



Town of Wickenburg

Wickenburg Arizona

Wickenburg Ranch

Town Manager Recruitment
Apply by June 12, 2017

DAVID E. CARTER WICKENBURG / MARICOPA COUNTY

Town Hall

The Community

Wickenburg is a community rich in tradition. Founded in 1863 and incorporated in 1909, it is one of Arizona's oldest communities. The Town's "Old West" spirit is showcased in its unique downtown area and special events held throughout the year. True West Magazine recognized Wickenburg among the ten best western towns in the world.

Wickenburg is located 60 miles northwest of downtown Phoenix at the intersection of Highways 60 and 93 connecting Las Vegas and Phoenix. The year-round population is estimated at 7,004, a number that increases significantly with the arrival of winter visitors. The regional trade area is estimated at more than 20,000.

The Community boasts a highly-ranked school system and is within an hour of numerous higher education institutions, including Arizona State University. Arts and cultural amenities include the renowned Desert Caballeros Western Museum and the Del E. Webb Center for the Performing Arts. Residents also enjoy year-round access to hiking, biking, horseback riding, golf, and more.

The Wickenburg Community Hospital provides 24/7 healthcare and functions as the centerpiece of a highly regarded medical service industry that also includes several prominent behavioral health corporations.

Long known as the "Dude Ranch Capital of Arizona," Wickenburg continues its reputation as a "getaway" from the Phoenix metropolitan area while reinventing itself as a West Valley leader and the "Team Roping Capital of the World."

Downtown Wickenburg is a destination for tourists from across the world, boasting unique points of interest and a variety of local shops, restaurants, and businesses. Three area golf courses complement an array of parks, courts, trails and aquatic facilities. Regional destinations include the Hassayampa River Preserve, Vulture Peak, Lake Pleasant, Alamo Lake State Park and the Granite Mountain Hotshots Memorial.

Wickenburg has 26.1 square miles within its Town limits in both Maricopa (Phoenix) and Yavapai (Prescott) Counties.



Town Government

The Town of Wickenburg has operated under the council-manager form of government since 1944. The Mayor, who is directly elected, has a four-year term. The six Council Members are elected at-large to staggered four-year terms. Neither the Mayor nor Town Council Members have term limits.

The Town Manager is selected by the Mayor and Council and serves as the organization's chief executive officer. The Town Manager is responsible for management of the Town organization, preparing the annual budget, and making policy recommendations to the Town Council. In addition to the Town Manager, the Council appoints the Town Attorney and Judge.

All seven department directors report to the Town Manager as well as the Economic Development and Community Relations Manager and the Administrative Assistant, which is shared with the Town Clerk's office. Also, while the Town has a Human Resources Coordinator, the Town Manager serves as the Human Resources Director. Finally,

the Town Manager is the Town's representative to various legislative and intergovernmental bodies.

The Town is a full-service-plus organization providing the following services: Water; Wastewater; Electric; Sanitation; Police; Fire; General Aviation Airport; Library; Parks and Recreation; Events Center; and Cemetery.

