



KINGSVILLE, TEXAS

CITY MANAGER

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES



SMALL TOWN CHARM, TEXAS-SIZED PRIDE

THE COMMUNITY

Situated between the sparkling Texas Gulf Coast and the wild Brush Country of South Texas, Kingsville, Texas, is rapidly becoming one of the most idyllic places to live and raise a family. Located on the U.S. Hwy 77 corridor between Corpus Christi and Harlingen, Kingsville has a population of 26,071 and is the county seat of Kleberg County. Founded in 1904, Kingsville is known for being the birthplace of the American ranching industry. With a rich cultural heritage and convenient access to the sparkling waters of Padre Island National Seashore, the City has all of the advantages of small-town living with easy access to major amenities.

Kingsville remains a vital part of the Texas ranching industry with more than 60,000 cattle and 300 quarter horses. Kingsville is also home to Texas A&M Kingsville, a leading public research university; Naval Air Station Kingsville, one of the U.S. Navy's two locations for jet aviation training; and several Fortune 500 industrial companies. From its quaint, historical buildings downtown to the longhorn and Santa Gertrudis cattle that graze in the King Ranch, Kingsville retains much of its unique historical charm while continuing to steadily grow into its future. Whether you're a birding aficionado, a connoisseur of the arts, a history buff, or a university student, Kingsville has something for everyone. The City typically sees a steady growth of 2% to 3% on a yearly basis, which is somewhat impacted by the university and the Naval Air Station Kingsville.

The Kingsville Parks and Recreation Department provides many high-quality leisure programs and recreational facilities designed to increase the social, cultural, and physical wellbeing of all citizens. Residents and visitors also enjoy a variety of cultural arts amenities, such as several ballet folklorico and mariachi groups organized through both the school district and university; the Kingsville Symphony Orchestra, which performs multiple multi-cultural programs throughout the year; the Ben Bailey Art Gallery, featuring multiple traveling art exhibits throughout the year; and the John E. Conner Museum, which boasts a number of temporary exhibits.

One of the top tourist attractions in Kingsville is the legendary 825,000-acre King Ranch®, the largest ranch in Texas and one of the largest ranches in the U.S. The King Ranch® also has a museum in Kingsville along with the flagship King Ranch® Saddle Shop store, which sits in the Main Street downtown district and serves as a beautiful backdrop for special events and festivals held downtown.

Other popular attractions include Wild Horse Distillery, serving award-winning Texas made rum; a Farmers Market, hosted at the pavilion on the fourth Saturday of every month; the L.E. Ramey Golf Course, a City-managed 18-hole golf course with new greens installed in 2018; and the 1904 Train Depot, a City-managed museum that features the history of Kingsville and is the very spot where the City was established on July 4, 1904, when the first passenger train made its way south towards the Rio Grande Valley, opening up travel in south Texas. Kingsville is also home to the Mother Julia Project. Mother Julia established more than 45 convents in Mexico and the United States, opening her first U.S. convent in Kingsville. She is on the path to Sainthood and is now honored with a chapel and museum along Richard Street.

Celebrations and festivals in Kingsville include Festival de la Loteria, Ranch Hand Weekend, the King Ranch® Ranch Hand Breakfast, Ride on the Wild Side, Fiesta de Paloma, La Posada Parade, Snow Day, and the Festival of Lights. College football also brings big crowds in the fall, and tailgating is a popular pastime for many students and alumni.

Students in the area are served by Kingsville Independent School District, Santa Gertrudis Independent School District, and Jubilee Academic Center. Change highlighted sentence to: Private Schools options include Epiphany Episcopal School and Presbyterian Pan American School. For those seeking higher education, the area offers Texas A&M University-Kingsville, Coastal Bend College, and Irma Lerma Rangel College of Pharmacy (part of the Texas A&M Health Science Center).

Kingsville has a median household income of \$38,886 and a median property value of \$85,700.

