

CITY OF WICHITA, KANSAS

Invites your interest in the position of:

HUMAN RESOURCES DIRECTOR



CITY OF
WICHITA



LOCATION AND HISTORY

Wichita, with a population of 382,368, is the largest city in Kansas and the county seat of Sedgwick County. Major highways, including the Kansas Turnpike and Interstate I-135, link the City with a large trade area that encompasses a population of more than one million people within a 100-mile radius. The nearest large cities are Denver to the west, Kansas City to the northeast, Oklahoma City to the south, and Tulsa to the southeast.

HISTORICAL BACKGROUND

Wichita has served as a trading center and meeting place for many years. The first permanent settlement in Wichita was a collection of grass houses inhabited by the Wichita Indians in 1863. J.R. Mead became the first white settler in 1864 when he opened a trading post. Jesse Chisholm pioneered the Chisholm Trail in 1865.

Wichita was incorporated in 1870. Wichita became a destination for cattle drives from Texas, which explains its nickname, "Cowtown." The original stimulus to the City's economic development was the extension of the Santa Fe Railway into Wichita in 1872. Wichita boomed as a cow town until the late 1870's when settlers fenced off the prairie and the Chisholm Trail with barbed wire, and many cattle drives shifted west to Dodge City. In 1886 Wichita was incorporated as a city of the first class, and was established as the region's principal city.

During the 1890's, the grain produced from farms in the region more than equaled the wealth formerly generated by the cattle trade, and Wichita became a trade and milling center. The Mentholatum Company was founded in 1894 by A. A. Hyde to produce medicines. In 1914, the discovery of oil broadened the economic base, drawing numerous services, distributive enterprises and metal-working industries. Wichita was the headquarters of the former Derby Oil Company, which was purchased by Coastal Corporation in 1988.

In the 20th century, aircraft pioneers such as Clyde Cessna, Walter Beech and Bill Lear began projects that would lead to Wichita's establishment as the "Air Capital of the World." In 1917 the Cessna Comet was the first airplane that was manufactured in Wichita.

ta. Cessna and Hawker Beechcraft remain based in Wichita today along with Learjet and Spirit AeroSystems. and both Airbus and Boeing maintain a workforce in Wichita. Since the growth of the aircraft industry began during the inter-war years. Wichita has been a leading producer of general aviation and commercial aircraft. McConnell Air Force Base was activated in 1951 and has remained an important factor in the community.

Wichita has evolved into a cultural and entertainment center. The downtown district offers nightclubs, restaurants, retail shops, museums and parks. Intrust Bank Arena features 22 suites, 2 party suites, 40 loge boxes and over 300 premium seats with a total potential capacity of over 15,000. This arena is located in the middle of Wichita and opened in January 2010.

Several universities are located in Wichita, the largest being Wichita State University. Wichita State University was founded as Fairmount College, a municipal university, in 1895. Friends University and Newman University are also located in Wichita.

In July 2006, CNN/Money and Money Magazine ranked Wichita 9th on its list of the 10 best U.S. big cities in which to live.⁵ In 2008, Wichita, Kansas topped the MSN Real Estate list of livable bargain markets.⁶ Wichita has also been named the most "Uniquely American" city by Newsmax Magazine.

Population Growth

Wichita's population growth has been steady for the past three decades.

Demographics

The racial and ethnic composition of Wichita's population is comparable to that of the nation. Current trends indicate the fastest growth rate to be among Asian/Pacific Islanders and persons of Hispanic origin.

Climate

Wichita is located on the central plains far from any large moderating influences such as mountains, oceans, or lakes. There is a wide range of temperatures, which fall between a humid subtropical climate and a humid continental climate with hot humid summers and somewhat cold, dry winters.

Population by Race/Ethnic Origin - 2010 (Percent of Total)		
	U.S.	Wichita
Hispanic Origin *	16.30%	15.3%
Not Hispanic	83.70%	84.7%
White	72.40%	71.9%
Black/African American	12.60%	11.5%
American Indian	0.90%	1.2%
Asian	4.80%	4.8%
Other **	9.30%	10.6%
* May be of any race, consequently percentages will add to more than 100%		
** Includes other races and persons identifying themselves as multiracial		
Source: 2012 Decennial Census		

Despite these extremes, Wichita is known to have more sunny days throughout the year than Miami. Over the course of a year, temperatures range from an average low of about 20 °F (-7 °C) in January to an average high of nearly 93 °F (34 °C) in July.

