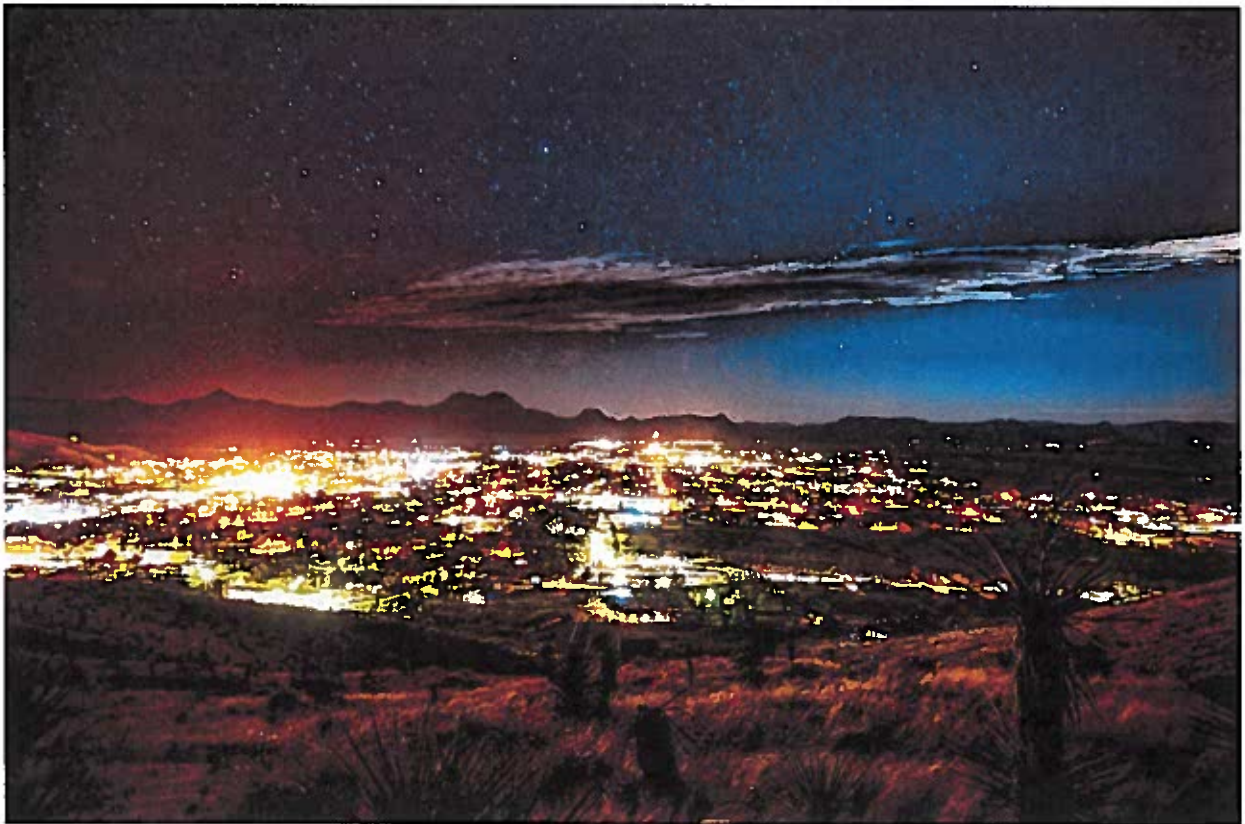


City Manager Position Profile

City of Alpine

Alpine is a city in and the county seat of Brewster County, Texas, United States. The population is currently over 6000 full time residents and the community blossoms to over 8000 when the University is in session. The town has an elevation of 4,475 feet, and the surrounding mountain peaks are over a mile high. The university, hospital, library, and retail make Alpine the center of the sprawling (12,000 square miles) but wide open Big Bend area (combined population only 12,500) including Brewster, Presidio, and Jeff Davis counties.