GOVERNANCE & ORGANIZATION

Kingsville operates under the commission-manager form of government. The publicly elected City Commission consists of four commissioners and the Mayor. The core responsibilities of the Commission is to determine policies, adopt project budgets, and most importantly, enact vital legislation for the government to function both properly and fairly. The City Manager is appointed by the Commission and is responsible for upholding laws passed and overseeing all governmental procedures.



GOVERNANCE & ORGANIZATION CONTINUED



2016-2019



30 Years



3 YEARS

ISSUES & CHALLENGES

Quality of Life

The incoming City Manager will be tasked with significantly improving Kingsville's image, livability, and competitiveness within the Coastal Bend as a place to raise families. Rebranding the community, beautifying major transportation corridors, revitalizing neighborhoods, re-energizing the historic Downtown Area, improving Kingsville's public parks system, and setting the stage for renewed population growth will be important objectives the selected candidate will be expected to achieve.

Intergovernmental Cooperation

The new City Manager will be responsible for sustaining, if not improving, highly beneficial relationships with Texas A&M University Kingsville, Naval Air Station Kingsville, Kleberg County, Kingsville ISD, Coastal Bend Council of Governments, nearby cities, numerous federal agencies, a multitude of state agencies, and countless quasi-governmental agencies. A specific priority for the person selected will be negotiating more favorable terms in city-county, city-university, and city-school district service agreements. Kingsville's next City Manager must be a highly effective negotiator and mediator who can build consensus and forge strategic alliances.

Organizational Development and High Performance

Although the City Commission is generally satisfied with the City's organization and overall service delivery, it expects the incoming City Manager to explore opportunities for organizational advancement, service delivery innovation, and gains in efficiency. The selected candidate should take a talented and well-led City workforce to the next performance level, creating a culture of excellence, employing best practices, and promoting continuous improvement at every level of the organization. Ensuring that the needs of residents will be consistently met with honesty, transparency, respect, enthusiasm, professionalism, and outstanding customer service will always be a priority for the next Kingsville City Manager.



ISSUES & CHALLENGES CONTINUED

Major Projects

Kingsville's next City Manager will be responsible for a multitude of capital improvement and major maintenance projects. The most noteworthy of these projects include:

- Rehabilitation, expansion, and repurposing of the J.K. Northway Expedition Center off US Highway 77/Interstate 69 in Dick Kleberg Park. This project is being financed by a venue tax (2% hotel occupancy tax) that was approved by Kingsville voters during the recent May 4th City election.
- City-wide street improvements included in the Street Improvement Maintenance Program which is financed by a street user fee billed monthly.
- Addressing capacity issues at the City's smallest and most southern wastewater treatment plant with solutions that are cost effective and regulatory compliant.

The incoming City Manager must ensure that these and all other similar projects are carefully planned, properly designed, legally bid, rigorously inspected, and completed on time and under budget, with minimum public disruption.

Economic Development

Kingsville's economy is anchored by NAS Kingsville, Texas A&M University Kingsville, and nearby industries such as the Celanese Chemical Plant, so it enjoys a degree of economic stability and continuity that most comparable cities can only envy. Protecting and enhancing these valuable assets will always be the highest economic development priority for the Kingsville City Manager.

Kingsville has an ad valorem tax rate of \$0.83 per \$100.00 of valuation. Reducing this ad valorem tax rate through economic development is, and will continue to be, critically important to the City Commission. To this end, the new City Manager and their economic development team will invest significant time and effort in the following:

- Recruitment of new restaurants, retail stores, hotels, commercial businesses, and compatible industry
- Downtown reinvestment and redevelopment
- Promoting visitors and all forms of tourism



IDEAL CANDIDATE

The City of Kingsville is recruiting a strong, dynamic, highly resourceful, steadfastly strategic, visionary but grounded servant leader with a commitment to serve as its next City Manager. The successful candidate will be a solutions-oriented critical thinker with a command presence, participative “no surprises” management style, outgoing personality, exceptional interpersonal skills, and an entrepreneurial spirit who inspires and motivates others by example. The ideal candidate will embrace the City’s organizational culture and enthusiastically exhibit its core values: Commitment, Innovation, Integrity, Leadership, Sensitivity, and Teamwork.

