



Building the Best Hometown in America®



## ***City Manager Recruitment***

To Apply: <http://bit.ly/AllianceCM>

972-885-6472 | [jason@jdgraygroup.com](mailto:jason@jdgraygroup.com)



# Overview

Welcome to Alliance, Nebraska, where a community committed to excellence is "Building the Best Hometown in America®." Nearly 9,000 people already call the western Nebraska community home, and the Mayor and City Council are looking for an open-minded, team-oriented servant leader to help lead the community into the next chapter of its storied history.

Sitting on the western edge of Nebraska's Sandhills, Alliance is a full-service city, administering all typical municipal operations as well as a municipal airport with scheduled commercial service, business, and general aviation, an electric utility, public transit, two museums, a public library, a city cemetery, and solid waste collection/landfill operations. Incorporated in 1893, Alliance adopted the council-manager form of government in 1921, making it the first city in the state of Nebraska and one of the first in the nation to commit to professional management.

Serving as the county seat for Box Butte County, Alliance is a regional center of government, economic activity, and transportation. BNSF's rail facilities in Alliance serve as the primary base of rail operations for the Powder River Basin coal mines, which produce about 40 percent of all coal in the United States. The railroad serves as Alliance's industrial anchor, employing over 1,000 people.

## Services & City Organization

The city is staffed with 100 full-time employees and operates on an all-funds annual budget of about \$44 million. The Alliance Police Department has 16 sworn officers and the Fire Department is staffed with four full-time and 48 volunteer firefighters and emergency medical technicians. The city operates a wide variety of community venues, including the 18-hole Sky View municipal championship golf course, the Big Blue Bay outdoor swimming pool, Laing Lake Park, and a truly remarkable system of active and passive parks running through the center of the city.

Like many Nebraska communities, Alliance operates its own electric utility, which is dedicated to bringing cost-effective and dependable electric service to the community and the surrounding area. In 1942, the US Army began construction





of the Alliance Army Airfield to serve as a training facility for Army paratroopers and their crews. The city of Alliance acquired the airfield in 1953, and has since operated the facility as the Alliance Municipal Airport, which has daily commercial service flights and serves as a regional general/corporate aviation airport, complete with on-field FBO services which are contracted with a private provider.

## Location

Alliance is located in the beautifully rugged panhandle of western Nebraska. Mount Rushmore, Rapid City, and the South Dakota Black Hills are a little over two hours' drive north; Cheyenne, Wyoming, lies an easy two and a half hours' drive to the southwest; and the major metropolitan amenities of Denver, Colorado, are just three and a half hours away. In Alliance, you can enjoy the benefits of vibrant small-town life with sincerely caring people, an authentic downtown, an active regional business climate, and the rugged beauty and outdoor adventures of the High Plains, along with convenient and inexpensive air travel to Denver and beyond.

## Quality of Life

While Alliance is near several world-class attractions, the community has taken its slogan of "Building the Best Hometown in America®" very seriously, and the quality of life in Alliance is hard to beat. Brick-paved streets in downtown Alliance, the breathtaking beauty of the Central Park Fountain (listed in the National Register of Historic Places), Nebraska's only state veterans' cemetery, the ubiquitously recognizable Carhenge, the 135-acre Central Park that serves as an anchor for the downtown museums, an arboretum, a conservatory, sunken gardens, a trail system, and more are all evidence of Alliance's commitment to focus intently on creating an unbelievable quality of life.

Celebrating history, culture, and the arts is important to Alliance, which operates the Knight Museum and Sandhills Center regional history museum and the Sallows Military Museum, remembering and honoring the dedicated men and women who served our country in times of conflict. The Carnegie Arts Center is a renovated 1912 Carnegie library that was acquired by a private, nonprofit organization and has been providing the community opportunities for cultural expression and exposure to the visual,



performing, and literary arts continuously since 1993. You can spend some free time taking in a current-release movie at a historic Art Deco movie theater downtown, or make it a truly unique event at a drive-in movie theater right here in Alliance.

Alliance is the epitome of a family-friendly community. Small enough for people to know their neighbors, yet big enough to offer a wide variety of cultural opportunities, this is a great place to raise a family. The public school system and two parochial schools are highly regarded and actively support students' athletic, civic, and artistic interests. The citizens' strong commitment to serving others is evidenced by the many civic organizations that truly leave an indelible mark on the city and region.

***Building the Best  
Hometown in America®***

# Governance

The City of Alliance is governed by a five-member City Council elected at large for staggered four-year terms. Every other year, the City Council appoints a Mayor and Vice Mayor from within the body. There are no term limits on City Council members.

Alliance was the first community in the state of Nebraska to commit to the council-manager form of government and has continuously operated with professional management for nearly 100 years. The City Council appoints the city manager, who is responsible for the day-to-day operations of the organization, serving as the chief administrative and executive officer. The previous city manager resigned the position after five and a half years to become the city manager of a significantly larger suburban community near Oklahoma City.

