AGREEMENT FOR SERVICES

THIS AGREEMENT FOR SERVICES (Agreement) is made as of the _____ day of __________, 2016, by and between the City of Rapid City, a municipal corporation and political subdivision of the State of South Dakota, located at 300 Sixth Street, Rapid City, South Dakota 57701 (Client), and Springsted Waters Incorporated, d/b/a Waters & Company/A Springsted Company (W&C), with a principal place of business located at 380 Jackson Street #300, St. Paul, Minnesota 55101.

WHEREAS, the Client wishes to retain the executive recruitment services of W&C on the terms and conditions set forth herein, and W&C wishes to provide such services.

NOW THEREFORE, the parties hereto agree as follows:

SCOPE OF PROFESSIONAL SERVICES

W&C will provide professional services in the area of an executive recruitment for the position of Director of Public Works. This Agreement includes W&C’s commitment to provide all elements of the recruitment process, services, and conditions described in our proposal dated March 15, 2016, and attached as Exhibit A.

<table>
<thead>
<tr>
<th>Phase</th>
<th>Description of Professional Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase I</td>
<td>Task 1 – Candidate Profile Development/Advertising/Marketing (includes one day on site by Project Team Leader).</td>
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<tr>
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<td>Task 2 – Identify Quality Candidates.</td>
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<td>Task 5 – Final Process/On-Site Interviews with Finalists (includes a possible two days on site by Project Team Leader).</td>
</tr>
<tr>
<td>Conclusion</td>
<td>Acceptance of offer by candidate.</td>
</tr>
</tbody>
</table>

TERM

This Agreement shall be effective as of the Effective Date and shall remain in effect for the period necessary for successful completion of the project. This Agreement may be terminated upon thirty (30) days prior written notice to W&C. If the Client terminates, W&C is entitled to any portion of its fee so earned.
ALL-INCLUSIVE PROFESSIONAL FEE

1. The all-inclusive professional fee to conduct the recruitment is not to exceed Twenty-Two Thousand Fifty Dollars and Zero Cents ($22,050.00) and includes the cost of professional services by the Project Team Leader and the project support staff, and all project-related expenses such as advertising, printing, candidate background and reference checks, and travel expenses for on-site visits by the Project Team Leader. Travel expenses incurred by candidates for on-site interviews with the Client are not the responsibility of W&C and are handled directly by the client organization. The Client will make payments for the project within forty-five (45) days of receipt of an invoice submitted by W&C. All invoices will be forwarded to the Client for processing unless otherwise directed. For reporting purposes, W&C’s tax identification number is 47-1064404.

2. The all-inclusive professional fee will be billed in four installments; 30% of the fee will be billed at the beginning of the recruitment; 30% at the implementation of Phase I; 30% at the implementation of Phase II; and the final 10% upon acceptance of offer by the candidate.

3. Additional work related to the recruitment process and as specifically requested by the Client which is outside the scope of this project (i.e. additional on-site visits) will include an additional fee. The fixed professional fee for this recruitment anticipates no more than three on-site visits which include four consulting days with one consultant. Additional on-site consulting visits will be billed at W&C’s standard daily rate of $1,760.00 plus expenses. Consistent with the “Optional Services for Consideration” section found on page 8 of Exhibit A, additional search services that do not include an on-site visit will be billed at the rate of $220.00 per hour plus expenses.

ADDITIONAL PLACEMENTS

If candidates from this recruitment process are selected for another position by the Client, within one year of the close of the recruitment, a fee of 50% of the fee under this Agreement, or Eleven Thousand Twenty-Five Dollars and Zero Cents ($11,025.00), will be due to W&C.

TRIPLE GUARANTEE

1. W&C commits to remain with the recruitment assignment until the Client has made an appointment for the fee and tasks quoted in the proposal. If the Client is unable to make a selection from the initial group of finalists, W&C will work to identify a supplemental group until the Client finds a candidate to hire.

2. The Client’s executive recruitment is guaranteed for 24 months against termination or resignation. Within the first two years following the date of hire, the replacement recruitment will be repeated with no
additional professional fee, but only for project-related expenses. Candidates appointed from within the Client’s organization do not qualify for this guarantee. This guarantee is subject to further limitations and restrictions of the Client’s state laws.

