CITY MANAGER
CITY OF TERRELL, TEXAS

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES
THE COMMUNITY

The City of Terrell, Texas, with a diverse population of nearly 17,000 and a trade area population of over 250,000, is located 30 miles east of Dallas along Interstate Highway 20, and U. S. Highway 80. Terrell is a fast-growing city with a population that is expected to reach 43,000 by 2024. Residents of Terrell enjoy a small town atmosphere with convenient access to all the amenities the Dallas-Fort Worth Metro area has to offer.

Founded in 1873 by surveyor Robert Terrell and incorporated in 1875, the town was a source of fresh water for travelers and the railroad. Terrell continues to serve as a regional hub for trade and transportation in Kaufman County and beyond. With more than 11,000 jobs, the community is a vital part of the regional economy and has a daytime population of up to 50,000.

Terrell embodies the definition of a true community. City and county government meet regularly with the school district, Chamber of Commerce, Economic Development Corporation, businesses, and non-profits to share information and work together to formulate joint strategies for success. This dynamic team approach has led Terrell to become the recipient of numerous awards for economic development and community planning.

Terrell is experiencing tremendous growth and development. With the opening of the first Buc-ee’s in North Texas in 2015, Terrell realized the first construction of over 50,000 square feet within the largest single rural Tax Increment Financing District (TIF) in the State of Texas. In addition, development and construction are well underway for an anticipated 300,000 square feet of retail and food service outlets at the junction of US-80 and IH-20, with additional growth in the planning stages. The City expects to see substantial commercial/retail and residential growth over the next decade. The City recently completed a new $12.5 million Terrell Police Department Headquarters, which includes a state-of-the-art community room designed with a 100-seat capacity.
Residents of Terrell enjoy a high quality of life with access to abundant recreational offerings. The City’s beautiful parks system provides venues for a variety of activities and is home to many youth and adult sports associations. The City’s excellent swimming pool and nine-hole municipal golf course provide hours of outdoor fun and relaxation for all ages. Terrell’s ideal location provides residents easy access to the amenities of the Dallas metroplex, including cultural enrichment, professional sports, entertainment, and shopping, while still enjoying a sense of place in a community with a hometown feel.

Terrell is a destination for visitors throughout the region. The No. 1 British Flying Training School Museum highlights Terrell’s unique role in World War II, while the Terrell Heritage Museum provides educational exhibits that focus on the community’s history. The Terrell Alliance for Education and the Arts sponsors cultural events throughout the year, including the outstanding E! Terrell entertainment series, while the Northeast Texas Fine Arts Alliance provides an outlet for local artists to share their talents and showcase their work.

Visitors and residents alike enjoy family-friendly annual events including the Flights of Our Father’s Fly-In at the Terrell Municipal Airport and the Terrell Heritage Jubilee. Shoppers flock to Terrell to take advantage of the many offerings at the Tanger Outlet Mall and the unique shops located in the historic downtown district.

Terrell considers education a priority, and the Terrell Independent School District offers quality education to more than 4,000 students. The district has graduated an Oscar and Grammy winner and several Olympic medalists, and prepares alumni for success at universities such as Princeton, MIT, Duke, and Stanford. TISD is currently building a large multi-use sports facility that will serve the growing “Sports Tourism” industry in the City. For those seeking higher education, Terrell is home to Southwestern Christian College and the fastest growing campus in the Trinity Valley Community College system. The community’s commitment to education is complimented by the presence of a well-supported public library that has been in existence for more than 100 years.

The average household income in Terrell is $69,864. The community has experienced a record 69% increase in the median single family home sales value from 2010 to 2015 with a current average home price of $156,219.
GOVERNANCE AND ORGANIZATION

Terrell is a home rule city operating under the council-manager form of government. The City Council consists of the Mayor, elected at-large, and four City Council members, representing single-member districts, all serving two-year, staggered terms. The City Council appoints a professional City Manager who is responsible for the day-to-day operations of the organization.

The City has 170 employees delivering a full range of municipal services. Terrell’s FY 2017-2018 budget is $58 million. The ad valorem tax rate is $0.6942 per $100 of valuation. The City maintains both Moody’s A1 and S&P’s AA bond ratings.