History

The area had been a campsite for cattlemen tending their herds between 1878 and the spring of 1882, when a town of tents was created by railroad workers and their families. The town's name was changed to Alpine on February 3, 1888, following a petition by its residents. At this time a description of the town mentioned a dozen houses, three saloons, a hotel and

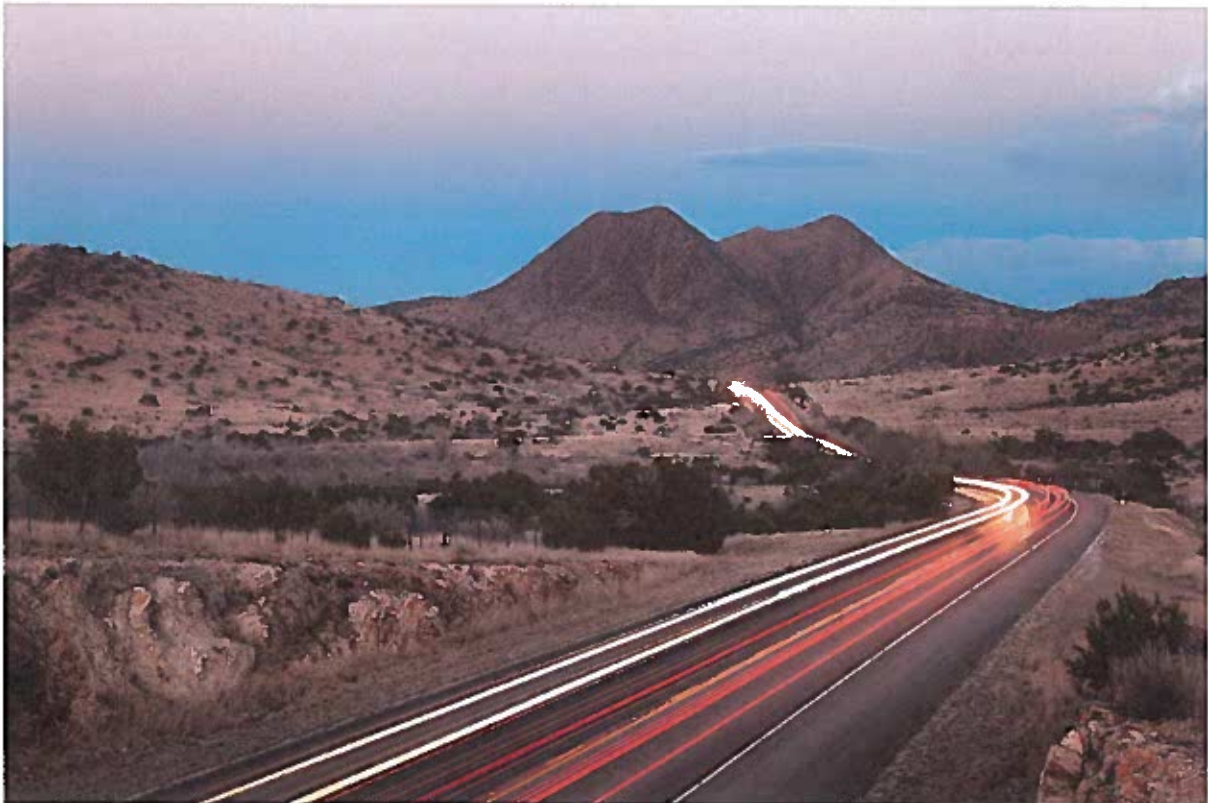
rooming house, a livery stable, a butcher shop, and a drugstore, which also housed the post office.

Alpine grew very slowly until Sul Ross State Normal College (now Sul Ross State University) was opened in 1920. The development of Big Bend National Park in the 1930s and 40s spurred further growth. The town was always small enough that no one insisted on tearing down old buildings to make parking lots, and it is still too small to interest most big box store chains. The Holland Hotel, built during a brief mercury mining boom, was designed by Henry Trost, a distinguished regional architect. Today it helps to anchor a traditional downtown of early 20th-Century buildings still occupied by family-owned retailers and restaurants.



Geography

The town sits on a high plateau, in the Chihuahuan Desert, with the Davis Mountains to the north and the Chisos Mountains to the south. Outcrops of

