



**CITY OF DESOTO**

SOARING FOR EXCELLENCE

# CITY MANAGER

CITY OF DESOTO, TEXAS

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES



## THE COMMUNITY

The City of DeSoto, Texas, is located in southern Dallas County. The City is home to 56,624 residents and covers approximately 21.58 square miles. DeSoto is part of the Dallas/Fort Worth Metroplex, which consists of twelve counties, over 200 cities and towns, and over seven million people. Its economy is one of the healthiest in the country due to its central location, convenient access to the Dallas-Fort Worth International Airport and other transportation resources, 23 Fortune 500 company headquarters, and an extremely diversified economic base.

The City of DeSoto offers a wide array of recreational, cultural, and entertainment opportunities for residents and visitors alike. Currently, the City has developed 430 acres into 20 parks, trails, and recreational facilities to meet the recreational needs of all residents. In addition to the developed park and trail sites, there are 61 acres of City-owned property that could be developed into park facilities. The City has received many awards and accolades for its excellence service: The DeSoto Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 1993; DeSoto Fire Rescue was awarded the coveted ISO 1 Rating for Fire Protection in 2016, resulting in lower commercial insurance rates for DeSoto businesses; DeSoto Parks & Recreation received accreditation from the Commission for Accreditation for Parks and Recreation Agencies (CAPRA) in 2016; for the third year in a row, DeSoto's Information Technology Department received the prestigious Digital Cities Award for cities with a population under 75,000; and the DeSoto Public Library received the Achievement of Excellence in Libraries Award in 2018 from the Texas Municipal Library Directors Association.

The City of DeSoto is an "All America" City. The National Civic League annually presents the award to 10 communities in the country. It recognizes those whose citizens work together to identify and tackle community-wide challenges and achieve uncommon results. DeSoto strives to continue to embody the accomplishments that earned the award in 2006.

Major employers include the Kohls eFulfillment Center, DeSoto Independent School District, Kohler, Solar Turbines (a Caterpillar Co.), Diab Inc., and NFI Industries.

DeSoto Independent School District (DeSoto I.S.D.) serves over 9,000 Pre-K through 12th grade students across 13 campuses. The district has strong sports and fine arts programming and activities. For those seeking higher education opportunities, there are many options in the area. University of North Texas at Dallas, Cedar Valley College, Mountain View College, and the University of Phoenix at Cedar Hill Resource Center are within easy driving distance.

The City has a median household income of \$66,979 and an average home value of \$224,000.

# GOVERNANCE AND ORGANIZATION

## CITY COUNCIL VISION STATEMENT

DeSoto is an All-America City, rich in history and educational opportunities, where people come to live, work and play in a prosperous, attractive, culturally-inclusive community that is a destination for arts, family entertainment and sports.



DeSoto is a home rule city which operates under the council-manager form of government. The City Council consists of seven members, including the Mayor. All members are elected at-large and all serve three-year terms and are limited to two terms each.

The City Manager is appointed by and reports directly to the Mayor and City Council and acts as the Chief Executive Officer of the municipality. The City Manager oversees the execution of all ordinances and policies adopted by the Council, the development and execution of the annual operating budgets, municipal operations, and communication and coordination with the Council, various boards, commissions, county, state, and federal agencies, and City staff. Currently, the City Manager's Office is organized in such a way that some of members of the Executive Leadership Team report directly to the City Manager, while others report to the two Deputy City Managers.

The City has received the GFOA Distinguished Budget Presentation Award for 26 continuous years and the GFOA Certificate of Achievement for Excellence in Financial Reporting for 33 continuous years.



# GOVERNANCE AND ORGANIZATION CONTINUED



**FY2019 BUDGET**  
\$91,147,512



**PROPOSED  
FY2020 BUDGET**  
\$95,595,446



**EMPLOYEES**  
375 (budgeted for  
proposed FY2020)



**AD VALOREM  
TAX RATE**  
FY2019 0.721394

## Major projects underway or recently completed:

- Fire Station # 2 (Projected completion Fall 2019)
- 2018 Water and Sewer Renovation and Replacement Project - Phase 2 (Construction anticipated to begin Spring 2019)
- Chattey Road - Pleasant Run Road to Belt Line Road Improvements (Construction anticipated to begin Fall 2019)
- Pleasant Run Road - Joint MCIP Project # 1- Dallas County (Construction anticipated to begin Summer 2020)
- Westmoreland Road - Joint MCIP Project # 2 - Dallas County (Construction anticipated to begin Summer 2020)
- Whispering Oaks Drainage (Construction anticipated to begin Summer 2019)
- Pleasant Run Road (Westmoreland Road to Cockrell Hill Road)
- Hampton Road (Pleasant Run Road to Belt Line Road)





## IDEAL CANDIDATE

The City of DeSoto seeks a visionary, personable, and progressive servant leader with a dedication to providing exceptional public service to serve as its new City Manager. The City Manager will develop a strong understanding of the community's needs and will build and maintain a harmonious, productive relationship with the City Council to ensure the City strategically plans and successfully implements programs and processes that will help the City achieve its goals. The ideal candidate will be well-versed in organizational development and committed to maintaining stability in the organization as the City continues to grow.

