



The City Council of Del Rio Texas is
inviting experienced public managers
to apply for the position of
City Manager!



The City of Del Rio Texas is located on the Rio Grande Plains of Southwest Texas, 150 miles due west of San Antonio, Texas on U.S. Highway 90 at its intersection with U.S. Highways 277 & 377. Its most southern perimeter borders the Rio Grande River, one of the natural boundaries separating the United States and México. Del Rio is connected with Ciudad Acuña via the Lake Amistad Dam International Crossing and Del Río – Ciudad Acuña International Bridge. The City of Del Rio serves as the county seat of Val Verde County. The City's incorporated area encompasses 16.25 square miles of the County's 3,242 square miles of total area. According to the official 2010 Federal Census information, the population of the City of Del Rio was 35,591 residents. The current population is estimated at 35,766. Ciudad Acuña has a city population of 146,161.

There is ample evidence to suggest the presence of indigenous peoples in this area as long as 10,000 years ago. Val Verde County has one of the richest concentrations of aboriginal art on the continent. Pictographs are painted on the walls of many caves and date back some 4,000 years before the birth of Christ. The county has some 400 archaeological sites, including caves, rock shelters and mounds. Panther Cave, in Seminole Canyon on the Rio Grande River, contains some of the most striking pictographs and can be reached by boat on Lake Amistad.

The area was originally settled by Spanish colonists in the 17th century. Del Rio's original name was San Felipe del Rio (Saint Phillip of the River) which was shortened to Del Rio by the U.S. Postal Service when the post office was established. Permanent U.S. development began in the mid-1800's by developers drawn to the area by the water flowing from San Felipe Springs and San Felipe Creek. The creek and springs provided millions of gallons of water for farms, orchards, and the oldest

vineyard in Texas. This water source still provides drinking water for the City of Del Rio as well as feeding millions of gallons of water into the creek, creating Del Rio's pristine swimming holes, including Blue Lake and Horseshoe Park, that sit on the eastern side of town.

Del Rio is home to Laughlin Air Force Base. Originally designated Laughlin Field, the base was created to train pilots in World War II. Rebuilt and redesignated as Laughlin Air Force Base, its mission has transitioned to providing Undergraduate Pilot Training and is today the major pilot training base for the U.S. Air Force. Laughlin is the largest employer in the area. The City also is home to two headquarters of U.S. Customs and Border Patrol, the area's second largest employer.

Residents of Del Rio have a number of venues for outdoor and sporting activities. A few miles west of the City is the vast Amistad National Recreation Area, which includes Lake Amistad, home to some of the best bass fishing in Texas. Lake Amistad is a veritable playground for those who enjoy swimming, kayaking, boating, or even scuba diving. The rugged limestone canyons and arid plains that surround the lake provide a gorgeous backdrop and ample territory for hiking enthusiasts to explore. There are also a number of hunting ranches in the area.

Del Rio has numerous cultural venues and activities including art galleries full of unique paintings, sculptures, and photography such as the Del Rio Council for the Arts Firehouse Gallery housed within the town's original firehouse and city hall, art classes offered by the Del Rio Council for the Arts, Casa de La Cultura, situated on Del Rio's south side, the Lee Bunch Studio Gallery, and more. You can visit these art galleries in Del Rio on your own or during Del Rio's artwalk, which takes place the first Friday of every month. Del Rio is home to the George Paul Memorial Bullriding, which is the oldest stand-alone bull riding event in the world.

The city is served by the San Felipe Del Rio Consolidated Independent School District with approximately 10,450 students and 637 teachers at 14 campuses. Del Rio is now home to Premier High School of Del Rio, a public charter school. Residents have access to higher education at Southwest Texas Junior College-Del Rio, Rio Grande College Del Rio (affiliated with Sul Ross State University) and Park University – Laughlin AFB campus.

Starting on November 4, American Airlines will provide two flights daily from Dallas-Fort Worth International Airport to Del Rio International Airport. The City is also served with passenger rail service by Amtrak with connections to San Antonio and points east and to El Paso and points west.

Del Rio is truly *"The Oasis of Texas"*.



Governance: The City of Del Rio is a home-rule town with a “Council-Manager” form of government. It was originally incorporated as a municipality in 1905 but was reincorporated in 1911. The first version of its present charter was initially adopted in 1967 and was subsequently revised in 1981 and 1998. Under the Charter, the City is governed by a Mayor and six (6) Councilmembers elected to four-year terms with elections held biennially. The Mayor and three Councilmembers are elected at large, and three Councilmembers are elected from districts and all are limited to two consecutive terms. The current City Council is comprised of:

Mayor-Bruno Lozano was elected to the Council in May 2018.

Councilperson at Large Place A-Diana Salgado has served on the Council since 2016.