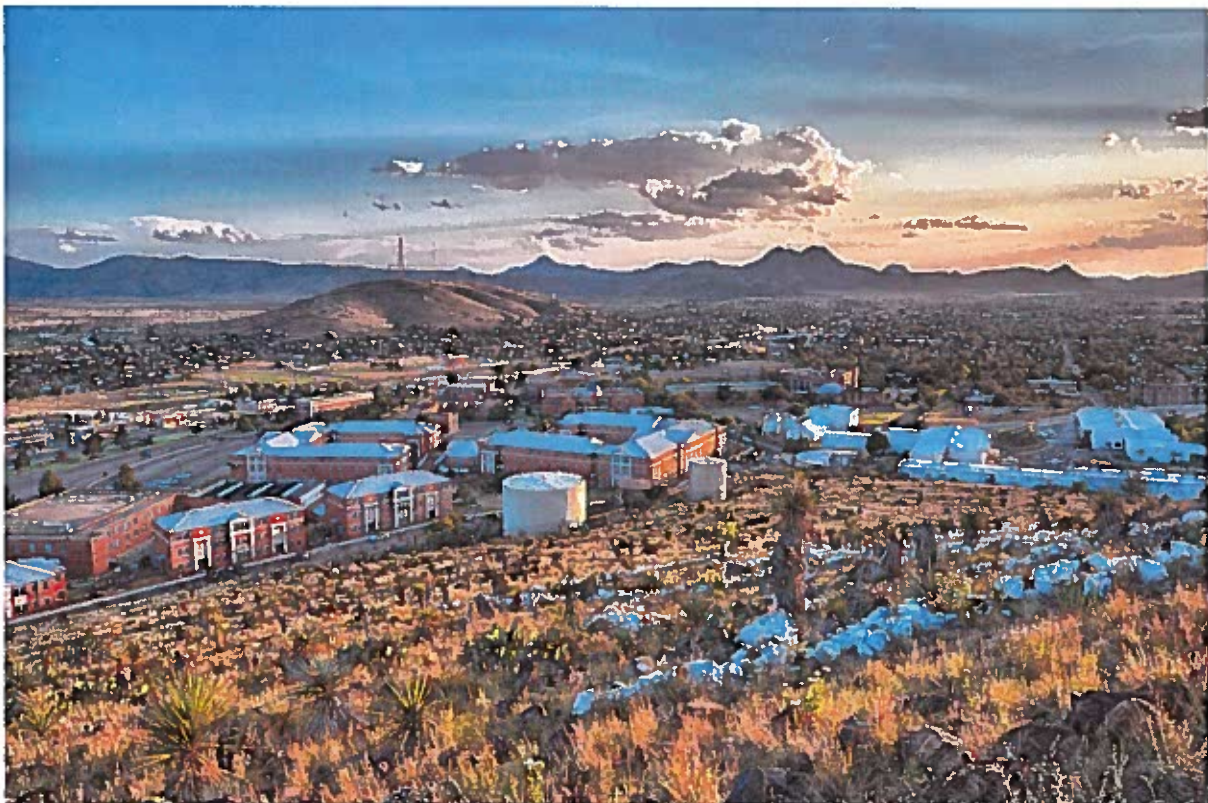


ancient volcanic rocks spread to the northwest. Other layers of rocks have been exposed over time as the mountains were forced up and then eroded. The high elevation cools the desert air in the evenings.

Education

Sul Ross State University, began as a teachers college in 1920, with its original campus in Alpine. Named for Lawrence Sullivan Ross, a Confederate States Army general during the American Civil War, Texas' 19th governor and later president of the new land grant college which became Texas A&M, it is now a member of the Texas State University System.

The 600-acre main campus on the lower slopes of Hancock Hill contains 20 or so buildings, most designed in Classical Revival style, and all harmoniously faced with red brick and white trim. About 2,000 students attend here, many living in Lobo Village, which boasts 250 new apartment-style residence units. Both Bachelor's and Master's programs are available in fields such as Behavioral and Social Sciences, Business Administration, Computer Science and Mathematics, Education, Geology, Law Enforcement, and Vocational Nursing.



Sul Ross ranked #4 in affordability among public universities according to U.S. News & World Report. It was included in "The Nation's 30 Most Attractive Yet Affordable Campuses," published by AffordableSchools.net, based on its combined qualities of affordability and the beauty of the campus and surrounding area.

Intercollegiate sports include men's and women's basketball, cross country, track & field, and tennis, along with men's baseball and women's softball, men's football and women's soccer, and women's volleyball. The teams are known as the Lobos, and play in the American Southwest Conference. Sul Ross was the founding home of the National Intercollegiate Rodeo Association in 1949. The Sul Ross Rodeo Club competes in 10 NIRA rodeos each year. The NIRA rodeo hosted in Alpine is a big event for the school and the community.

K-12 schools

Alpine Independent School District serves more than 1,000 local students attending Alpine Elementary School, Alpine Middle School, and Alpine High School, in classes from Pre-K, Kinder, and 1st thru 12th grades.

