



CITY MANAGER

BAINBRIDGE ISLAND, WASHINGTON

EXECUTIVE SEARCH PROVIDED BY





THE COMMUNITY

Located in the heart of Puget Sound, part of the aboriginal territory of the Suquamish Tribe, Bainbridge Island is a unique progressive, educated, prosperous, and civically-engaged community, working toward equity for all residents. Measuring 28 square miles and encompassing 53 miles of topographically diverse shoreline, it is easily accessible to Seattle by a 35-minute ferry or from the Agate Pass on the island's north end. The City of Bainbridge Island has comprised the entire island since 1991, when the City of Winslow—then the island's urban center—annexed the rest of the island and transitioned to a home rule form of government.

Bainbridge Island is notable for its beauty, its maritime climate, and its intentionality regarding growth, development, and a strong commitment to the environment. The island consists of beaches and harbors, forests and fields, trails and two-lane roads, and homes and businesses surrounded by the waters of Puget Sound.

The island has a rich natural and cultural history, including the presence of indigenous people, followed later by an influx of European and Asian immigrants, who built timber, maritime, and agricultural economies. Contemporary Bainbridge Island is home to a diverse mix of people including artists, business professionals, farmers, students, and retirees.

The island enjoys a rural feel that includes, small farms, stands of trees, and wooded areas that dot

the landscape. In fact, residents hold protection and conservation of the Island's natural ecosystems as a primary community value, passing a bond measure to purchase hundreds of acres of forests, meadows, beaches, trails, and public farmland to retain the Island's open spaces.

Bainbridge Island is the second largest city in Kitsap County. Its population has remained relatively stable over the past two decades, following rapid growth from 1980 to 2000. In the 2010 census, the population was just over 23,000. By 2019, the estimated population had grown to more than 25,000. The majority of the population is above 45 years of age and the median age is 48.5. Islanders are well-educated—66.6 percent of the adult population hold a bachelor's degree or higher.

Cultural sites include the Bainbridge Island Museum of Art, the Japanese-American Exclusion Memorial, Bainbridge Island Historical Museum, Bloedel Reserve, Islandwood, and Bainbridge Performing Arts. The combination of waterfront parks, woodland trails, varied dining and shopping choices, and miles of shoreline appeal to residents and visitors alike.



THE COMMUNITY *continued*

Many residents work in the Seattle metropolitan area or other parts of Kitsap County. Almost 60 percent of Bainbridge Island residents hold professional or management positions, resulting in significantly higher median household incomes than the national average. Since 2000, the proportion of Bainbridge Island households with incomes greater than \$200,000 has steadily increased. With a median home value of over \$900,000, the City is committed to finding effective ways to provide affordable housing in an expensive market. Employment on the island comes from a mixture of retail shops, service and home-based businesses, manufacturing, government, education, and healthcare.



GOVERNANCE AND ORGANIZATION

The City of Bainbridge Island is a non-charter code city with a Council-Manager form of government. The City Council consists of seven members, including two representatives from each of three wards (north, central, and south), and one member who serves the entire island on an at-large basis. Council members serve staggered four-year terms. Each year, the City Council chooses a Mayor, who serves as chair, and presides at Council meetings.

The City Council hires a professional City Manager, who reports to the City Council and is responsible for the day-to-day operations of the organization. The City provides an array of municipal services including Finance and Administrative Services, Municipal Court, Planning and Community Development, Public Safety, and Public Works, including water and sewer utilities. Separate taxing districts provide Fire, Library, and Parks services.

The City of Bainbridge Island has 133 employees. It has an annual operating and capital budget of \$42.1 million.

CHALLENGES AND OPPORTUNITIES

Bainbridge Island provides exciting opportunities for the next City Manager to collaborate with elected officials, residents and all stakeholders to actively participate in shaping a joyful, stable, inclusive, and sustainable community.

The City's Comprehensive Plan, last updated in 2017, outlines an ambitious long-range plan to preserve the nature of an all-island city, which has a unique culture and planning and development needs that are different from typical mainland communities.

In 2018, in response to testimony of Islanders, the City, committed to taking measures to increase racial equity on the island, created a Race Equity Task Force. The City is also becoming a member of the Government Alliance for Race and Equity (GARE).