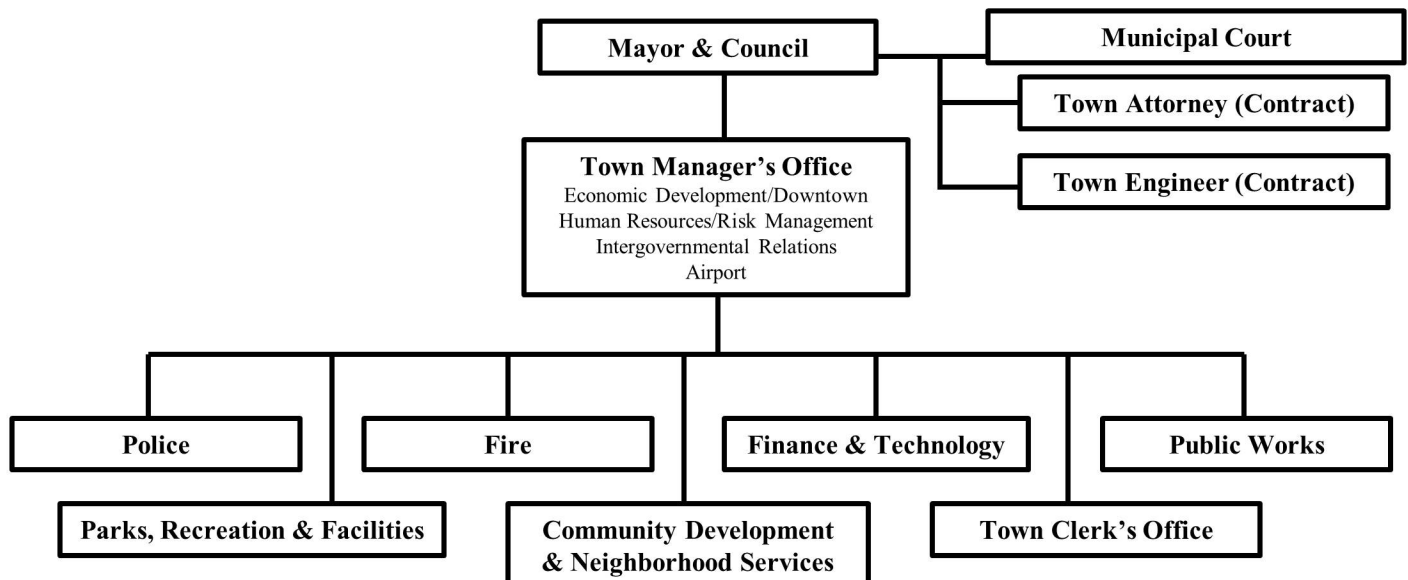
The Town has a \$31.1M operating budget, a \$6.7M five-year Capital Improvement Program (CIP), and 85 FTEs. Sales taxes constitute approximately one-half of General Fund revenues, and the General Fund has a fund balance of 20 percent of annual revenues. The Town has five enterprise funds (Water, Wastewater, Sanitation, Electric, and Airport) all of which are self-sufficient except for the Airport, which has enough revenue to support only its operating expenses.

The Town has no general obligation debt and does not conduct collective bargaining with any employee groups. The Town has had six Town Managers in the last 33 years, all of whom left voluntarily.



Town of Wickenburg

Organizational Chart



Strategic Plan

The Town has a strategic plan which is updated annually by the Town Council. An overview of the plan is shown below. The entire strategic plan can be found at <http://www.wickenburgaz.org/DocumentCenter/View/3575>.

Mission Statement

The mission of the Town of Wickenburg is to provide excellent customer service and a clean, safe and vibrant Western community for the benefit of all residents, businesses and visitors.

Vision Statement

Wickenburg will be known as the best Western town in Arizona and one of America's best places to live, raise a family, do business and enjoy an outdoor lifestyle.

Guiding Principles

The Town of Wickenburg...

- Welcomes new opportunities while respecting history.
- Seeks to engage and build trust with its citizens.
- Plans and invests for the future.
- Is an organization that strives for excellence.

Priority Areas

- Economic Development
- Downtown
- Public Safety
- Youth & Families
- Natural Resources & Recreation



Issues and Opportunities

The following is a summary of the issues and opportunities to be managed by Wickenburg's next Town Manager.

Managing Growth

Wickenburg has been experiencing a steady population growth of almost 2.5 percent annually over the past 15 years. However the community is now poised for much more rapid growth as construction of the 2,160 acre Wickenburg Ranch has begun. When completed, Wickenburg Ranch, a Trilogy resort community, will consist of more than 5,000 houses. Approximately 175 houses have already been constructed at Wickenburg Ranch, as have two golf courses and other amenities. The Big Wick golf course at Wickenburg Ranch is a championship course with views of Vulture Peak and Prescott National Forest. Wickenburg Ranch also has a 40,000 square foot golf and social club with art classes and gourmet dining, which is open to the general public as are the golf courses.

The Town has streamlined its development review processes, which has led to interest in the development community about undertaking additional development projects in Wickenburg. The Town recently annexed 2,500 acres and additional annexation opportunities are expected. It is important the Town manage this growth so it is not a financial burden on the Town but rather an opportunity for the Town to build and maintain its infrastructure and retain its currently sound financial condition. Also, there is an overarching need for the Town to balance new growth with Wickenburg's old West small-town charm and its strong community identity and pride.

Community Engagement

Wickenburg has a high level of community involvement which takes many forms including:

- Town initiated neighborhood engagement such as door-to-door polling on neighborhood issues and block parties to learn more about neighborhood needs and solutions;
- Community-wide Town Hall events on specific topics such as economic development;

- Using community volunteers to provide labor for Town projects;
- Philanthropy ranging from major contributions for CIP projects to sponsorship of Town events; and
- Town communications including weekly newspaper articles, monthly newsletters, and use of social media.