On the Texas Education Agency Report card for 2013-2014, the high school, with 277 students in grades 9-12, reached "Met Standard" overall, while receiving Distinction Designations in Mathematics, Social Studies, Top 25%



Closing Performance gaps, and Postsecondary Readiness. Notably, average class sizes in Alpine High are only about two-thirds the state average. The Middle School, with 309 students in grades 5-8, also reached "Met Standard", while receiving Distinction Designations in Mathematics and Social Studies. School colors are Purple and Old Gold. The high school is home to the Alpine Fightin' Bucks and Lady Bucks. Sports include football, volleyball, cross-country, girls' basketball, boys' basketball, powerlifting, track & field, baseball, softball, golf, athletic training, and tennis. Alpine hosts the Big Bend Mountain Ramble, a "mile-high cross country meet, the highest race in Texas", as well as high school and junior high relays.

Alpine Montessori School is a private, non-sectarian, non-profit school which serves grades pre-K through 6th.

Alpine Christian School is a non-denominational Christian school serving grades pre-K through 12.

Hospital

Big Bend Regional Medical Center is a 25-bed facility in a modern building. Complete inpatient and outpatient services are provided by more than 15 healthcare professionals. It is an award-winning Joint Commission accredited acute care facility with a Level 4 Trauma and designated Emergency Department.



Sports

Alpine is home to the Alpine Cowboys independent baseball team. A member of the Pecos League, the Cowboys play their home games at the historic Kokernot Field.



Attractions

Alpine makes a central base for exploring area attractions: the Big Bend National Park, Big Bend Ranch State Park, Fort Davis National Historic Site, Davis Mountains State Park with its Indian Lodge, the Chihuahuan Desert Nature Center and Botanical Gardens, and the McDonald Observatory, perched atop Mt Locke at 6,790 feet. Also worth visiting in the area are Marathon with its iconic Gage Hotel; the historic hotel Limpia and B&B's of Fort Davis; Marfa with the Chinati Foundation museum of Minimalist Art; the ghost town of Terlingua and the golf resort of Lajitas; and the River Road, FM 170, a 120-mile scenic route thru the majestic Rio Grande valley between Presidio and the Big Bend parks.

Attractions in and close to Alpine

Museum of the Big Bend, fun and informative displays, a children's corner, and a quality gift shop, on the campus of Sul Ross State University, giving background information on sights in the Big Bend Region.

Turner Range and Animal Science Center, hosts several rodeos and horse shows during the year at the covered S.A.L.E. Arena. At other times, students can be seen practicing their skills in the outdoor arena. The facility is near the main campus of Sul Ross.

Historic Walking/Windshield Tour, pass historic homes, churches, and other sites, and thru the Main Street City downtown district with several murals, following a brochure available at the Chamber of Commerce.



Alpine Country Club, next to Kokernot Field, has a popular 9-hole golf course.

Big Bend Brewing Company, located along U.S. West Highway 90, was established in 2012. Proclaimed the "beer from out here", Big Bend Brewing Company was recently declared the most remote brewery in America. Beer tours and tastings are held weekly.

Annual Events

Texas Cowboy Poetry Gathering, Usually late February, a celebration of the oral tradition of working cowboys in poetry, song, and music.

Trappings of Texas, April, an exhibit and sale of custom gear and Western art held at the Museum of the Big Bend.

Big Bend Gem and Mineral Show, April, at the Civic Center.

Cinco de Mayo, early May, parade, enchilada dinner, music and dancing, car show, Grand Mercado at Kokernot Field.

Alpine Cowboys, May 20-July 22, professional baseball at historic Kokernot Field.

Theater of the Big Bend, June-July, for over 50 years this local theater troupe has performed various popular plays and musicals at the Kokernot Lodge outdoor amphitheater.

Fourth of July/Fiestas Barrios, July 4, parade, food, music, fireworks.

Viva Big Bend music festival, July, more than 50 bands at venues from Marathon to Marfa, Fort Davis to Alpine.



Drive Big Bend, driving tours, music, parties, and a car show at Kokernot Field for antique, classic, and performance automobiles.

Big Bend Ranch Rodeo, August, displays the skills of working cowboys (rather than rodeo professionals).

National Intercollegiate Rodeo, fall, the 70th home event for Sul Ross State.

No Country For Old Men, October, this bike race lists itself as "America's Premiere 1000 Mile Road Race".

ARTWALK, late November, art spills from the galleries onto the streets and Arbolitos Park, with chalk art of the sidewalks, live music, and a parade of flags.

Parade of Lights, December

Form of Government

The municipal government provided by the City of Alpine Charter is the "Council- Manager" form of government. All powers of the City are vested in an elective body referred to as the "City Council" or "Council". The City Council exercises the powers described in the Charter, subject only to the limitations imposed by the Constitution and laws of the State of Texas.

