

CITY MANAGER

THE COMMUNITY

Ideally situated in the heart of the Dallas-Fort Worth area, the City of Carrollton, Texas, is a vibrant community of approximately 130,000 residents and over 9,000 businesses. The City covers 37 square miles and encompasses parts of Collin, Dallas, and Denton Counties. Those who call Carrollton home enjoy a high quality of life, abundant recreational opportunities, excellent schools, and safe neighborhoods.

The City's strategic location and business cost advantages have created a diverse local economy, with manufacturing, construction, wholesale, finance, insurance, and real estate among the largest economic sectors. Businesses and residents have direct access to an extensive labor market, top universities, airports, and tourist attractions. The City boasts easy and convenient connectivity, with DFW Airport, Dallas Love Field, and Addison Airport within a 30-minute drive and three DART Light Rail stations connecting commuters to surrounding areas.

The City's livability and thriving economy have been recognized by many awards and accolades over the years. *HubWallet* named Carrollton one of "The Best Cities for First-Time Homebuyers" and *NerdWallet* listed it as one of the "Top 10 Cities for Young Families." The City was ranked 4th in economic development by the *Dallas Business Journal* and designated the 3rd "Best Place to Live in America" by *AreaVibes*. Carrollton is one of the "50 Safest Cities in Texas" according to *Safewise*, with one of the lowest crime rates in the state. *CQ Press* ranked instances of crime in Carrollton 44 points below the national average for cities with populations of 75,000 or more.

In addition to safe neighborhoods and a booming economy, Carrollton residents have access to a wide range of outstanding amenities. The City's recreational offerings are unmatched. With more than 1,230 developed acres, Carrollton's park land per capita is one of the highest in the Metroplex, and the City has 28 miles of trails and walking paths for those who enjoy spending time outdoors or want to utilize them as an alternate means of transportation. Recreation centers and a senior center provide fitness facilities and year-round programming for residents of all ages, and the Indian Creek Golf Club, ranked among the top public golf courses in the area, has two distinctly different 18-hole courses situated along the picturesque Trinity River.

Over 35 award-winning public and private schools provide quality education to Pre-K through 12 students residing in Carrollton. The City is served by four school districts: Carrollton/Farmers Branch ISD, Lewisville ISD, Dallas ISD, and Plano ISD. Carrollton is home to four nationally recognized public high schools: Creekview, Hebron, R. L. Turner, and Newman Smith, which has been ranked among "America's Top High Schools" by the *U.S. News & World Report*. For those seeking higher education, most colleges and universities in the Metroplex are within a short commuting distance, including Texas Woman's University, the University of North Texas, the University of Texas at Dallas, and Southern Methodist University.





THE COMMUNITY, CONTINUED

The area is served by an excellent network of healthcare facilities and providers. Baylor Medical Center at Carrollton is an accredited, full-service, 237-bed acute care facility, featuring 24-hour emergency services, a Senior Health Care Center, A Center for Breast Health, an Asthma Center, and maternity program. The City is also served by two long-term acute care hospitals, Regency Hospital of North Dallas and select Specialty Hospital, and it is within close proximity to a number of Dallas-area hospitals. There are several options for rehabilitation, chiropractic, physical, and occupational therapy and home healthcare services, with urgent care facilities, and family clinics easily accessible.

Because of its convenient location and wide array of housing prices and styles, the City has one of the most active housing markets in the DFW Metroplex for both newly constructed and pre-owned homes. Popular neighborhoods in the City include Mustang Park, the Villas of Wellington, and Raiford Crossing. Active and involved neighborhood organizations have partnered with local schools, businesses, religious institutions, the City, and other community organizations to create and maintain a stable, engaged network of citizens. The City plays an active role in these partnerships, encouraging communication and understanding among various stakeholder groups and organizations.

The median household income in Carrollton is \$69,592, and the average home value is \$186,000. The City has an ad valorem tax rate of \$0.603700, but, because Carrollton's municipal boundaries do not coincide with county, school district, or special district boundaries, tax rates can vary according to location.

GOVERNANCE & ORGANIZATION

The City of Carrollton is a home rule municipality with a council-manager form of government. The Council is composed of seven members and the Mayor, with all members of the Council elected at-large and serving three-year staggered terms. The City Council appoints the City Manager, City Attorney, and Municipal Judge.

The City has an annual budget of over \$200 million and approximately 850 employees. Positions reporting directly to the City Manager include three Assistant City Managers, Director of Competition, Administrative Services Director, and Marketing Director.

