

City of
La Grange

is hiring a

CITY MANAGER



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WELCOME TO THE CITY OF LA GRANGE, TEXAS

Community

Life in La Grange is more than good schools, low taxes and utilities, thriving businesses, an historic downtown, and an ideal working environment. Life in La Grange is true community, where you will find a supportive, family-friendly environment ready to welcome you and your family to the heart of central Texas.

La Grange is a community based on values. It's the kind of place where you will always know your neighbors and giving back to the community is a priority.

A peaceful community nestled on the banks of the Colorado River, in La Grange you will enjoy the beauty and serenity of country living with the conveniences and connectivity of a big city.

La Grange is just minutes away from three major metropolitan areas: Houston, Austin, and San Antonio.

Entertainment and recreation

La Grange is known as the Best Little Town in Texas. As a Texas Main Street city and the seat of Fayette County, it doesn't take long to see why. When you enter historic downtown La Grange, you're taking a journey into charming architecture and rich heritage that has attracted visitors worldwide.

La Grange offers a livable community that includes opportunities to relax, unwind, and have fun! The city is home to 10 parks, 5 museums 5 historic sites, and Fayette County Reservoir (Lake Fayette). And, with live music, a golf course, a working dairy farm to tour, weekly Farmer's Market on the Square, and festivals throughout the year, there's always something to do.

Proximity to the communities of Bastrop and Brenham provides plenty of shopping and dining options as well as movie theatres, bowling alleys, and a variety of other entertainment, all close to home.

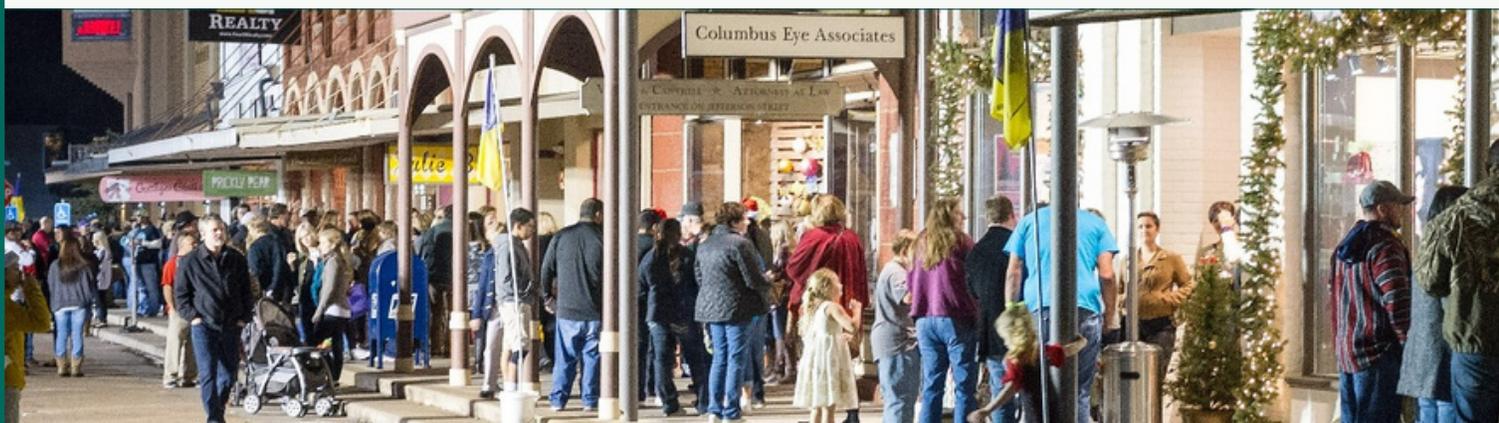
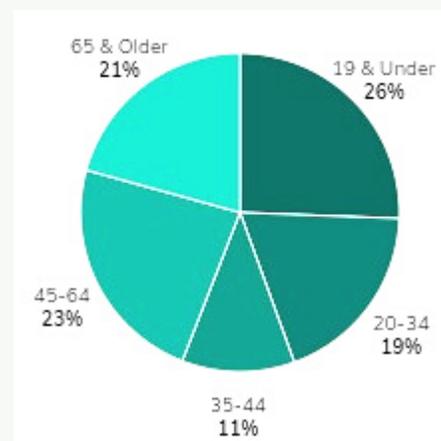
2022 Demographics



Population: 4,391



Households: 1,698





Education

Education in La Grange offers students diverse opportunities that prepare them to be critical thinkers, benefitting the workforce in all business sectors. Academically rigorous, the educational track, which begins with preschool, fosters intelligent children who are ready to excel now and in their future careers.