The incoming City Manager will always seek ways to say “yes” but will never be afraid to say “no,” as well as address difficult situations head on, and take well-reasoned risks to advance the City’s interest. The ideal candidate will exhibit a calm, professional demeanor at all times, treating conflict with tact and diplomacy. The possession of dispute mitigation and resolution skills will be helpful.

The selected candidate must have highly developed strategic planning, negotiating, team building, organizational development, negotiating, project management, public speaking, and media skills. An ability to identify and incorporate best practices, embrace emerging technology, promote innovation, and inspire high-performing teams is important. The ability to unite the organization with a shared sense of purpose, promote teamwork, fully articulate expectations, delegate responsibility with clarity, and create a culture of accountability is absolutely essential.

The ideal candidate will be an exceptional listener and communicator who skillfully guides the City Commission through the decision-making process. The person selected will be politically astute but never political. The City Commission seeks someone who will communicate with it directly and frankly, but always positively and respectfully. To be truly successful, Kingsville’s next City Manager must establish and maintain positive, trusting, highly productive, and lasting relationships.

IDEAL CANDIDATE

CONTINUED

The City Commission seeks a fiscally responsible City Manager with a sound business acumen. The ideal candidate will possess highly advanced municipal finance and budget skills while ensuring that true cost-benefit analysis is always a component of the decision-making process and the annual budget is as much a policy and creative performance guide as it is a sound financial plan. The next City Manager will expertly guide the City Commission in cost management strategies, financial policy alternatives, intergovernmental cost sharing initiatives, grants management, innovative public financing strategies, and public-private financing strategies.

Promoting growth, business, industry, and tourism is critically important to the City of Kingsville. Ensuring that City plans, policies, and personnel are development, business, and visitor friendly, while maintaining quality and ensuring public safety, will be an on-going priority for the incoming City Manager. The ideal candidate will possess an overall understanding of municipal functions, promote community partnerships and utilize economic development skills to utilize in these endeavors.

The City Charter requires the City Manager to maintain City residency during his or her tenure. It will be important for the new City Manager to be highly visible and active in the community, personally as well as professionally. The ideal candidate will be an outgoing person who embraces Kingsville's culture and genuinely supports its traditions.

EDUCATION AND EXPERIENCE

A bachelor's degree in public administration, business administration, finance, or a related field from an accredited college or university is required. A master's degree is preferred.

Five years or more of progressively responsible municipal government operations experience is required. Experience as a city manager or assistant city manager is preferred, as is experience managing communities with military facilities and/or college campuses.



COMPENSATION AND BENEFITS

The starting salary range for this position is \$125,000 to \$155,000 depending on qualifications and experience. The City of Kingsville offers a competitive benefits package that includes an auto allowance; Texas Municipal Retirement System with a 7% employee contribution, matched 1:1.5 by the City; health, life, and dental insurance; and vacation and sick leave. Optional Deferred Compensation plans with Nationwide or ICMA-RC are available.

APPLICATION PROCESS

Please apply online at: bit.ly/SGRCurrentSearches

For more information on this position contact:

Mike Tanner, Senior Vice President
Strategic Government Resources
MikeTanner@GovernmentResource.com
361-813-3707

This position is open until filled. To view the status of this position, please visit: bit.ly/SGRCurrentSearches

The City of Kingsville is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.



RESOURCES

City of Kingsville
cityofkingsville.com

Kingsville Chamber of Commerce
kingsville.org

Kingsville ISD
kingsvilleisd.com

Kleberg County
co.kleberg.tx.us