3. W&C will not solicit any candidates selected under this contract for any other position while the candidate is employed with the Client’s organization.

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**DEVOTION OF TIME**

W&C shall devote such time to the performance of its duties under this Agreement as is necessary for the completion of all project phases.

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**NOTICE**

All notices hereunder shall be in writing and deemed to have been given when delivered, transmitted by first class, registered or certified mail, postage prepaid and addressed as follows:

If to Client:

City of Rapid City _______________________________
Attn: Finance Officer ____________________________
300 Sixth Street _________________________________
Rapid City, SD  57701___________________________

If to W&C:

Waters & Company/A Springsted Company
380 Jackson Street, Suite 300
Saint Paul, MN  55101 __________________________
Attention: Managing Principal

---

**ENTIRE AGREEMENT**

This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other agreement, statement, or promise relating to the subject matter of this Agreement that is not contained herein shall be valid or binding.

---

**AMENDMENT**

This Agreement may be amended only by the mutual written agreement of the parties and such written amendment shall become incorporated into this Agreement once executed by the City and W&C.

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**LEGAL CONSTRUCTION**

In case any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other
provisions thereof and this Agreement shall be constructed as if such invalid, illegal, or unenforceable provision had never been contained herein.

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**WAIVER**

The failure by one party to require performance of any provision herein shall not affect that party's right to require performance at any time thereafter, nor shall a waiver of any breach or default of this Agreement constitute a waiver of any subsequent breach or default or a waiver of the provision itself.

---

**ASSIGNMENT**

W&C shall not delegate or assign either in whole in or part any of its rights and obligations under this Agreement without first obtaining the written authority of the Client.

---

**COUNTERPARTS**

This Agreement may be executed in counterparts; each such counterpart shall be deemed an original and when taken together with other signed counterparts, shall constitute one Agreement.

---

**CONTROLLING LAW AND VENUE**

All disputes regarding the construction, interpretation and the parties’ rights and obligations under this Agreement will be governed by the laws of the State of South Dakota, without regard to any conflicts of law provisions. The parties agree to submit to the exclusive venue and jurisdiction of the State of South Dakota, in Circuit Court, Rapid City, Pennington County, South Dakota.

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**HEADINGS**

The headings of the different paragraphs of this Agreement are inserted for convenience only and are not to control or affect the meaning, construction or effect of each provision.

---

**[THIS SPACE INTENTIONALLY LEFT BLANK]**
Executed on the day and the year first written in this Agreement.

RAPID CITY, SOUTH DAKOTA

By: ______________________________
Name: Steve Allender
Title: Mayor

ATTEST:

_________________________________
Finance Officer
(SEAL)
Executed on the day and the year first written in this Agreement.

WATERS & COMPANY/A SPRINGSTED COMPANY

By: __________________________
Name: Art Davis
Title: Senior Vice President
Proposal

City of Rapid City, SD

Proposal to Provide Executive Search Services

March 15, 2016
LETTER OF TRANSMITTAL

March 15, 2016

Ms. Nancy Rohlik Hamak, PHR, SHRM-CP
City of Rapid City
300 Sixth Street
Rapid City, SD 57001

Re: Request for Proposal to Provide Executive Search Services

Dear Ms. Rohlik Hamak,

I appreciate the opportunity to submit our proposal for executive recruitment services for the City of Rapid City’s next Director of Public Works. Our extensive experience in providing executive recruitment services to cities, counties and other public sector organizations nationwide will be beneficial for this recruitment and allow us to find the ideal candidate for the City of Rapid City.

We know that you have options for using other recruitment firms. However, we believe that our approach sets us apart from our competitors in the following unique ways:

- Waters & Company will be aggressive and responsive to you – the client – and with prospective applicants using an approach of “doing whatever it takes to get the job done right!” Please notice our “Triple Guarantee” in Section III of the Proposal;
- Management/Leadership Style Assessment Analysis completed by the candidates can be used to determine if a candidate’s management style matches the approved management/leadership style profile established for the ideal candidate;
- Video candidate interviews through a proprietary system will be made available to the Human Resources Manager to assist in the selection process; and
- Utilization of a proprietary online application system exclusively licensed to W&C to facilitate talent management. The system has been designed by W&C to customize applicant flow and tracking. It allows ease of communication with applicants and the ability to conduct database inquiries for candidates based on characteristics important to the City such as geographic location and specific experience, expertise and qualifications.
Finding candidates with the desired levels of experience and specific knowledge of up to date planning and development trends can sometimes be challenging. Because of my unique background as city administrator for one of the fastest growing communities in the Midwest, I understand the nuances related to recruiting for a position like this. My 10-plus years of experience in recruiting senior level city executives, including planning professionals, will provide you invaluable insight into finding and selecting the best candidate.