As of year-end 2019, City departments had made notable progress towards responding to the implementing actions identified in the Comprehensive Plan and continuing this progress will be a top priority for the next City Manager.



THE IDEAL CANDIDATE

The Bainbridge Island City Council seeks an innovative and inclusive City Manager who will embrace and advocate for a high level of public participation in decision-making processes that are open and transparent. The selected candidate will work collaboratively with the governing body and residents to address the needs and growth of the island.



While technical proficiency in delivering City services is essential, the successful candidate must also demonstrate a capacity for adaptive leadership in working with the City Council to address the complex problems that must be faced in the struggle to develop a sustainable and equitable community within the contexts of rapid climate, societal, and economic changes. The next City Manager must be able to garner the trust and support of the community, advise the City Council on the best paths to develop its objectives and achieve its vision, and lead the organization in planning and execution of those strategies. Accessibility and accountability to the public is highly valued and the successful candidate must be a strong advocate for implementation of the Comprehensive Plan.

The City Council values diversity and places a high priority on selecting a candidate with a demonstrated ability and commitment to optimizing racial equity on the island.

Attributes of the successful candidate include:

- A deep understanding of land use planning and the knowledge and experience working with the departmental operations of a high-demand, high-performance municipal organization.
- An inclusive, collaborative leadership style and an engaging, confident interpersonal style that acknowledges and respects the roles of all stakeholders—from the general public to the City Council, as well as city staff, local business and tourism sectors, and regional and state partners.
- Excellent cultural competency, racial literacy and demonstrated experience in proactively eliminating inequities, prioritizing areas that lead to long-term equitable outcomes for all, and increasing success for all residents.
- A strategic thinker and creative problem solver with the ability to identify objectives, determine plans to meet those objectives, and lead the organization in executing the operations that will achieve those objectives.
- A leader who can balance the City's primary initiatives that include a sustainable transportation plan, a climate action plan, and task forces for green building and racial equity. Non-motorized/multi-modal planning experience is highly desired.
- A high degree of political sensitivity in all matters, including the ability to help the City Council navigate the decision-making process of serving the varied needs and expectations of the Bainbridge Island community.
- Strong communication skills to listen and absorb information, coupled with the skills to inform, educate, and inspire at every level of the organization and throughout every sector of the community. This includes a commitment to embracing and advocating for a high level of public participation in the decision-making process to ensure inclusivity, openness, and transparency.
- A successful record supervising and mentoring staff and teams, including professional and leadership development, to encourage public service and community engagement to build credibility.
- A strong focus on innovation and healthy governance with leading edge thinking on how to run a small and unique city.



EDUCATION AND EXPERIENCE

A bachelor's degree in public administration, business administration, or a related field with a minimum of ten (10) years of progressively responsible experience in city management or a comparable profession is required. An advanced degree in a relevant field and demonstrated commitment to individual professional development is preferred.

The City desires candidates who have actively worked on climate change and emission reduction initiatives on a local level.

COMPENSATION AND BENEFITS

The City of Bainbridge Island offers a competitive salary, depending on experience and qualifications, and a choice between two State of Washington retirement plans. A full range of leave and insurance benefits is also provided.





APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGROpenRecruitments>

For more information on this position contact:
Ron Holifield, Chief Executive Officer
Ron@GovernmentResource.com
214-676-1691



The City of Bainbridge Island is an Equal Opportunity Employer. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

CITY OF BAINBRIDGE ISLAND
bainbridgewa.gov

BAINBRIDGE ISLAND CHAMBER OF COMMERCE
bainbridgechamber.com

KITSAP ECONOMIC DEVELOPMENT ALLIANCE
kitsapeda.org

VISIT BAINBRIDGE ISLAND
bainbridgeisland.com
visitkitsap.com

BAINBRIDGE ISLAND SCHOOL DISTRICT
bisd303.org

BAINBRIDGE ISLAND DOWNTOWN ASSOCIATION
bainbridgedowntown.org

BAINBRIDGE ISLAND SOCIAL MEDIA AND COMMUNICATIONS

CITY MANAGER'S REPORT
bainbridgewa.gov/500/City-Managers-Report

COBI CONNECTS
bainbridgewa.gov/1151/COBI-Connects