Councilperson at Large Place B Mayor Pro Tem-Rowland Garza has served on the Council since 2012.

Councilperson at Large Place C-Raul Ojeda was elected to the Council in June 2018.

Councilperson District I-Alfredo Carranza, Jr. was elected to the Council in May 2018.

Councilperson District II-James DeReus was elected to the Council in June 2018.

Councilperson District III-Elizabeth Elizade has served on the Council since 2012.

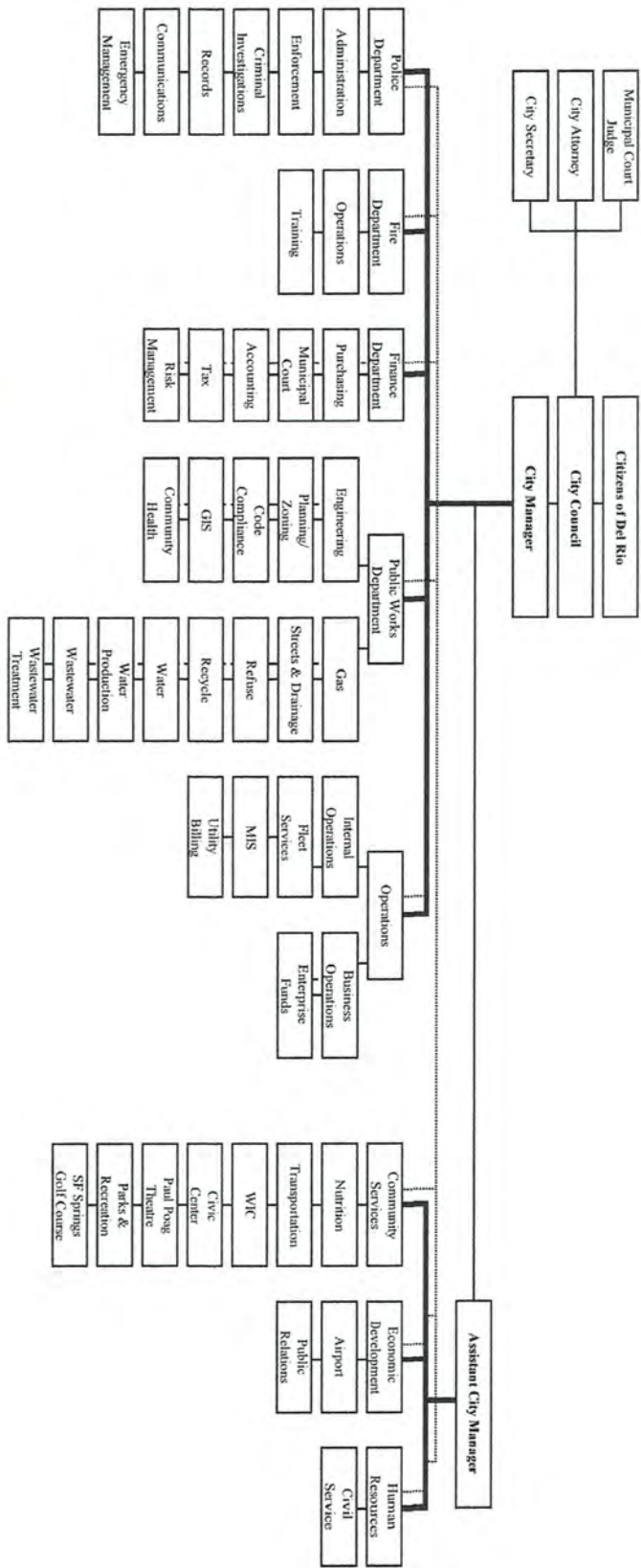
The City Council appoints a city manager to be the chief executive officer and the head of the administrative branch of the city government. In addition, upon the recommendation of the City Manager the Council appoints a City Attorney, a Municipal Court judge and a City Secretary.



Mission Statement for the City of Del Rio

On behalf of the citizens of Del Rio, The City Council will promote the safety, health, and general well-being of our community within the bounds of fiscal responsibility, while preserving and advancing the quality of life for its citizens.

The Position: The City Manager is responsible to the council for the proper administration of all affairs of the city including specific duties and responsibilities outlined in the Charter. The City Manager oversees an organization with an annual operating budget for 2017-2018 of \$80.845 million and a workforce of 494 employees. City employees are assigned to various departments. (See organizational chart on following page.) Trash collection is provided under a contract with a private company. The City operates a landfill which is available to residents of Del Rio at no charge for household trash and brush. The City’s drinking water comes from San Felipe Springs and is treated by an 18.2 MGD Water Treatment Plant. The wastewater collection system includes 180 miles of collection lines and 18 lift Stations. The City also operates a gas distribution utility. The Del Rio International Bridge is owned and operated by the City and accommodates vehicular, commercial, and pedestrian traffic providing a safe and convenient border crossing between Del Rio and Ciudad Acuña.