This proposal will provide you the details about our approach, expertise, client references and pricing for this executive recruitment. If you have any questions, please contact me at 816-868-7042 or by email at adavis@waters-company.com. Our Team would consider it a professional privilege to provide these services to the City of Rapid City.

Respectfully submitted,

Art Davis, Senior Vice President
Consultant
I. General Information

Waters & Company (W&C) recently merged with Springsted Incorporated, establishing one of the largest public sector executive recruitment and organizational management firms in the United States. Springsted Incorporated, the parent corporation, is a certified WBE. Three employee-owners lead the firms and their 70-member staff. Our principal corporate office is located in Saint Paul, Minnesota, with regional offices located in Dallas, Texas; Milwaukee, Wisconsin; Cleveland, Ohio; Des Moines, Iowa; Kansas City, Missouri; Richmond, Virginia; Denver, Colorado and Los Angeles, California.

W&C has a team of seven primary recruitment consultants available to meet your executive recruitment needs. Each consultant assigned to this recruitment has experience working with cities and the many different disciplines that comprise the City of Rapid City organization. Our consultants bring an experienced, participatory and energetic perspective to each engagement; our unique approach and personal touch are reflected in our internal standard to provide outstanding services that exceed the City’s expectations. Since 2010 our combined consultant team has conducted more than 475 executive recruitments.

The W&C Recruitment Project Team will partner with the Human Resources Manager and designated staff as your technical advisor to ensure that the recruitment process for your next Director of Public Works is conducted in a thorough and professional manner. Our objective is to generate high-quality candidates and assist you with the screening and evaluation of these candidates.

We have structured the W&C Recruitment Project Team to draw upon W&C’s and Springsted’s 50-plus years of service to the public sector and to leverage W&C’s experience and capacity to focus nationwide to find the most qualified candidates.

Physical Address
Waters & Company, a Springsted Company
9229 Ward Parkway, Suite 104
Kansas City, MO 64114
Office: 816-333-7200
Fax: 816-333-7299

Respectfully submitted,

Rollie Waters, Executive Vice President
Consultant
II. **Response to Scope of Work**

**Task I: Recruitment Brochure Development and Advertising**

The development of a comprehensive recruitment brochure that includes a profile of the ideal candidate is an important first step in the recruitment process. This profile includes the required academic training, professional experience, leadership, management and personal characteristics related to the success of the candidate in the position of Director of Public Works. The recruitment brochure will also have a profile that captures the essence of the City as a highly-attractive venue for the successful candidate to live and work.

To prepare the recruitment brochure, the Recruitment Project Team Leader will come on site to meet with the Human Resources Manager and designated staff to discuss the required background, professional experience and management and leadership characteristics for your Director of Public Works position. We meet with the Human Resources Manager to broaden our understanding of the position’s leadership and management requirements, current issues, strategic priorities and to identify expectations for the Director of Public Works. [See example of a recruitment brochure in Appendix I.]

Information obtained from these meetings, coupled with our review of the job description and other City documents, is used to prepare a position and candidate profile. The completed profiles will be approved by the Human Resources Manager before recruitment begins. The position and candidate profiles will be central to our recruitment strategy and outreach to candidates.

The Recruitment Project Team will also work with the City of Rapid City to develop an advertising and marketing strategy to notify potential candidates about the vacancy and conduct an open recruitment that encourages applications from a talented and diverse pool of candidates. Our Team will place ads in appropriate professional publications, websites and local print media, if required. Additionally, W&C has a highly-accessed website that has a special location attracting many potential candidates to upload their resumes. The aggressive advertising and marketing campaign for top talent will include national, state, regional and local elements as determined during our initial meetings with the City’s representatives. Our customized mailing list, selected from our extensive database and contacts collected at appropriate public sector conferences, will be utilized to further promote the position.

