for Disease Control and Prevention (CDC) for border health surveillance and binational coordination
- ◆ Serve as Vice chair of the Border health Task Force reporting to the Commissioner of Health on Border Health Needs
- ◆ Coalition partner with Texas AM International, Methodist Healthcare Ministry and local partners to integrate behavioral health into primary care.
- ◆ Texas Workforce Solutions for placing students, interns and special needs persons in the workforce



OPPORTUNITIES, ISSUES AND CHALLENGES (Not Prioritized)

- Ensuring community cohesiveness among Laredo's historic downtown, its five additional historic districts and its newly developing areas.
- There are border issues resulting from the current influx of asylum seekers.
- Continuing revitalization of Laredo's historic downtown.
- Economic development targeted at job creation and skills training.

THE MINIMUM JOB REQUIREMENTS:

Minimum Requirements include:

Bachelor's Degree from an accredited College or University with no less than seven (7) years of experience in municipal government, five (5) of which must be supervisory/managerial experience.

Desired Qualifications include:

Master's degree and at least ten (10) years of experience in municipal government with seven (7) of these having been in the supervisory/management capacity of a City Manager, Assistant City Manager or Department Director; ICMA-CM City Manager Credential; and Economic Development Certification.

CHARACTERISTICS OF THE IDEAL CANDIDATE

- Is an assertive leader who knows when to empower and when to be firm.
- Solicits ideas, listens and will change course when better options or solutions are presented.
- Shares information readily.

- Technically skilled, current, and knowledgeable in all critical aspects of municipal operations and management.
- Is forward thinking and goal driven while respectful of Laredo's unique culture and history.
- Skilled with transportation and infrastructure issues.
- Values diversity and is sensitive to all people.
- Ability to speak Spanish would be a plus but is not required.

COMPENSATION

The beginning salary will be negotiable depending on the experience and qualifications of the selected candidate. Laredo provides excellent benefits including: Texas Municipal Retirement System, choice of health insurance, dental Insurance, life Insurance, vision care, available deferred compensation, and comprehensive paid time off benefits.

TO APPLY:

The position will remain open until December 31, 2019. If interested, please email your resume and cover letter with your current salary to slavin@bellsouth.net.

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.



LAREDO IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.

THE CITY COMPLIES WITH THE AMERICANS WITH DISABILITIES ACT