It is expected this high level of community engagement will continue and that the Town will find additional creative ways to involve stakeholders.

Teamwork

There is presently a high amount of trust and mutual respect both among and between the Town Council and Town staff. This type of teamwork has contributed to Wickenburg's success over the last several years and is something all parties wish to retain.

Interstate 11

In 2014, the Arizona and Nevada Departments of Transportation completed the Interstate 11 (I-11) & Intermountain West Corridor Study. The study included detailed corridor planning of a possible interstate link between Phoenix and Las Vegas and high-level visioning for extending the corridor south to Mexico and potentially north to Canada. This study is of extreme importance to Wickenburg's future as vehicular traffic between Phoenix and Las Vegas now passes through Wickenburg on US Highway 93.

Currently the Arizona Department of Transportation (ADOT) is conducting a Tier 1 Environmental Impact Statement (EIS) study to identify a selected corridor for I-11 between Nogales and Wickenburg. The Town of Wickenburg needs to continue its involvement in this matter to make sure its interests are well represented in the ADOT study process.

Downtown Revitalization

The Downtown Heritage area consists of 64 acres near the crossroads of US Highways 93 and 60. The Town Council has undertaken several planning efforts to enhance the unique sense of place, energy, and excitement that exists today downtown. Strategies are sought for encouraging businesses to occupy empty storefronts, maintaining high aesthetic design standards that promote Western culture, having more special events, and making parking improvements to allow visitors easy access to points of interest.

Job Requirements

The minimum job requirements are: 1) Bachelor's degree in related field (Master's degree preferred); and 2) 7-10 years of relevant experience; equivalent combination of education and experience will be considered.

Desired Professional and Personal Attributes

The following are the desired professional and personal attributes Wickenburg's next Town Manager should possess.

- Honest with ethical standards beyond reproach
- Visionary, energetic leader who collaborates with stakeholders to build consensus
- Experience in rapidly growing communities dealing with growth management issues and negotiating development agreements highly desired
- Communicates openly, freely, and directly without hidden agenda—able to communicate effectively with various personality types
- Able to articulate where community and organization need to go versus where they may want to go
- High level of integrity whose actions match their words
- Strategic planning experience with ability to implement work plans to address goals in strategic plan
- Understands they cannot be effective staying in their office all day but must have high community visibility, be engaged in civic activities and events, and encourage staff to do same
- Able to work effectively with highly qualified professional management staff
- Creative, innovative, and "thinks outside the box"
- Good financial management skills and sense of fiscal discipline
- Nourishes current positive organization-wide teamwork and employee morale
- Good listening and writing skills
- Continue pay-as-you-go CIP projects ensuring Town has sufficient infrastructure and facilities

to keep up with community growth and replace older infrastructure as needed

- Models responsive and effective customer service for Town employees
- Keeps up with local government management state-of-the-art and supports professional development for Town staff
- Economic development, airport management, utility systems management, public finance, land use, and water law knowledge and experience valued
- Tech savvy
- Experience facilitating development of workforce housing a plus



Compensation

The salary range for the Town Manager position is \$110,000 to \$150,000. Appointment may be made above the minimum salary dependent on the selected individual's qualifications and match with the desired attributes being sought by the Town.

A competitive benefits package includes medical, dental and life insurance, enrollment in the Arizona State Retirement System, 88 hours of annual paid holidays, wellness program with fitness center membership, employee assistance program, generous vacation and sick leave allowances, and a 4-10 work schedule.

The Town will pay reasonable and customary moving expenses for the next Town Manager, who is required to live within five miles of the Town center and strongly encouraged to live within the Town limits.

To Apply

The position will remain open until filled with the first review of resumes occurring on June 12, 2017. In order to be considered for this position, please send your resume and cover letter with current salary to pwconsulting@cox.net. For additional information about this job, please contact:

Paul Wenbert, Western Regional Manager
Slavin Management Consultants
Mesa, Arizona
480-664-2676
pwconsulting@cox.net

**AN EQUAL OPPORTUNITY
RECRUITER/EMPLOYER**





Rodeo Arena

155 N TEGNER STREET, SUITE A
WICKENBURG, ARIZONA 85390



Town of Wickenburg

928-684-5451
www.wickenburgaz.org



Wickenburg Sunset