The legislative and governing body of the City consists of a Mayor and five (5) Councilmembers and are known as the "City Council of the City of Alpine".

Councilmembers are elected from districts. Places on the Council correspond to five (5) single-member districts. The five Council members are the decision making authority for the City.

The Mayor is elected from the City at large by direct vote of the citizens and has no administrative responsibilities.

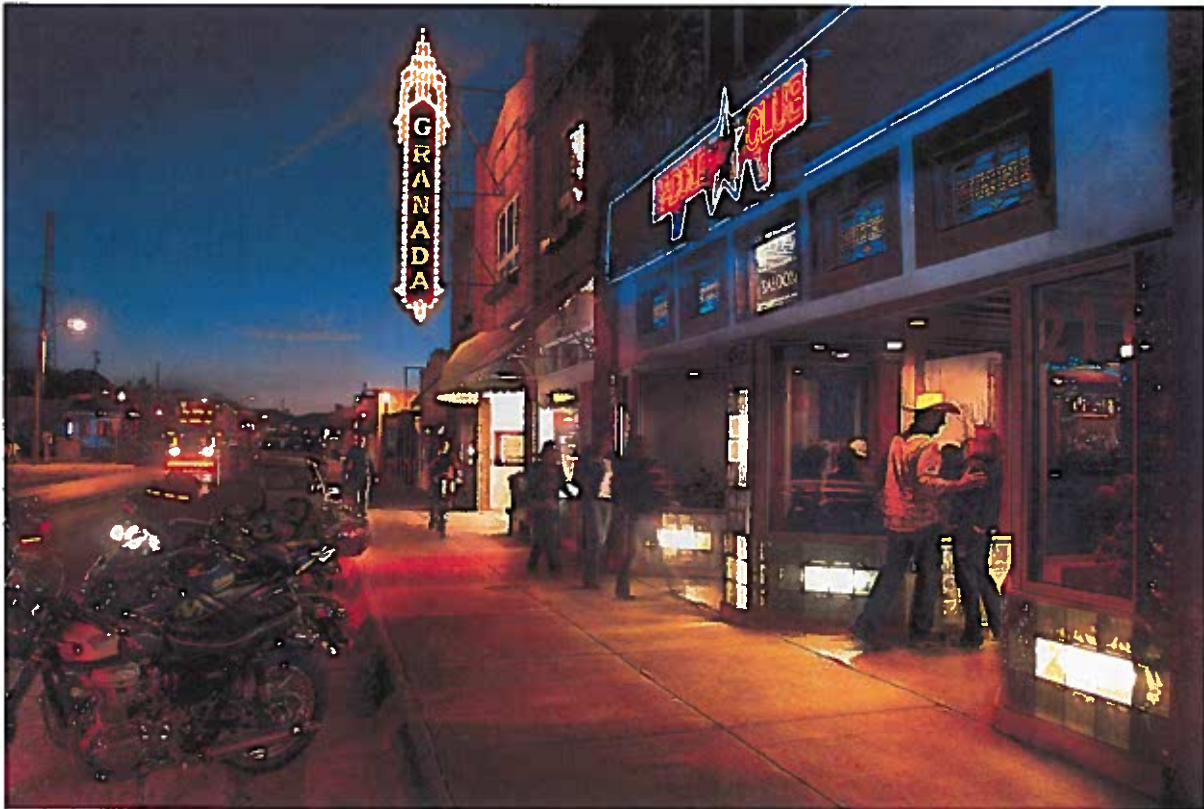
The Council, upon approval of a majority of the full City Council, appoints a City Manager who is the chief administrative and executive officer of the City, and is responsible to the Council for the administration of the affairs of the City. The City Manager is chosen by the Council solely on the basis of executive and administrative training, experience, and ability. The City Manager is contracted for an indefinite term and receives compensation as fixed by the Council.