<table>
<thead>
<tr>
<th>Advertisements for Director of Public Works could be placed with:</th>
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<tbody>
<tr>
<td>International City/County Management Association</td>
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<tr>
<td>National Forum of Black Public Administrators and Hispanic Forum</td>
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<tr>
<td>Careers in Government (careersingovernment.com)</td>
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<td>American Public Works Association (APWA)</td>
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<tr>
<td>South Dakota League of Cities website; both in-state and neighboring states’ professional associations, e.g. the APA and other state professional associations; various city manager association websites (some at no cost)</td>
</tr>
<tr>
<td>Waters &amp; Company has access to numerous websites and listservs specific to universities and their alumni, regional councils of government, and contact lists throughout the Midwest &amp; Nationwide that are focused on professional local government managers.</td>
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<table>
<thead>
<tr>
<th>Project Milestone</th>
<th>Deliverables</th>
<th>Proposed Date</th>
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</thead>
<tbody>
<tr>
<td>Position profile and recruitment brochure development.</td>
<td>• Onsite interview with the City.</td>
<td>April 6 – 22</td>
</tr>
<tr>
<td></td>
<td>• W&amp;C will receive information regarding the City’s budgets, organizational charts, images, logos, etc.</td>
<td></td>
</tr>
</tbody>
</table>
Develop draft documents (Recruitment Brochure, Advertisement, Marketing Letter and Timeline).

Approve brochure, commence advertising and distribute marketing letter.

- Brochure sent to the City for final approval.
- Commence advertising and distribution of recruitment brochure.

April 22

**Task II: Execution of Recruitment Strategy and Identification of Quality Candidates**

Utilizing the information developed in Task I, W&C will identify and reach out to individuals who will be outstanding candidates for the position of Director of Public Works. Often, well-qualified candidates are not actively seeking new employment and will not necessarily respond to an advertisement. However, if a potential candidate is presented with the opportunity directly and in the proper manner, he or she may apply. We take pride in our ability to locate highly qualified candidates across the nation based on the professional contacts and relationships we have developed and maintained over many years.

These efforts will be supplemented by the creation of an appropriate database utilizing our extensive, interactive applicant database for the Director of Public Works position. This will provide the W&C Team with the ability to customize applicant flow and tracking, communication with applicants and conduct database inquiries for candidates based on characteristics important to the City such as geographic location, particular experience, expertise and credentials.

During this part of the process the Recruitment Project Team will work with the Human Resources Manager and designated staff to reach consensus on the leadership and management style for the ideal candidate. Our research will determine the key competencies, work values and leadership/management style for the position and match the candidates to each attribute.

Each candidate submitting a resume is sent a timely acknowledgement by our Team, including an approximate schedule for the recruitment. Throughout the recruitment process, communications are maintained with each candidate regarding information about the recruitment progress and their status in the process. We take pride in the many complimentary comments made by candidates regarding the level of communication and the professional manner in which they are treated during our recruitments.

<table>
<thead>
<tr>
<th>Project Milestone</th>
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</table>
| Execution of recruitment strategy and candidate outreach. | - Online data collection and profile development.  
- Development of interactive searchable applicant database for recruitment of the Director of Public Works.  
- W&C performs direct outreach to prospective candidates identified in the recruitment strategy.  
- Utilization of extensive applicant database to identify applications and review applicant pool for competencies/demographics. | April 25 – June 1 |
Task III: Screening of Applicants and Recommendation of Semi-Finalists

In Task III the Recruitment Project Team, under the direction of Art Davis, will screen the candidates against the criteria within the position and candidate profiles and develop a list of semi-finalists for recommendation to the Human Resources Manager.

The most promising applicants will receive a candidate essay questionnaire to complete that will provide additional information about the candidates’ background and experience. We will then narrow the list to a group of 10-15 semifinalists for your review and to select finalists.

Another unique aspect of our recruitment process is our use of online recorded interviews for the screening process. Responses are timed and questions are not provided in advance. This tool allows our Team to develop a more comprehensive understanding of the candidate’s ability to think “on their feet” as well as their personal and professional demeanor. This virtual interview can be scored by individual selection team members as well as the consulting team for later review and comparison.

Our Team will provide an online link for the Human Resources Manager and others designated, who have input into the hiring decision, allowing them to review and rate the recorded responses. This provides the organization with additional candidate assessments that can be customized to fit the unique needs of your City.