Education

Wichitans place great importance on education. In 2009 87.6 percent of Wichita's citizens aged 25 years and older had at least a high school diploma, compared to 85.3 percent in the nation overall.

Wichita is served by eight public school districts. The Wichita Public School District (USD 259) is the largest in the City. More than 50,000 students were enrolled in fall 2010.

In addition to the public school districts, there are dozens of private and parochial schools serving preschool through high school students, as well as those needing special education. Fifteen colleges and universities in the local area serve Wichita, including Wichita State University, University of Kansas-School of Medicine, Friends University, Newman University, and the Wichita Area Technical College.

Health Care

Wichita is a first-class regional medical center with 12 acute care and freestanding specialty hospitals providing the community with nearly 2,800 licensed beds. In addition to these major treatment facilities, there are nearly 45 nursing homes and assisted living facilities. Wichita is also home to the Center for Improvement of Human Functioning, an international bio-medical research and educational organization specializing in nutritional medi-



cine and preventive care.

Public Safety

Over the years, the Wichita Police Department has received national recognition and has been the recipient of several awards. The Webber Seavey, an international award for quality law enforcement, was presented to the Wichita Police Department in 1996 and 2003.

The Wichita Police Department reported a 7.3 percent decline in major crimes and a 4.5 percent decrease in the number of overall crimes in 2010 compared with 2009.

Transportation

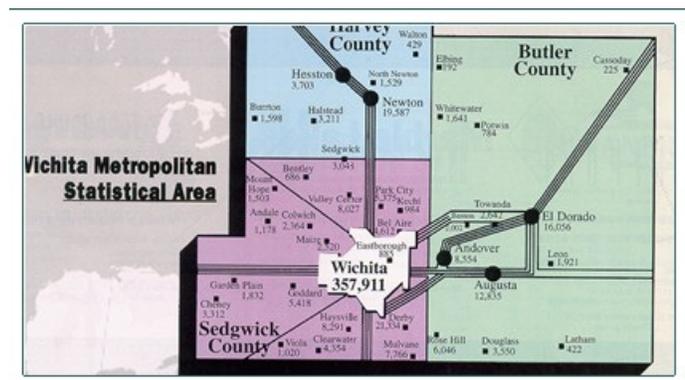
Wichita Mid-Continent Airport, the largest airport in Kansas, is a combination commercial air carrier and general aviation complex providing accommodations for all aircraft. Passenger service is offered through the following airlines:

- AirTran Airways
- Allegiant Air
- American Airlines
- Delta Air Lines
- Frontier Airlines
- United Airlines

Cargo service is provided by three major carriers. Federal Express, UPS Supply Chain Solutions, and UPS.

Culture and Leisure

Recreational opportunities abound in Wichita. Additionally, the City's compact size allows minimal travel time (average 30 minutes) to outlying areas with open prairie and lakes. Inside the city limits there are 123 municipal parks and greenways covering more than 4,800 acres. At least 250,000 trees are planted in Wichita's public grounds. Cultural activities include museums, theaters, an observatory, a botanical garden, and a natural setting zoo. Exploration Place, the Sedgwick County science and discovery center which celebrated its 10th anniversary in 2010. The Wichita Art Museum celebrated its 75th anniversary in 2010.



Special events take place year-round, culminating in the area-wide nine-day River Festival in June. Beginning as a city-financed centennial celebration in 1970, the River Festival has grown steadily. In 2010, it was recognized as one of the top 100 events in the United States by the American Bus Association for 2011.

Minor league baseball, professional hockey and indoor football are major attractions in the Wichita area. After 10 years without an indoor soccer team, the Wichita Wings will be back in 2011 as a Major Indoor Soccer League team. The twin-sheet ice skating arena, Wichita Ice Center (page 184), is available for additional sporting events. Wichita operates City-owned golf courses, while other golf courses are available for public play and membership-only users.

Built in 1969, Century II is Wichita's performing arts and convention center. The new downtown INTRUST Bank Arena, owned by the Sedgwick County government, opened its doors to the public in 2010. In its first year of operation, the arena hosted 80 events that featured 119 performances and attracted more than 492,000 guests.

Downtown Revitalization

Downtown Wichita serves as the region's commercial, entertainment, artistic, cultural and government center. The central business district has 3.7 million square feet of rentable office space, or more than 44 percent of all rentable office space in Wichita.

