



Invites Your Interest in the Position of
CITY MANAGER



Perhaps you are a local government executive with impeccable management and interpersonal skills known for your ability to cultivate and nurture opportunities in diverse communities. If so, the City of Lexington, centrally located in the heart of the Piedmont Triad area of NC – invites you to consider applying to serve as its next **City Manager**. The Council seeks a transformative leader – one who is a patient listener that will proactively engage the opinions of staff and stakeholders, create unity in opposition, and be diplomatic in advocating for the City’s strategic vision while preserving its culture.

The next **City Manager** will join an organization that is committed to the sustainability, viability, and growth of its community. This professional has the great opportunity to nurture a positive working environment with high morale. The next **City Manager** performs well under pressure and is successful in navigating large scale economic development projects while juggling the daily demands of overseeing operations and service delivery for the city. Lexington desires a transparent, trustworthy leader who holds him/herself and others to high standards of excellence and accountability. Embracing Lexington’s #OneCityTeam approach to a collaborative work environment, the next **City Manager** will ensure a welcoming, inclusive, and respectful culture across the organization through demonstrating active listening and the value, dignity and worth of every employee.

About the Community:

The City of Lexington was settled in 1775 in what was to become the industrial region of North Carolina known as the “Piedmont Triad”. Lexington was incorporated in 1828 by the NC General Assembly and became the county seat of Davidson County in 1847. Lexington’s mild climate, especially in the winter, affords ample opportunities to get outdoors. From playing golf at the [Lexington Golf Club](#), a 6,116 yard, Par 71 public golf course owned by the City to water-skiing on [High Rock Lake](#), the second largest lake in NC, Lexington’s 18 square miles of mostly rural flat land are an ideal place to call home. Lexington’s central location makes travelling in the state of NC an easy day trip with the Appalachian Mountains and East Coast just a few hours away.

Since 1938, golfers both young and old have enjoyed the lush greens of the Lexington Golf Club, a 6,116-yard, Par 71 public golf course owned by the City.



Lexington's downtown area, "Uptown," is a place where specialty shops and boutiques thrive alongside artist galleries and acclaimed restaurants. Lexington's Main Street district is anchored by "The Square," where visitors and residents frequent Conrad & Hinkle, a unique food market that has served Lexington for over 90 years, for their homemade pimento cheese!



Other highly recognized stops in Lexington include The Candy Factory, the Army-Navy store, and the Red Doughnut. Lexington's surrounding countryside is home to a half dozen wineries, one of NASCAR's top race shops and museums, and the gallery of North Carolina's most famous living artist, Bob Timberlake. Of course, no visit is complete without Lexington-style barbecue - smoked fresh daily at 13 barbecue restaurants or seeing a production at the Smith Civic Center and having a festive celebration at Breeden Insurance Amphitheater, which houses up to 3,000 attendees. Lexington's city owned facilities include 24 public parks, including 15 tennis courts, 7 ball fields, 5 multipurpose fields, 16 basketball courts, 1 volleyball court, over 2 miles of surfaced trail, 1 aquatic facility, 1 splash pad, and a Skate/BMX Park.



Each year in late October, over 100,000 visitors experience Lexington firsthand during the [annual Barbecue Festival](#). Held in uptown Lexington on an eight-block stretch of Main Street and going strong for 38 years, this highly favored festival features Lexington's barbecue restaurants and receives significant support from the city and local businesses. Over four hundred exhibitors sell everything from handmade crafts to homemade fudge. Five stages of entertainment showcase local and national artists at this family-friendly festival.



Deriving from its roots as a textile and furniture industry hub, Lexington's economy continues to evolve to support the quality of life of its community members. By fall 2027, [a new passenger rail station](#) will be completed, providing alternate and equitable transportation service to residents of the Lexington community. City leaders were strategic in executing their vision to bring a passenger rail service, allowing for affordable access to education, health, and job centers along the North Carolina commuter rail system, as well as travel to other destinations. This significant project funded by a \$25 million BUILD (Better Utilizing Investments to Leverage Development) grant is a catalyst to further enhance Lexington's economy for its community members and visitors. Also new to Lexington's industries are Egger Wood Products and Nucor Steel. Opening their first manufacturing plant in North America, Egger started production at its Lexington location in 2020 bringing over 750 estimated jobs to the area. Nucor Steel, North America's largest steel and steel products company, will serve the construction market in the South Atlantic region from Maryland to Georgia through their new reinforcing bar (rebar) micro mill, slated for completion in 2025.