The successful candidate will be a fiscally responsible manager with thorough knowledge of municipal finance and budgeting. DeSoto's City Manager should have an excellent business acumen and experience with economic development, community development, planning, or redevelopment, in order to lead the City through the process of attracting new commercial development. The desired candidate will be skilled at building relationships with diverse stakeholders and will understand the importance of strong intergovernmental relations and regional partnerships in moving the City forward.

A strategic thinker with a collaborative management style, the City Manager will take a talented and skilled staff to the next performance level. The City Manager will foster a culture of transparency and accountability and must be able to resolve conflict with tact and diplomacy. The ideal City Manager will lead by example, encourage the personal and professional growth of employees, and demonstrate a commitment to providing the resources and technology that will improve the operational efficiency and contribute to the overall success of each department. The selected individual will foster an environment that allows staff to reach their full potential, while uniting all departments with a shared sense of purpose that aligns with the City's mission and vision. An experienced, results-oriented leader with a proven track record of building high-performance teams and developing short and long-term succession plans is strongly desired.

This position requires adaptability and flexibility as situations and priorities change, and the City Manager must have the ability to remain calm under pressure and make sound decisions in a timely manner. The chosen City Manager must be highly ethical and politically astute without being political, building consensus whenever possible. An approachable people person with exceptional verbal and non-verbal communication skills, the City Manager will be highly visible in the community and will work continuously to engage all residents, businesses, and regional partners. Experience working in a diverse community is essential.

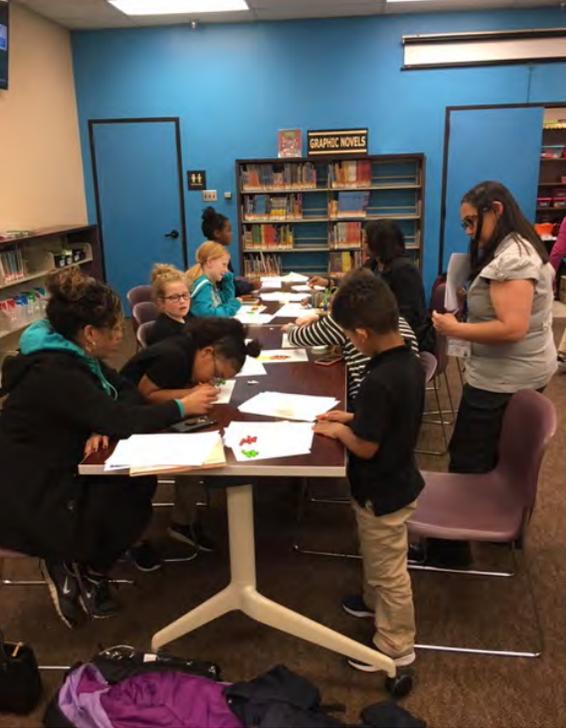
# EDUCATION AND EXPERIENCE

The selected candidate must possess a master's degree in public administration or a related field from an accredited post-secondary institution or equivalent. Five or more years of progressively responsible experience in municipal government administration, with at least two years as a City Manager or Assistant City Manager, is required. A valid driver's license with good driving record and the ability to maintain a good driving record while employed are required. Residency within the DeSoto City limits is required. Residents from outside the region are encouraged to apply.



# COMPENSATION AND BENEFITS

The City of DeSoto offers a competitive salary, dependent on qualifications and experience. The City participates in the Texas Municipal Retirement System (TMRS) at a 7% employee deposit rate, with a municipal matching ratio of 2:1. A generous benefits package is provided, including medical, dental, and vision insurance and paid vacation and sick leave time.



## APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGRCurrentSearches>  
For more information on this position contact:

**Margie Rose, Senior Vice President**  
Strategic Government Resources  
[margierose@governmentresource.com](mailto:margierose@governmentresource.com)  
361-813-8599

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

The City of DeSoto 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 DeSoto**  
[desototexas.gov](http://desototexas.gov)

**Economic Development**  
[dedc.org](http://dedc.org)

**Chamber of Commerce**  
[desotochamber.org](http://desotochamber.org)

**Comprehensive Plan:**  
[ci.desoto.tx.us/DocumentCenter/View/7419/DES-Comp-Plan-20150928-Final?bidId=](http://ci.desoto.tx.us/DocumentCenter/View/7419/DES-Comp-Plan-20150928-Final?bidId=)

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