Public Schools

La Grange ISD is a 4A district of elevated expectations whose goal is that every student has the opportunity to graduate and be prepared to build successful careers and fulfilled futures. The district's three campuses include: Hermes/Intermediate School, La Grange Middle School, and La Grange High School.

Private Schools

La Grange has four private schools serving a variety of ages:

- Mt. Calvary Lutheran Church and Preschool - Ages 2 to 4
- Saint James' Episcopal Church and Preschool - Ages 2 to 4
- The Remnant Academy Early Care & Education Center - Ages 6 weeks to 10 years
- Sacred Heart School - PreK 3 through 6th grade

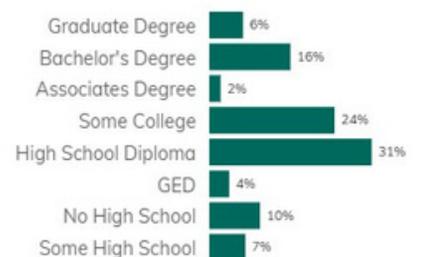
Higher Education

There are many options within commuting distance offering students the opportunity to achieve anything from technical certifications to doctoral degrees.

Education Levels

Graduate Degree	202
Bachelor's Degree	485
High School Diploma	971

Education Attainment 2022



Business and Commerce

The City of La Grange sits at the center of a growing county with over 25,000 people. The area's major employers include:

- Alpha One Ford
- Carlton Industries, L.P.
- City of La Grange
- Colorado Valley Communications
- Fayette County, Texas
- Fayette Electric Cooperative
- HEB
- La Grange ISD
- Lower Colorado River Authority
- McCourt Equipment
- Oviedo Auto Group
- Powerscreen Texas, Inc.
- Smyrna Truck and Cargo
- St. Mark's Medical Center
- Walmart

Government

La Grange is a Home Rule Charter City with an elected Mayor and City Council. The City Manager is hired by the City Council. The Mayor is elected at large and serves a two year term. La Grange City Council is the governing body of the City of La Grange. The Council consists of 8 members, each serving 2 years. The City has 4 wards with 2 Council members from each ward. One council member is elected each year from each ward.

The City Manager serves as chief administrative, chief financial, and executive officer of the City and reports to the City Council.

The fiscal year runs October 1 to September 30. The total budget amount is \$16,910,287 and is comprised of the Utility Fund: \$10,973,445, General Fund: \$5,285,768, and Debt Service Fund: \$275,773.

Current City Projects

The City of La Grange has considerable infrastructure and street work currently underway, along with numerous grants that are in the works. A new park is in the beginning stage, and many city buildings need remodeling. The City Council has approved conversion to AMI (advanced metering infrastructure) for both electric and water, which is anticipated to be completed in the near future. The complete list of projects underway or planned includes:

Advanced Metering Infrastructure (AMI)
 Water Line Upgrade
 Water System Upgrade
 EDAGrant–Wastewater Line Extension
 La Grange Springs Development
 Water Tower Repairs and Painting
 TX DOT Signal Replacement
 TX DOT Intersection and Signal Replacement
 Beefhead Ditch Improvements
 Drainage Issues
 Highway 77 N Widening Project
 Street Paving 2021-22

Business Process Risk Assessment
 Boat Ramp Repairs-Highway 71/Colorado River
 Hope Hill Park
 Fairgrounds Playscape
 Kruschel Park Playscape Cover
 City Hall Remodel
 Gazebo Painting
 Restrooms: Fair Pavilion, Fairgrounds–Softball,
 Cemetery
 Downtown Improvements–Crosswalks
 Police Department Technology Upgrades
 Police Department Community Policing Plan



The City Manager is responsible to the La Grange City Council for maintaining and operating the City in a prudent and professional manner and administration of all City affairs. This position manages and directs the day-to-day operations of the City based on the ordinances and policies established by the City Council. The City Manager oversees operation of the City's departments, including managerial oversight of all department heads and subordinate staff on the City's payroll. City departments include Police, Fire, Public Works, Parks and Recreation, Utilities, Administration, Fayette Public Library, and any other departmental designation approved by the City Council.