Old Town, in the heart of Wichita, is known for its brick-lined streets, historic lampposts and converted warehouses. The late 19th century and early 20th century buildings house more than 100 restaurants, shops, clubs, theaters, galleries, museums and businesses. In addition, eleven apartment communities provide loft apartments and condominiums, as well as opportunities for warehouse living.

In December 2010, the City Council adopted Project Downtown: The Master Plan for Wichita. In the first phase, the plan focuses activity on retail, entertainment and housing growth along the Douglas corridor, Union Station and the Naftzger Park area, the Commerce Street arts district and the St. Francis corridor.

THE GOVERNMENT AND THE HUMAN RESOURCES DEPARTMENT

The Government

In 1918, Wichita became one of the first municipalities in the United States to adopt the Commission-Manager

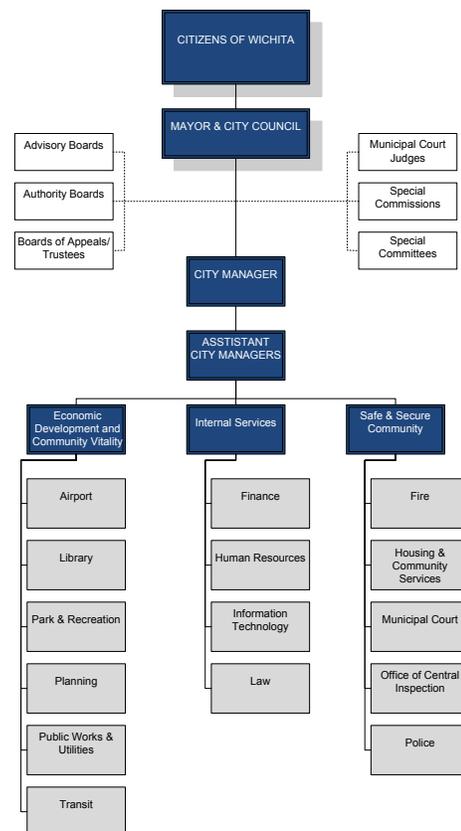
form of government. The City Council and the Mayor conduct all legislative functions for the City of Wichita and establish general policies, which are executed by the City Manager. Six Council members represent districts within the City, and the Mayor is elected at-large. The Mayor and Council members serve four-year staggered terms.

Robert Layton was appointed the 21st City Manager for Wichita on February 1, 2009. He is only the third permanent City Manager since 1985. He oversees an operating budget of \$533.4 million, a ten year capital improvement budget of over \$2 billion, and more than 3,000 full time employees.

As a key department head, the Human Resources Director reports to the City Manager, prepares and administers the Human Resources Departmental budget, prepares H/R related City Council agenda items and may speak before the Council concerning H/R and labor relations issues.

The Human Resources Department is assigned the following functions: recruitment and selection, classification and compensation, payroll, employee training, HRIS,

CITY OF WICHITA
Organizational Chart



equal employment and affirmative action, labor relations and employee relations. The Department also administers federal and state programs, municipal personnel policies and procedures and the City's various labor contracts. Currently the Department is allocated 17 full-time positions although not all of them are filled. In response to the current recession the City conducts a thorough needs assessment prior to filling vacant all positions.

The ideal candidate will be a contemporary and forward thinker who is current in the field and has a full breadth of current technical knowledge. He or she must understand the strategic advantage that a strong and outcome driven human resources system provides to an organization. He or she must be a confident, proactive and collaborative professional who also possesses strong interpersonal skills, is adept in both verbal and written communications, understands complex organizational dynamics, is skillful at conflict management, understands interest-based bargaining and is results focused and skilled at interdepartmental partnership building. The job demands a positive team oriented attitude.

The position requires graduation from a four-year college, preferably with a master's degree, with specialization in personnel, public administration or labor relations combined with at least seven years of experience in a human resources or public administration position to include three years of responsible supervisory experience. An equivalent combination of experience and training may be accepted. The successful selected candidate will pass a pre-employment physical, which includes drug screening.

More information about the City of Wichita can also be found on www.wichita.gov.

Compensation

The current salary range is \$79,052 to \$152,620. A highly competitive beginning salary is negotiable based upon qualifications and experience. The City provides excellent benefits.

To Apply

Please send a cover letter, resume and current salary by January 25, 2013 to:

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SLAVIN MANAGEMENT CONSULTANTS
3040 Holcomb Bridge Road #A1
Norcross, GA 30071
Phone: 770.449.4656
Fax: 770.416.0848
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The City of Wichita is an Equal Opportunity Employer

