



CITY MANAGER

CITY OF LENEXA, KANSAS

Salary: \$236,075 to \$317,285,
(anticipated hiring range of
\$236,075 to \$276,680) DOQ/DOE



Are you an accomplished local government executive who thrives on collaborative leadership, strategic growth, and delivering exceptional public service? If so, the City of Lenexa, Kansas invites you to apply to become its next City Manager!

Appointed by the Mayor and City Council, the City Manager serves as the City's chief executive officer, leading a team of more than 900 dedicated professionals and overseeing a \$275.2 million budget in support of the Governing Body's vision, policies, and goals.

We're seeking a servant leader who is:

- A trusted, visible partner to the Governing Body, staff, and community
- A forward-thinking, apolitical problem-solver committed to Lenexa's continued success
- An exceptional communicator who builds consensus and inspires confidence

Read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Part of the 2-million-plus resident Kansas City metropolitan area, Lenexa, Kansas has built a national reputation for pairing historic charm with visionary planning. Known as the “City of Festivals,” this Johnson County community offers residents a rare blend of small-town warmth and big-city amenities, with more than two dozen annual special events, 34 parks, four area lakes, and 45+ miles of trails connecting neighborhoods to open water and open prairie.

Lenexa’s commitment to quality of life shows in the numbers: in the City’s most recent citizen survey, 95% of respondents rated themselves “satisfied” or “very satisfied” with Lenexa’s overall quality of life, and 97% rated it highly as a place to live. The 200-acre Lenexa City Center — a live/work/play downtown born from the community’s Vision 2020 planning process — brings City Hall, the Lenexa Public Market, a 250-seat community forum, a public art gallery, and the Lenexa Rec Center together on one walkable civic campus.

Recent and ongoing investments continue to raise the bar, including the new Lenexa Justice Center, a planned Fire Station 6 headquarters, and a renovated Old Town Activity Center. A business-friendly climate anchored by manufacturing, distribution/logistics, healthcare, and bioscience employers, three award-winning public school districts, and easy access via I-35/435, US-69, K-10, and K-7 round out a community built for long-term growth.



POPULATION
60,506



AVERAGE HOUSEHOLD INCOME
\$105,510



AVERAGE HOME VALUE
\$518,673
AVERAGE MONTHLY RENT
\$1,663

History



Tourism



ABOUT THE CITY OF LENEXA

The City of Lenexa is guided by “The Lenexa Way” — a shared commitment to superior quality services, prudent financial management, strategic community investment, extraordinary community pride, inclusive community building, responsible economic development, sustainable policies and practices, and a values-based organizational culture.

Guided by these principles, the City has earned a AAA bond rating and enacted nine consecutive years of property tax rate reductions, most recently lowering the mill levy to 25.984 for the 2027 budget year. With a \$275.2 million total 2027 budget — including \$178.9 million in operating expenditures — and a five-year, 61-project Capital Improvement Program totaling \$273.3 million, Lenexa’s roughly 900 full-time, part-time, and variable employees share a vision of being “leaders in the delivery of exceptional public service.”

GOVERNANCE & ORGANIZATION

Lenexa operates under a Mayor-Council form of government. The Mayor is elected at large, and eight City Council members are elected by nonpartisan ward election — two from each of the four wards — to staggered four-year terms with no term limits. The Governing Body sets policy and passes ordinances and appoints a professional City Manager as the City’s chief executive officer, responsible for implementing Council policy, directing day-to-day operations, and appointing and removing all City department heads.

THE JOB

Reporting directly to the Mayor and City Council, the City Manager oversees City operations and implements the Governing Body's policies and priorities. The role includes ensuring high-quality public services, managing administrative policies, overseeing budget development and guiding the preparation of Governing Body agendas, ordinances and policy research.

The successful candidate will provide executive leadership for:

- Citywide budget development, fiscal oversight, and long-range financial planning
- Recruitment, development, and management of a high-performing, service-oriented workforce
- Decisive and clear implementation of Governing Body policy, strategic plans, and community priorities
- Council, media, and intergovernmental relations, including monitoring of state and federal legislative issues

Full Job Description



DEPARTMENT STRUCTURE

As chief executive officer, the City Manager oversees the full City organization through its department heads.