## Candidate Profile

The city is seeking a visionary, open-minded, team-oriented leader who communicates with the City Council, staff, and the public easily and openly. The successful candidate will embrace the community and strive to be a part of our bright future. Alliance has a genuine history of being thoughtful and progressive and the City Council will look to the city manager for ideas and innovations to address challenges while continually advancing the vision of "Building the Best Hometown in America®."

A strong, balanced, and approachable leader is needed for this position. The city manager should be a team- and consensus-builder both within the organization and outside of it. Excellent oral, written, and presentation communication skills alongside well-developed analytical skills are critically important. The city manager is viewed as a true public servant-leader, and his or her honesty and integrity must therefore be beyond reproach.

The name "Alliance" should be embodied by the spirit of alliance-building in the successful candidate. This is a community that comes together to get things done in a no-nonsense manner for the good of the whole. The City Council has established specific priorities for the position, and is looking for a leader who can:

- ★ *Build relationships based on mutual trust, respect, and transparency*
- ★ *Assess and plan for long-term fiscal sustainability*
- ★ *Partner with the Box Butte Development Corporation to guide economic development policy and programs*
- ★ *Engage with staff in continuously striving for peak effectiveness and efficiency*
- ★ *Integrate with the community through active participation in community events, programs, and activities*
- ★ *Continually work toward redevelopment of infrastructure*
- ★ *Review and revamp zoning regulations to align with development priorities*
- ★ *Develop a community-wide redevelopment plan with actionable priorities and tasks*
- ★ *Build a cohesive, constructive team relationship with the Mayor and City Council*
- ★ *Set measurable, attainable goals with employees to help drive performance and accountability*
- ★ *Continue to make progress toward downtown redevelopment*
- ★ *Identify and actively pursue grants and outside funding sources that align with the community's goals and objectives*
- ★ *Provide assistance with the Box Butte Avenue Streetscape initiative*
- ★ *Assess opportunities for shared services through collaborative relationships with external stakeholders*

# Key Accountabilities

The following key accountabilities are intended to provide a clear expectation of the management capabilities of the next city manager. Satisfactory performance in each key accountability is critical to success in this position:

- ★ *Develop a trust-based relationship with citizens, the City Council, and staff through being a person of sincere integrity.*
- ★ *Align city services, finances, resources, staff, and partnerships to achieve the city's vision, strategic goals, and directives, providing effective, ethical leadership in a manner that ensures city governance and economic development is proactive and poised to meet ever-changing requirements.*
- ★ *Be able to organize, manage, prioritize, and delegate work, meet deadlines, and manage multiple complex projects and processes simultaneously.*
- ★ *Effectively develop and manage the city's budget in a fiscally responsible manner that supports the strategic direction and priorities of the City Council and ensures the long-term fiscal sustainability of the city.*
- ★ *Hire, develop, and manage a top-performing, highly motivated staff.*
- ★ *In a timely manner, organize, produce, and communicate all information for the City Council that enables the Council to generate useful discussion, act swiftly, and make fully informed decisions that do not conflict with local, state, or federal laws.*
- ★ *Serve with a high degree of visibility in the community, both on and off the job, to ensure consistency and clarity of communications with the Mayor and all City Council members and that city services are being delivered efficiently and effectively.*

# Education and Experience

Alliance is seeking a well-trained and experienced city manager to help bring the community into the next phase of its history. If you have at least five years of progressively responsible public sector administrative and managerial experience and can demonstrate a proven track record of success, you are a candidate we want to meet.

A bachelor's degree in public administration, political science, community/economic development, business administration, finance, or a related field is required, and a master's degree in these areas is preferred. Showing an ongoing commitment to personal and professional excellence through a program such as ICMA's Credentialed Manager Program is desirable.

# Compensation and Benefits

The starting salary will be competitive for the best candidates, generally starting at \$90,000 for well-qualified candidates. The city expects to negotiate an employment agreement and a reasonable relocation assistance package for the selected city manager.

Alliance offers a generous and comprehensive benefits package including health, dental, vision, and life insurance. The city subsidizes family insurance plan premiums and contributes monthly to employees' health savings accounts. The city manager will have the choice of participating in the general employee retirement plan, with a 1:1 match of employee contributions between 3 percent and 6 percent of salary and graduated vesting starting in year four, or participating in a qualified ICMA-RC plan.



## Application Process

Apply online at <http://bit.ly/AllianceCM>. The position will remain open until filled, and the first review of applicants is expected in mid January.

### Additional Resources:

[Click on the links in a PDF document]

[City of Alliance Official Website](#)  
[Alliance Chamber of Commerce](#)  
[Alliance Public Schools](#)  
[Alliance Times-Herald](#)  
[Alliance Visitor's Bureau](#)  
[Alliance Visitor's Bureau YouTube Channel](#)  
[Box Butte Development Corporation](#)  
[Box Butte County Government Webpage](#)

*For more information about this opportunity, contact:*

**Jason Gray**  
**972-885-6472**  
**jason@jdgraygroup.com**