LEADERSHIP & INNOVATION

The City Council has identified several key priorities and strategic goals for the next City Manager to address:

Financially sustain our community

- Ensure Public Safety sustainability while maintaining a low property crime rate
- Continue implementing bond programs
- Maintain warehouse and industrial development tax base





LEADERSHIP & INNOVATION, CONTINUED

Maintain and enhance the quality, vitality, and attractiveness of the community

- Maintain and enhance Neighborhood IMPACT Program
- Revitalize and potentially purchase shopping centers
- Ensure hotels and apartments are operating cleanly, safely, and responsibly
- Monitor the implementation of railroad quiet zones throughout the City and analyze future opportunities

Maintain and enhance amenities and services that enhance the quality of life

- Continue code enforcement and neighborhood integrity efforts
- Continue to expand the trail system
- Maintain a priority on redevelopment of existing parks
- Maintain traffic signal synchronization at key intersections
- Complete an "Adopt-a-Neighborhood" program through the NAC to create more neighborhood ownership and connections
- Pursue alternatives for re-developing the golf course

Maintain and enhance infrastructure and the transportation system

- Schedule and fund priority street improvement and sidewalk repair projects
- Monitor completion of the IH-35E widening project with TXDOT, including design of the Belt Line Road underpass and establishing IH-35E entry features
- Increase emphasis on securing multi-modal opportunities in Carrollton
- Implement a plan to upgrade the top 20 high-traffic, strategic DART bus stops

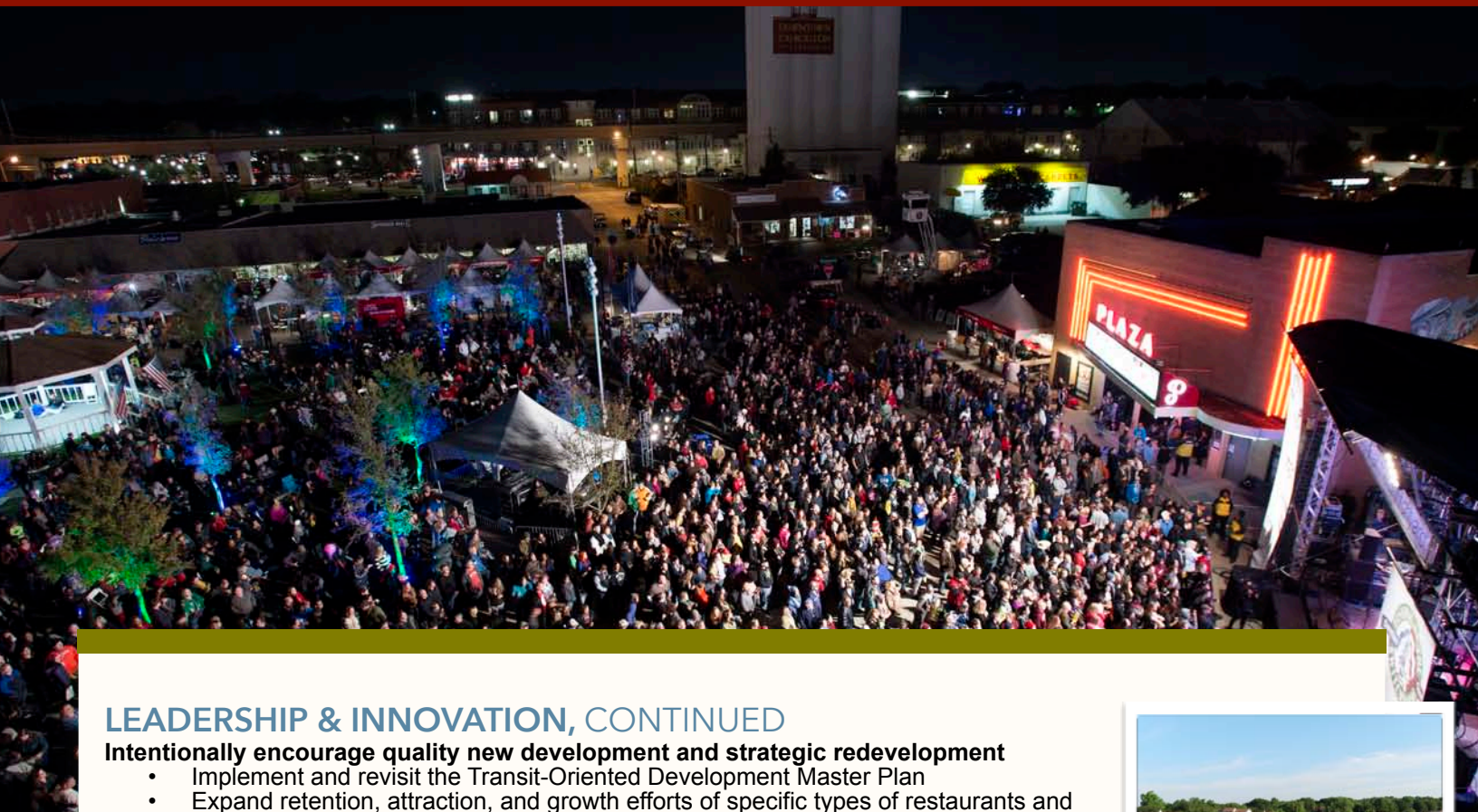
Operate city government as a service business