**City of Del Rio, Texas
Organizational Chart**



Personal Qualities: In discussing the requirements of this position with Council members, a common concern for the city’s highest appointed official is the strength of the candidate’s leadership qualities and his/her financial management skills. The next City Manager must be a strong and dedicated leader who can motivate the staff and the community to further shape and define the future vision of the community. He or she should have the ability to build coalitions to accomplish the vision of the City Council, taking care to encourage a consensus that is derived by consideration of all input. The Council will want a City Manager who possesses the effective communication and interpersonal skills that are expected of a high-level public executive. The City Manager should have experience interacting with a diverse community. He or she will have a track record that shows demonstrated proficiency in maintaining and building constructive relationships with a wide range of community groups, governmental groups, organizations and the media. Candidates should also be comfortable with the transparen-

cy, visibility, and public activity that are a vital part of the role of a City Manager. The next City Manager should also have the following additional characteristics:

- A proven record as a team player who applies personal ethics that reflect honesty and integrity in all relationships to establish an example to staff and citizens alike.
- A history of being fiscally conservative, with a working knowledge of municipal financial management and experience in preparing a budget of similar size and complexity to the City of Del Rio.
- The ability to see the “big picture” and anticipate the future impact of decisions.
- A track record of successful project management and completion of projects on schedule and on budget.
- Strong organizational and management skills with a reputation as a creative problem solver.
- A demonstrated ability to implement ideas by recognizing and involving stakeholders in decision-making.
- Familiarity with successful economic developmental practices, particularly familiarity with economic development tools authorized for Texas cities including the Type A economic development sales tax.
- A reputation for being a good listener who is approachable and has an ability to communicate successfully with employees at all levels of the organization.
- A reputation for applying policies in a fair and consistent manner.
- Proven ability to select, motivate and develop competent, qualified staff and develop effective teams.
- A record of evaluating the effectiveness of municipal operations and personnel while demonstrating effective delegation skills and holding people accountable for results.
- Experience with Chapter 143 of the Texas Local Government Code-Police and Fire Civil Service will be a plus.

The City Council is seeking candidates who would see the City of Del Rio as a great career opportunity and as a great place to live. Someone who would look forward to becoming an active member of the community.

Initial Priorities: The City Council will expect the new City Manager to focus initially on the following areas:

Strategic Plan - With a new Mayor and three new Councilmembers, the City Council places a high priority on developing an ongoing process for designing and updating a strategic planning process to guide the City forward and establish priorities for the organization. The Council will expect the City Manager to develop recommendations for implementing such a process.

Economic Development - Councilmembers see an effective economic development program as the key to growth of the city's tax base and employment opportunities. The City has adopted the Type A economic development sales tax and established an economic development corporation to manage this resource. The City Council will expect the new City Manager to evaluate the City's approach to economic development and make recommendations for improvements which can strengthen this effort.

Evaluation of City Organization - The City Councilmembers recognize that the City has limited financial resources with which to fund city services. They will ask the new City Manager to undertake an evaluation of the City organization including the use of technology to identify opportunities to improve the responsiveness and efficiency of City personnel.

Infrastructure Issues - The City Council is concerned about the condition of the city's streets, roads and utility facilities. The Council will look to the new City Manager to work with the Public Works and Utilities staffs to develop recommendations for improving the City's maintenance and repair of these major assets.

Flood Issues - Councilmembers are concerned about the implementation of plans to recover from previous flood incidents in the City and to prevent future damage and dislocation. The Council will look to the new City Manager to review the history of flooding in the City and develop recommendations for steps the City can take to deal with this issue including the potential for grant funding.



Minimum Qualifications: The City Council is seeking candidates who have at least seven years of experience as a city manager, or assistant city manager in an organization of comparable complexity to the City of Del Rio. This position requires a bachelor's degree in public or business administration or a related field. A master's degree is a plus. The City Charter requires the City Manager to reside within the city limits of Del Rio.

Compensation: The competitive compensation package is negotiable depending upon the background and qualifications of the person selected. The City has a generous benefits program including Texas Municipal Retirement System, health and life insurance, paid vacation, sick leave and holidays.

To Apply: Send an electronic version of your current resume, salary history and a list of ten work-related references (including supervisory) with phone numbers ASAP to G. Chris Hartung at jobsearch@chcpublicsectorsolutions.com. The first review of candidates will be October 15, 2018.

Applicants for this position selected as finalists will be subject to a background review prior to interview. Under the Texas Public Information Act, information from your resume may be subject to release to the public.

The City of Del Rio is an Equal Opportunity Employer and encourages anyone interested in this position to apply. Del Rio desires diversity at all levels of its workforce!