Lexington's 19,516 community members, of which 58% are white, 28% Black or African American, 14% Hispanic or Latino, 3% Asian and 6% two or more races, are mostly under the age of 65. Living in a wide variety of available housing choices — from apartments, townhomes, and age-restricted developments to historic and modern style homes, Lexington's residents have a median household income of \$32,698.



Families have local public-school options for their children within the Davidson County public school system and Lexington City schools with various other charter and private school options available in surrounding communities including neighboring High Point. Secondary education opportunities begin with High Point University (HPU) and Catawba College, both less than 30 minutes from Lexington. As the premier life skills university, HPU enrolls nearly 5,000 students with a 15:1 student to faculty ratio and prides itself on equipping students for the real world. Catawba College is ranked #4 among the best colleges in the South. Located in historic Salisbury, NC, it is a private, coeducational liberal arts college where big dreams are inspired. For those seeking a 2 year or transitional education, the Davidson-Davie Community College, located near Lexington provides innovative and equitable learning experiences to empower individuals, transform lives, and prepare students for enhanced career and educational opportunities within a changing global community.

Catawba College is ranked #4 among the best colleges in the South.

Siemens Mobility chose...



Lexington's Economy Continues to Grow!

Siemens Mobility will build a new \$220+ million advanced manufacturing and rail services facility in Lexington, which will create more than 500 new jobs. It will be the City's largest employer as well as the its largest taxpayer.

About the Organization and Position:

Operating under the Council-Manager form of government, the City of Lexington is governed by a nine-member City Council consisting of two members elected at large and six elected by wards. The City Council serves part-time and is elected on a nonpartisan basis for staggered four-year terms. The Mayor, elected at-large (City-wide) for a two-year term, serves as the presiding officer at City Council meetings.

The City extends financial support to certain non-profit agencies, commissions, and boards to partner and assist their efforts in serving its community members. Partnerships are largely centered on the essential purpose of economic development and neighborhood revitalization. Among these are the Davidson County Economic Development Commission, Davidson County Airport Authority, Edward C. Smith Civic Center 'The Smith', Home Solutions of Davidson County, and Uptown Lexington, Incorporated.

Reporting to the City Council, the **City Manager**, as chief administrative officer of the City of Lexington, is responsible for providing executive leadership and organizational support necessary to carry out the policies and ordinances of the City Council, oversee the day-to-day operations of city government, multiple utilities, and golf operations while developing and managing a balanced budget. The City's [FY 22-23 budget](#) of \$111M (General fund budget = \$32.9M; Water & Wastewater = \$15.5M; Gas = \$14.6M; Electric = \$45.4M) is supported by a property tax rate of \$.65 per \$100 valuation. The total value of all taxable property is known as the City's tax base and is currently estimated at \$1.820 billion. Additionally, the City levies an Uptown Special Tax District rate of \$.20 per \$100 valuation, as agreed upon by the Uptown merchants, to foster economic development and vitality in the Uptown Lexington business district.

Exemplifying exceptional management skills, the next **City Manager** will motivate and unite a team of nearly 330+ full-time staff with 4 direct reports (Assistant City Manager – currently vacant, City Clerk, Public Relations, and an Administrative Associate). The **City Manager** appoints Department Leaders who direct City staff to ensure delivery of services for residents and customers and while also ensuring the aforementioned “Keys to becoming a City of Choice,” initiatives and vision for the City of Lexington. Lexington's services include public safety, recycling, and waste collection, constructing and maintaining streets and infrastructure, parks and recreational activities, cemetery services, and more. In addition, the City of Lexington owns and operates four utility services: water service, wastewater service, electric service, and natural gas service. The City of Lexington contracts out management of its electric service to ElectricCities. In addition to serving city residents, these utilities serve customers in areas throughout Davidson County. All four utilities combine for approximately 76% of the City's annual budget.