Throughout the process, you will have access to our Master Applicant List (MAL), which will provide pertinent data for each applicant.

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| Applicant screening and recommendation of semi-finalists. | • W&C compares applications to the approved candidate profile developed in our searchable applicant database.  
• W&C develops customized candidate questionnaire & due diligence questionnaire to provide to applicants who most closely meet the candidate profile.  
• Top 10-15 candidates identified as semi-finalists.  
• Semi-Final Report is prepared, including the brochure, master applicant list, cover letter, resume and completed questionnaire of candidates to be considered.  
• W&C and the City review and rate video interviews.  
• W&C sends links to City to review the aggregate responses and ratings.  
• Semi-finalists complete candidate management style assessment, responses are reviewed, and interview questions are developed.  
• Recruitment Project Team Leader meets with Human Resources Manager a to review recommended semi-finalists. Human Resources Manager a select finalists for on-site interviews. | June 1 – 13 |
Task IV: Conducting Background Checks, Reference Checks and Academic Verifications

When the Human Resources Manager approves of a group of finalists for on-site interviews, W&C will begin the process of conducting reference checks, background checks, and academic verifications. A Confidential Reference Report is prepared for each finalist to complete our understanding of his/her management and leadership characteristics and professional work performance.

For the background checks, W&C will develop information on the candidates in the following areas:

- Consumer Credit
- City/County Criminal
- City/County Civil Litigation
- Judgment/Tax Lien
- Motor Vehicle
- Bankruptcy
- State District Superior Court Criminal
- State District Superior Court Civil Litigation
- Federal District Criminal
- Federal District Civil Litigation

To ensure that our quality standards are maintained, we require a minimum of ten business days between the time that you select the finalists for on-site interviews and when we submit the candidate documentation for your final interview process.

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<tbody>
<tr>
<td>Finalists complete supplemental work products.</td>
<td>Finalists complete narrative of their two most significant professional achievements and a critical problem analysis.</td>
<td>June 14 – 22</td>
</tr>
</tbody>
</table>
| Design final process with City for on-site interviews with finalists. | • W&C confirms interviews with candidates.  
• Travel logistics are scheduled for the candidates. | June 14 – 22 |
| Background checks, reference checks and academic verification. | • W&C completes background checks, reference checks and academic verifications for finalists. | June 27 |

Task V: Final Interview Process

Upon completion of Task IV, we will work with you to develop the final interview process. We will provide documentation on each of the finalists which will provide the highlights of their professional experience and leadership/management profile (Gap Analysis) as well as a summary of the results of the reference checks, background checks and academic verifications. In addition, the Final Report will include guidelines for interviewing the candidates, suggested interview questions and a candidate assessment process for your interview panel(s).

The Recruitment Project Team Leader will be available during the final interview process to answer questions about the candidates and, if requested, assist with the final evaluation of the candidates. In addition, if the City requests the service, we will assist you with the development of a compensation package and related employment considerations and assist with the negotiation of an employment agreement.
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<tbody>
<tr>
<td>Final Report prepared and delivered to City.</td>
<td>• Final Report is prepared, including brochure, interview schedule, cover letter, resume, candidate questionnaire, two examples of candidates' most significant professional achievements, suggested interview questions, candidate assessment form and management style probing questions.</td>
<td>June 28</td>
</tr>
<tr>
<td>On-site interviews with finalists.</td>
<td>• Interviews are scheduled.</td>
<td>June 28 – July 2</td>
</tr>
<tr>
<td>Offer made / accepted.</td>
<td>• If requested, W&amp;C participates in candidate employment agreement negotiations. • W&amp;C notifies candidates of decision. • W&amp;C confirms final process close out items with the City of Rapid City.</td>
<td>Week of July 5</td>
</tr>
</tbody>
</table>

**Strategy for Recruitment of Diverse Candidates**

Our corporate core values and work environment reflect our broader social aspirations for a diverse workforce, equal opportunity, and cross-cultural respect. We have established strong and credible networks with minority and female leaders nationwide. In addition, we are corporate members of the National Forum for Black Public Administrators (NFBPA) and the Hispanic Network and are on their National Corporate Advisory Council. We participate in their membership events on a regular basis.