- Maintain on-going emphasis on operating as a competitive service business
- Pursue opportunities for increased local representation on regional boards and commissions that affect the City of Carrollton
- Continue to optimize and build relationships with other government agencies and neighboring cities
- Continue to optimize and build relationships with school districts
- Maintain a total rewards environment that optimizes employee compensation, benefits, development, and work environment

Reflect and promote a positive image of the community

- Continue a targeted branding and advertising strategy to improve perception in the Metroplex and with citizens
- Provide activities that support a sense of community
- Promote historical landmarks within the community as part of marketing efforts
- Optimize sponsorships for City assets and events
- Continue to conduct festivals and events (Festival at the Switchyard, Bluebonnet Festival, and 5K Trail Run)





LEADERSHIP & INNOVATION, CONTINUED

Intentionally encourage quality new development and strategic redevelopment

- Implement and revisit the Transit-Oriented Development Master Plan
- Expand retention, attraction, and growth efforts of specific types of restaurants and retail that fit Carrollton's long-term vision
- Enhance the connection between the City of Carrollton and small businesses, including retail
- Pursue intentional redevelopment of aging apartments that do not fit Carrollton's long-term vision
- Pursue and market the Trinity Mills office opportunity

Maintain and enhance the image of Carrollton's major corridors

- Pursue major street corridor redevelopment and cleanup, including entry points and the Marsh-Rosemeade substation
- Implement urban design guidelines to promote quality development and redevelopment in the City's major street corridors
- Explore and present options for distinguishing Carrollton city limits from Dallas in areas where boundaries are connected

Maintain and enhance transparency throughout the organization

- Continue to exceed minimum legal requirements for transparency and open government