LEADERSHIP AND INNOVATION

The new City Manager will find Terrell a growing, dynamic, and family-friendly community with many opportunities for economic development and the usual challenges that a fast-growing city faces. The selected City Manager must have demonstrated experience managing growth, particularly in the areas of infrastructure improvement, adequate staffing, policy and procedure improvement, building code enforcement, and affordable housing to ensure the City is able to meet its goals and maintain sustainable growth.

Numerous planning documents have been created to address anticipated growth, and the City Manager will play a key role in securing funding and overseeing implementation of these plans. The City recently adopted a Type B sales tax and will need to implement projects and programs utilizing these funds. A candidate with knowledge of and experience with Type A and Type B sales tax usage in Texas is desired.

As an employment center, Terrell’s daytime population increases significantly during the work week, so the new Manager will need to recognize and understand the impacts of that ebb and flow on the City’s transportation network and other supporting infrastructure. The City Manager will need to preserve the traditions and heritage of Terrell while carefully managing the growing influence of the Dallas Metropolitan Area in order to help Terrell “stay Terrell” while adjusting to the changes. It will be important to maintain a balance between the services provided to longtime residents and new residents as Terrell grows in order to meet the expectations of all members of the community and to ensure the equal growth and development for all geographical sections of the City.
The City of Terrell is searching for a creative, innovative, visionary leader to serve as its new City Manager. The ideal candidate will appreciate and embrace the diversity of the community and will be a strong advocate for the City. The chosen City Manager will possess the ability to implement strategic, short- and long-term plans to ensure Terrell meets its goals and achieves its vision.

The selected candidate will take a collaborative approach to managing the City by building and maintaining strong community and organizational relationships and will be highly visible and active in the community. The City Manager will adapt easily and perform at a high level in an environment of constant change and will approach issues and challenges as opportunities for improving processes within the organization and services for residents. A candidate with community revitalization experience is strongly desired.

The City Manager will possess strong analytical skills and address issues and challenges in a timely and tactful manner. An ability to think creatively regarding funding and financing capital project needs is essential. The chosen individual must always be accessible and responsive to the City Council, staff, and citizens and maintain open channels of communication with all members of the organization and community. The next City Manager will need to be able to function well as the go-between with the Council, department heads, and staff and serve as an advocate for the City. Emotional intelligence, integrity, consistency, and accountability are required qualities.

The selected candidate will observe and assess the talents and experiences of staff and lead, guide, and direct them accordingly without micromanaging. A seasoned leader and mentor, the new City Manager will work effectively with the City’s stable and supportive staff and will provide staff training and development opportunities and regular performance evaluations. A candidate with a good sense of humor who can inspire and motivate staff will be successful in this position.
EDUCATION AND EXPERIENCE

The selected candidate must hold a master's degree in public administration, political science, business, or a related field and have ten years of experience as a City Manager in a medium to large municipality or Assistant City Manager with executive management duties. Experience working in Texas, with TIF programs, with street maintenance programs and plans, and fast-growth communities are preferred qualifications.

COMPENSATION AND BENEFITS

The City of Terrell offers a competitive salary depending on qualifications, education, and experience. The City participates in the Texas Municipal Retirement System (TMRS) at a 7% percent employee deposit rate with a municipal matching ratio of 2:1, and a supplemental ICMA retirement plan is available. A wide range of benefits is offered, including a complete group insurance package (health, dental, and life) paid by the City, dependent insurance coverage at group rates, vehicle allowance, City-issued mobile phone, laptop, and tablet, tuition reimbursement, paid professional dues, and paid vacation and sick leave.
APPLICATION PROCESS

Please apply online at: http://bit.ly/SGRCURRENTSEARCHES

For more information on this position contact:

Kurt Hodgen, Senior Vice President
Strategic Government Resources
KurtHodgen@GovernmentResource.com
540-820-0531

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

The City of Terrell 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

“Welcome to Terrell America”
youtube.com/watch?v=A1XSa8vrHx0

City of Terrell
cityofterrell.org

Terrell Chamber of Commerce
terrelltexas.com

Terrell ISD
terrellisd.org

Kaufman County
kaufmancounty.org

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