To that end, we take responsibility for diversity in our organization, our recruitment strategy and our candidate pools. In this recruitment, we will use our established networks to make direct and personal contacts with prospective minority and female candidates and encourage them to consider the City of Rapid City’s Director of Public Works position. Because of our performance record in presenting a diverse applicant pool, these prospective candidates know they will be fairly considered in the process.

Waters & Company, a Springsted Company, is committed to ensuring equitable participation in our business and employment opportunities without regard to race, color, religion, gender, national origin, age, disability, veteran status, marital status or sexual orientation. As a leader in the executive recruitment industry, we take positive actions to prevent and to remedy any discriminatory effects of business and employment practices.

Springsted Incorporated, our parent company, is a certified WBE.
Timeline

Below is an estimated Timeline for the executive recruitment process. You will be asked during the first on-site meeting to review and approve a Timeline for the recruitment project. It is our intent to conduct the recruitment expeditiously, but not at the expense of finding high-quality candidates for you.

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| **Profile development, advertising and candidate outreach.**                      | • W&C completes on-site interviews to develop candidate profile and recruitment brochure; the City approves ad placement schedule and timeline.  
• W&C sends draft recruitment brochure to the City.  
• The City returns draft recruitment brochure (with edits) to W&C.  
• W&C commences executive recruitment advertising and marketing.  
• Online data collection and profile development.                                                                                       | April 6 – 22 |
| **Applicant screening and assessment and recommendation of semi-finalists.**      | • W&C commences formal review of applications and sends most promising applicants a Candidate Questionnaire to provide additional information about background and experience. Candidates complete recorded interview online.  
• W&C completes formal review of applications and sends selected resumes and questionnaire responses to the City for review. Also candidates' recorded interviews are presented.  
• Semi-finalists complete candidate management style assessment and responses are reviewed and interview questions are developed.  
• W&C meets with the City and recommends semi-finalists; the City selects finalists for on-site interviews.                                   | April 25 – June 13 |
| **Comprehensive background check, academic verifications, and reference checks completed for finalists.** | • W&C completes reference checks/background checks/ academic verification on finalists.                                                                                                                        | June 14 – 27 |
| **On-site Interviews with finalists.**                                            | • W&C sends documentation for finalists to the City.  
• The City conducts on-site interviews with finalists.                                                                                      | June 28 – July 2 |
| **Employment offer made / accepted.**                                             | • The City extends employment offer to selected candidate.                                                                                                                                             | Week of July 5 |
III. Proposed Costs

The all-inclusive professional fee to conduct the recruitment is provided below and includes the cost of professional services by the Recruitment Project Team Leader, the project support staff and all project-related expenses such as advertising, preparation of the recruitment brochure, printing, candidate background, reference and academic verification checks and travel expenses for on-site visits. Travel expenses incurred by candidates for on-site interviews with the client are not the responsibility of W&C and are handled directly by the client organization.

The all-inclusive professional fee will be billed in four installments: 30% of the fee will be billed at the beginning of the recruitment; 30% at the implementation of Phase I; 30% at the implementation of Phase II; and 10% upon acceptance of an offer by the candidate. We are open to negotiate an alternative payment schedule if selected for this recruitment.

If candidates from this recruitment process are selected for another position within your organization within one year of the close of the recruitment, a fee of 50% of the following proposal amount will be due to Waters & Company, a Springsted Company.

All questions regarding the professional fees and project-related expenses should be directed to Art Davis, Senior Vice President at adavis@waters-company.com or via phone at 816-868-7042.

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<td>Acceptance of offer by candidate</td>
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</tr>
<tr>
<td>TOTAL ALL-INCLUSIVE PROFESSIONAL FEE</td>
<td></td>
<td>$22,050*</td>
</tr>
</tbody>
</table>

* This amount reflects a 10% discount from our regular not to exceed cost for recruitment services of $24,500 due to multiple recruitments taking place. All subsequent recruitments will be discounted by 10% during the course of a 12-month period.