Duties of the City Manager per City Charter

The City Manager shall:

- (A) with the advice and consent of the Council, appoint and remove all department heads of the City, except as otherwise provided in this Charter or by ordinance;
- (B) attend all meetings of the Council, taking part in discussion, but having no vote, and shall be notified of all special meetings of the Council;
- (C) see that all laws, provisions of this Charter, and acts of the Council, subject to enforcement by the Manager or by officers subject to his or her direction and supervision, are faithfully executed;
- (D) prepare and submit the annual budget and capital program to the Council;
- (E) submit to the Council and make available to the public a complete report on the finances and administrative activities of the City as of the end of each fiscal year;

- (F) keep the Council fully advised as to the financial condition and future needs of the City and make such recommendations to the Council concerning the affairs of the City as he or she deems desirable;
- (G) make such other reports as the Council may require concerning the operations of the City departments, offices, and agencies subject to his or her direction and supervision; and
- (H) perform such other duties as are specified in the Charter or may be required by the Council or the laws of the State of Texas.



Ideal candidate

The City of Alpine is seeking a progressive, visionary leader with a strong, service-oriented approach to managing municipal operations to be its next City Manager. The ideal candidate will consider future issues and outcomes and proactively develop strategies with the City Council to accomplish desired results. The chosen candidate will be expected to commit a reasonable period of time and tenure in service to the City of Alpine, rather than looking at this unique opportunity as a stepping stone to a future position. A seasoned professional who is engaged and visible within the community, willing to

facilitate community discussions productively and collaboratively, and who is passionate about providing exceptional service to residents will excel in this position.

The next City Manager will work successfully with the Council and will effectively represent the City in economic development, municipal operations, intergovernmental relations, and recommending strategies for both short and long range goals and initiatives, demonstrating a deep understanding of community engagement and Council decision-making processes.

The City of Alpine desires a politically astute City Manager who possesses a high degree of personal and professional integrity, with a willingness to diplomatically offer alternative professional views, concerns, and implications to proposed policy considerations. The selected candidate should be well-versed in addressing community issues, with experience successfully managing a highly participatory community and working openly and transparently with diverse stakeholders with strong opinions. An articulate communicator with excellent public speaking skills, the selected individual must be able to interact effectively with diverse groups within the organization and community. A decisive individual with an entrepreneurial attitude, the new City Manager will not be afraid to take calculated risks that put the City on the path to sustainable growth.

A demonstrated history of successful economic and community or business development, with experience in diversifying the local economy and expanding local employment opportunities is preferred. A candidate with sound financial judgment and budgeting skills who can effectively and proactively balance funding challenges with the desire for exceptional municipal services is ideal.

The City Manager will possess the interpersonal and managerial skills necessary to lead and mentor a group of employees, uniting staff with a shared sense of purpose and supporting a culture of excellence at all levels within the organization. The City Manager will lead by example and should be sensitive to employee morale, with a history of developing staff and encouraging teamwork within and across departments. The chosen candidate will empower staff and provide them with a wide latitude of responsibilities under an overall leadership strategy that encourages accountability.

Education and Experience

The selected candidate should hold a bachelor's degree in public administration, political science, business administration, or urban planning, or a bachelor's degree in another field that when combined with experience is sufficient to demonstrate the ability to perform the job. The selected candidate must have ten years of progressively responsible experience in leadership positions either in the public or private sector. The selected individual will be required to reside in the City within a reasonable period of time following appointment to the position

City Statistics

The City currently has 62 full-time employees and an annual budget of \$12 million for FY 2017. In addition to our full-service Police Department, the City provides services including water, wastewater and gas utilities, parks and recreation, airport, public works, capital improvements, Volunteer Fire Department and planning and development services.



Key statistics relative to the City include:

- Over 1050 city blocks relative to the city street infrastructure
- Capacity to produce over 3.2M gallons of water daily
- Process over 400K gallons at WWTP daily

- 15+ parks available for resident use
- Over 3000 flights in and out yearly to municipal airport
- Over \$500K annually in HOT revenues and allocations
- Over 2600 water customers and 1800 natural gas customers

The City Manager also plays a key role in the interface with other key government leaders in the region:

- President and Executive Team at SRSU
- County Judge and Commissioners at Brewster County
- Board of Groundwater Conservation District
- Executive Director at RIOCOG
- Board and Superintendent at AISD
- Board of Hospital District
- Other Key Law Enforcement Agencies

Compensation and Benefits

The salary range for this position is \$115,000-\$145,000 and relocation will be considered. The City participates in the Texas Municipal Retirement System (TMRS) and a full range of benefits is provided, including health and life insurance, a generous leave package, payment of professional dues, reimbursement for memberships and fees for required licenses and certifications, and car and cell phone allowances.

Application Process

Cover letters and resumes should be submitted to:

Erik.Zimmer@ci.alpine.tx.us and/or 100 N. 13th St., Alpine, TX 79830

Resumes will be accepted through July 15, 2017.