LEXINGTON - A City of Choice

In its efforts to be a “City of Choice,” Lexington identified the following “7 keys” in 2019 that guide principles and City staff vested input and provide the framework for setting budget priorities:

- **City of Unity**... safe, inclusive, welcoming, warm, inviting
- **City of Activity**... engaging, fun, lively, healthy, active, savory food
- **City of Urban Design**... aesthetics, historic, evolving, sense of place
- **City of Innovation**... technology, education, smart, bright ideas, sustainable
- **City of Imagination**... art, textured, inspiring
- **City of Connectivity**... mobile, accessible, accommodating, virtual network
- **City of Opportunity**... commerce, equity, prosperous, utility competitive edge

Key Position Priorities:

- Enhance the relationship and partnership with the City Council to improve collaboration and trust while also establishing, preserving, and protecting the reputation and image of the City and ensuring quality customer service delivery.
- Maintain and enhance the quality of life desired by community members while driving economic development and diversity and addressing timely improvements to the City's infrastructure, particularly wastewater and stormwater treatment improvements.
- Implement innovation in recruitment and career development – recruiting and hiring candidates with targeted skills and experience and showcasing a commitment to continued training and professional development for staff in order to build skills, achieve performance excellence, and develop staff for promotional opportunities and varied job assignments.
- Strategically and swiftly address social justice issues such as affordable housing and poverty impacting the viability of the community while working collaboratively with the City Council, staff, and other stakeholders to develop a short and long term vision for the City that aligns with strategic priorities and goals.

One of the key position priorities for the next **City Manager** is demonstrating a commitment and passion for DEI (diversity, equity, and inclusion), establish trusting relationships within the community while creatively and strategically building unity and cohesion, bridging gaps that divide and reducing tension.



Qualifications:

A bachelor's degree in Public or Business Administration or closely related field **is required**; a master's degree in Public or Business Administration and/or ICMA credentialed manager certification is preferred. Candidates **must** have five or more years of successful and progressive levels of supervisory and management experience; experience in North Carolina local government preferred. Residency within the Lexington city limits within 12 months is highly preferred.

The Successful Candidate Is:

- strategic and innovative regarding areas for growth, new development, and redevelopment;
- a progressive leader with a proven track record in innovative municipal management;
- knowledgeable in utility service delivery and management;
- enjoys proactively engaging with the community, telling its story, advocating for opportunities, and marketing community strengths;
- effective in leading a diverse group of employees with varying backgrounds, tenures, and skillsets;
- one who models, communicates expectations, and holds employees accountable for delivery of excellent customer service to both internal and external customers;
- a constructive advocate for and provides guidance to the City Council in helping them achieve their vision and priorities;
- experienced in developing and supporting staff to achieve excellence and has developed organizational succession plans in preparation for turnover through retirements;
- experienced in evaluating and implementing opportunities to work with the City Council in order to strategically diversify the City's tax base while creatively assessing ways to increase revenue and manage expenses;
- a responsive, detailed and deadline-oriented professional who continuously monitors and engages in process improvement in a service-driven organization;
- resilient in the face of challenges and seeks innovative solutions to problems;
- knowledgeable of principles and practices of public administration to include planning, administration and supervision, and preparing and implementing proposals which affect the operations of City government;
- an excellent communicator, both verbally and in writing and possesses outstanding interpersonal skills both one on one and in groups;
- experienced in the areas of strategic planning, finance and budget development, critical thinking, administration, and intergovernmental relations;
- diplomatic in engaging with diverse stakeholders such as the school system, individual community members, community groups, Council members, employees, and regional, state, and federal authorities in order to leverage the City's opportunities and mitigate challenges;
- a spokesperson for the City, representing the City at local, regional and state meetings such as ICMA and NCLM;
- skilled in utilizing and implementing methods of technology to improve processes, procedures, and communication across departments; and,
- values accountability and holds high expectations of self and staff while also being an effective and respected leader.

Salary and Benefits:

The hiring range for the City Manager is \$160,000 - \$225,000, dependent on qualifications and experience. The City provides a [competitive benefits package](#) including health, dental, and vision insurance, 401K and participation in the NC Local Government Retirement System.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates>, and click on the

City Manager – City of Lexington, NC title.

To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the organization’s Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants must apply by May 21st, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on June 28-29, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All *inquiries* should be emailed to hiring@developmentalassociates.com. The City of Lexington is an Equal Opportunity Employer.

Once completed, Lexington’s Depot District will be a bustling mixed-use district, complete with an amphitheater, entertainment venues, retail, restaurant, service, and residential buildings, and multimodal transportation hub.



The recruitment and selection process is being managed by Developmental Associates, LLC