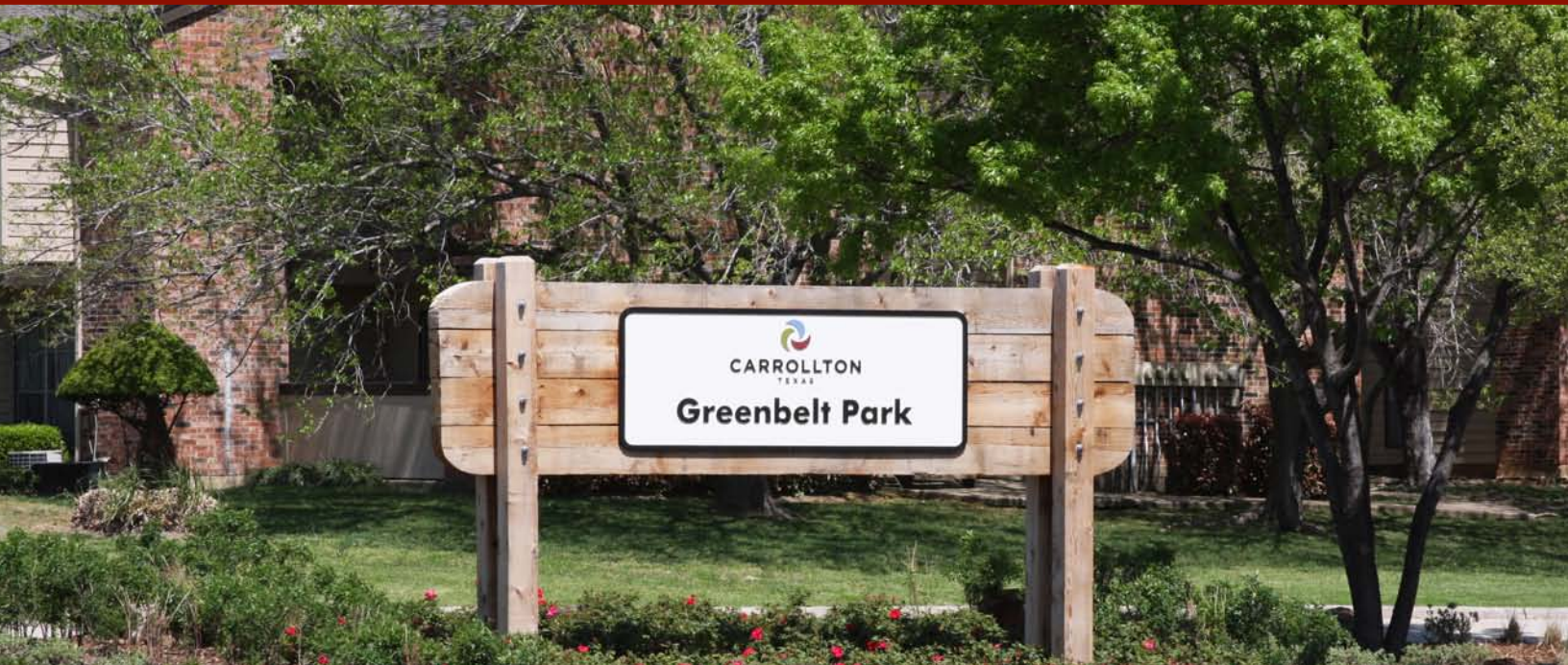
IDEAL CANDIDATE

The City Council seeks an innovative and visionary leader to be Carrollton's next City Manager. The chosen candidate will enthusiastically embrace and continually work to maintain the City's unique culture while fostering economic growth and development. It is crucial that the City Manager operate with a high degree of integrity, honesty, trust, and transparency, creating an environment of respect among staff as well as elected officials. A humble, responsible servant leader with an outgoing personality and good sense of humor will be successful in this role.

The next City Manager should be an excellent communicator and advocate for both the departmental staff and the organization as a whole, with an innate desire to treat all staff fairly. The City Manager must foster a culture of accountability by communicating expectations with clarity and delegating responsibility without micromanaging. A candidate who is a good listener, forward-thinking, receptive to new ideas, and encourages an inclusive and collaborative working environment both within the organization and throughout the surrounding communities is strongly desired.

The selected individual will embrace the City's Managed Competition approach to sustaining a competitive organization. Developing staff, building relationships, and inspiring high performance teams will be important priorities for the incoming City Manager. The ideal candidate will be a dedicated leader who is able to see the positive in people and situations and recognize and acknowledge the accomplishments of others.





EDUCATION & EXPERIENCE

This position requires a bachelor's degree from an accredited college or university with major coursework in government, public administration, business administration, or other relevant field. A master's degree is preferred.

The selected candidate must have ten (10) years of progressively responsible management and administrative experience, including five years serving at a senior executive management level.

COMPENSATION & BENEFITS

The City of Carrollton offers a competitive salary commensurate with 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 with vesting at five years and full retirement eligibility at 20 years. A full range of leave and benefits is also provided.

APPLICATION PROCESS

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

For more information on this position contact:

Ron Holifield, CEO
Strategic Government Resources
Ron@GovernmentResource.com
214-676-1691

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

The City of Carrollton 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 Carrollton
www.cityofcarrollton.com/

Metrocrest Chamber of Commerce
www.metrocrestchamber.com/

City of Carrollton on Facebook
www.facebook.com/carrolltontexas/

City of Carrollton on Twitter
twitter.com/carrolltontx

City of Carrollton on YouTube
www.youtube.com/user/CityofCarrolltonTX

City of Carrollton
Managed Competition Department
<http://bit.ly/CarrolltonTxManagedCompetition>

Managed Competition:
A Decade of Transformation (PDF)
<http://bit.ly/CityOfCarrolltonManagedCompetition>

VISION

To create and maintain a highly regarded, safe, family-oriented, vibrant and attractive community with diverse development, lively retail, a successful transit-oriented development (TOD) district and a blend of housing styles, culture, entertainment and leisure venues that provides a high quality of life; a community where the economic development and investment potential draw individuals and companies to do business in Carrollton.