ESSENTIAL DUTIES

City Council

- Participates in all City Council meetings and making recommendations as appropriate.
- Researches and reports on subjects as directed.

Financial

Oversees the adequacy and soundness of the City's financial structure, including:

- Prepares the annual City budget and recommends adoption.
- Advises the City Council on financial condition and pending needs.
- Ensures that city activities are performed in accordance with the annual budget, and that budget and tax rate adoption requirements are met annually.
- Actively pursues federal and state grant dollars for specific local projects.

Human Resources

Maintains control of City departments through:

- Appointing and removing any officer or employee of the City except those whose appointment or election is otherwise provided for by law or the City's Charter Ordinance.
- Supervision of Department Heads and employees.
- Programs to ensure a safe and professional work environment.
- An effective system of communication.
- Professional education and development.
- Corrective action to rectify violations.

Planning

Develops, recommends, implements, and maintains:

- Long-range plans, goals, and objectives.
- Comprehensive public works projects.
- Economic development activities.
- Appropriate levels of safety, municipal services, and a clean community environment.

Policy and Procedure

- Recommends for review and approval, as well as implements ordinances, resolutions, contracts, policies, and other procedural items.
- Ensures that all federal and state laws and City ordinances are enforced.
- Maintains and handles sensitive information in a prudent and professional manner.
- Ensures public meetings are posted in accordance with the Texas Open Meetings Act.
- Represents the City in all public utility franchise concerns and ensures franchises are properly kept and performed.

Public Relations

- Maintains a visible and active profile in the community.
- Represents the City with citizens, the community, the public, and external organizations.
- Participates in regional/state conferences and associations as well as local, regional, and state-level networking opportunities.
- Coordinates City activities with civic, business, and public organizations and keeps them informed.



- Master's Degree from an accredited college or university in Public Administration, Business Administration, Public Policy, or related field required.
- Minimum five years experience of progressively responsible management and supervisory experience as a city or county manager in the public sector for a similar size city or county, or as an Assistant or Deputy in a larger community, or equivalent experience in the private sector for an organization of similar size and complexity.
- Credentialing as a Certified Manager by the International City/County Managers' Association (ICMA) preferred.
- Strong financial and budgeting background with ability to ensure financial data is accurate every time, all the time.
- Experience and understanding of city-owned public utilities, including electric, water, and wastewater, and well-versed in modern technology.
- Outstanding communication skills, both verbal and written.
- Outstanding leadership skills.
- Able to lead and guide the City Council without taking sides or playing politics.
- Leads by example and always demonstrates honesty, integrity, fairness, and diplomacy.
- Motivator who works collaboratively with and empowers staff.
- Positive and supportive management style that is respectful, provides mentoring, sets priorities, provides resources, has high expectations, and ensures accountability.
- Encourages teamwork, works as part of a team, and is comfortable getting in the trenches to get the job done.
- Calm and approachable demeanor, active listener, and remains cool and collected.
- Trustworthy and dependable.
- Professional, while also friendly and outgoing with a sense of humor.
- Desire to immerse oneself in and be a part of the community.

HOW TO APPLY



Compensation: Salary is commensurate with experience and qualifications, along with a competitive benefits package that includes TMRS employee deposit rate 7% with 2:1 city match, term life Insurance, health insurance with dental and vision options, sick leave, vacation, and longevity pay. 15 paid holidays with 1 personal day.

To apply, please email your cover letter and resume in .pdf format by 5pm CST, Thursday, October 20, 2022, to bbauer@governmentpros.com. Position is open until filled. Faxed and mailed submissions will not be considered. Direct questions to Bret Bauer at 316-207-0688 or bbauer@governmentpros.com.

The City of La Grange is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.

For additional information about the City of La Grange, please visit:

cityoflgr.com

lgisd.net

co.fayette.tx.us