Positions Reporting to the City Manager:

- A Deputy City Manager and an Assistant City Manager
- All City department heads report to either the City Manager, the Deputy City Manager, or the Assistant City Manager

ORGANIZATIONAL QUICK FACTS

- **Total 2027 Budget:** \$275.2 million (\$178.9 million in operating expenditures; \$96.3 million in projected reserves)
- **2026–2030 Capital Improvement Program:** 61 projects totaling \$273.3 million
- **Total Employees:** 900 full-time, part-time, and variable staff
- **Property Tax Rate:** 25.984 mills — the City's ninth consecutive annual reduction
- **Bond Rating:** AAA

KEY INITIATIVES

The next City Manager will step into a financially strong, well-run organization with an ambitious forward-thinking agenda, including:

Learning the Lenexa Way The new City Manager will begin by immersing in “The Lenexa Way” — the organization's vision, values, and culture — and building fluency in the development practices and tools that have shaped Lenexa's high-quality growth, positioning them to lead with credibility from day one.

Strategic Community Visioning Building on the City's strong history of community visioning and strategic planning, including Vision 2020 which produced Lenexa City Center, the City Manager will partner with the City Council to explore a possible future “Vision 2050” planning effort, identifying the next generation of strategic priorities for the community.

Infrastructure Investment The City Manager will oversee Lenexa's five-year, \$273.3 million Capital Improvement Program, ensuring the City's infrastructure and public facilities are maintained to the high standard residents expect.

Development Code Refresh The City Manager will guide a comprehensive refresh of the City's Development Code, ensuring the tools and standards that shape Lenexa's growth keep pace with the community's evolving needs and vision.



IDEAL CANDIDATE

The City of Lenexa seeks a proven servant leader — someone deeply committed to the organization, visible and engaged across the community, and quick to give credit to the team while personally owning the outcomes. The ideal candidate is respectful, empowering, and genuinely cares about City staff, building authentic rapport with employees, businesses, and residents alike.

The new City Manager will be an exceptional communicator who delivers the Governing Body's vision while leading from behind, and who can quickly get up to speed on Lenexa's governance, values, and culture. Forward-thinking and creative, this leader brings a high degree of character, integrity, and sound judgment; is candid, confident, and able to read the room; and stays calm under pressure with a well-timed sense of humor.

Above all, the ideal candidate is an apolitical, common-sense problem-solver who sees the big picture and is willing to make difficult decisions for the betterment of Lenexa as a whole.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Master's degree in public administration, political science, urban planning, business administration, or a related field
- 10+ years of increasingly responsible experience in municipal government or public sector management
- 5–6 years of administrative or supervisory experience at the senior managerial or executive leadership level (or an equivalent combination of education and experience)
- Valid driver's license upon hire
- Must reside within Lenexa's City limits within six months of employment

PREFERRED:

- Relevant professional certifications and ongoing engagement in professional conferences and continuing education in local government trends and best practices



SALARY & BENEFITS

BENEFITS



The City of Lenexa offers a competitive salary of \$236,075 to \$317,285, DOQ/DOE, with an anticipated hiring range of \$236,075 to \$276,680, along with a comprehensive benefits package that includes:

- Car, cell phone, and technology allowances, negotiated as part of the employment agreement
- Where applicable, relocation reimbursement for actual moving and travel costs, plus an additional relocation allowance to assist in offsetting other miscellaneous relocation costs

Health & Wellness

- PPO and Qualified High Deductible Health Plan options through UMR, including an on-site LiveWell Health Center and a wellness-incentive premium discount
- Dental coverage through Delta Dental of Kansas and vision coverage through Surency
- Free Lenexa Rec Center membership and a confidential Employee Assistance Program

Retirement

- Mandatory participation in the Kansas Public Employees Retirement System (KPERs), with a 6% employee contribution and an employer match rate set annually by the State of Kansas
- City-sponsored 401(a)/457(b) supplemental retirement plans, with a 12% automatic City contribution plus a 50% City match on employee 457(b) contributions up to an additional 2%

Paid Leave & Other Benefits

- Vacation accruing from 80 up to 160 hours annually based on tenure; 96 hours of sick leave annually with no cap; 10 paid holidays and 2 personal days; paid bereavement leave
- Tuition reimbursement up to \$4,500 annually

HOW TO APPLY

Apply Here



For more information, contact:

Marsha Reed, Senior Vice President, Executive Recruitment

marshareed@governmentresource.com 806-789-9641

The City of Lenexa 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.