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<th>OPTIONAL SERVICES FOR CONSIDERATION</th>
<th>FEES</th>
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<tbody>
<tr>
<td>On rare occasions, W&amp;C is asked to provide additional search services that are not included in this scope of service or to provide more than three on-site visits to the City. Additional work specifically requested by the City which is outside of the scope of this project will be invoiced at the hourly rate of $220 plus expenses. W&amp;C will submit a written explanation of the additional services to be provided and the estimated hours that will be required prior to commencing any additional services.</td>
<td>$220 per hour plus expenses</td>
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Triple Guarantee

Our Triple Guarantee is defined as: (1) A commitment to remain with the recruitment assignment until you have made an appointment for the fees and tasks quoted in this proposal. If you are unable to make a selection from the initial group of finalists, W&C will work to identify a supplemental group until you find a candidate to hire. (2) Your executive recruitment is guaranteed for 24 months against termination or resignation for any reason. The replacement recruitment will be repeated with no additional professional fee, but only for project-related expenses. Candidates appointed from within your organization do not qualify for this guarantee. This guarantee is subject to further limitations and restrictions of your state laws. (3) W&C will not directly solicit any candidates selected under this contract for any other position while the candidate is employed with your organization.

IV. Firm Experience

References

The Recruitment Project Team Leader for this project is Art Davis. He was the owner of a small executive recruitment consulting firm for 10 years when he was hired by Waters & Company on September 1, 2015. Mr. Davis is currently working on five executive recruitments for Waters & Company at various stages of completion and three (3) of the clients listed are nearing completion or are complete. Mr. Davis also listed three (3) communities as references where he successfully conducted executive recruitments in recent years prior to starting with Waters & Company, and will provide additional references if requested.

References for Art Davis, Recruitment Project Team Leader

WaterOne, KS (Johnson Co. Water District No. 1 – Serving a Population of 400,000) 2015-2016
- Project: Recruitment for Human Resources Director
- Contact: Mr. Mike Armstrong, General Manager / CEO
- Phone: 913-895-5517
- Email: marmstrong@waterone.org

City of Fayetteville, NC (210,000) 2015-2016
- Project: Recruitment for Director of Economic and Business Development
- Contact: Ms. Rochelle Small-Toney, Deputy City Manager
- Phone: 910-433-1459
- Email: RSmall-Toney@ci.fay.nc.us

Pinellas County, FL (Serving a Population of 929,048) 2015-2016
- Project: Recruitment for Human Resources Director (Currently Underway)
- Contact: Mr. Mark Woodard, County Administrator
- Phone: 727-464-348
- Email: mwoodard@co.pinellas.fl.us

References for Art Davis, Recruitment Project Team Leader - Prior to September 2015:

City of Lansing, Kansas (11,642) 2015
- Project: Recruitment for City Administrator
- Contact: Mayor Gene Kirby
- Phone: 913-240-9873
- Email: mayor@lansing.ks.us
City of Blue Springs, Missouri (50,000) 2014

**Project:** Recruitment for City Attorney (Prior Recruitments: Director of Parks & Recreation)

**Contact:** Mayor Carson Ross

**Phone:** 816-655-0499

**Email:** cross@bluespringsgov.com

City of Independence, Missouri (118,000) 2014

**Project:** Recruitment For Finance Director (Prior Recruitments: Police Chief, Community Dev. & Planning Dir.; Assistant Planning Director, and others)

**Contact:** Ms. Debra Craig, Director of Human Resources

**Phone:** 816-325-7385

**Email:** dcraig@indepmo.org

Experience

The following is a partial list of previous Executive Recruitments:

<table>
<thead>
<tr>
<th>Year</th>
<th>Client</th>
<th>State</th>
<th>Recruitment</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>Arlington County</td>
<td>VA</td>
<td>Water, Sewer and Streets Bureau Chief</td>
<td>221,045</td>
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<tr>
<td>2010</td>
<td>Charlotte</td>
<td>NC</td>
<td>Director of Utilities</td>
<td>792,862</td>
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<td>2010</td>
<td>Greeley</td>
<td>CO</td>
<td>Deputy Director of Water Resources</td>
<td>96,539</td>
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<td>2011</td>
<td>East Grand Forks</td>
<td>MN</td>
<td>Public Works Director</td>
<td>8,602</td>
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<td>2011</td>
<td>Racine</td>
<td>WI</td>
<td>Commissioner of Public Works</td>
<td>81,855</td>
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<td>2011</td>
<td>Warren</td>
<td>MN</td>
<td>Working Superintendent</td>
<td>1,563</td>
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<td>2012</td>
<td>Beloit</td>
<td>WI</td>
<td>Public Works Director</td>
<td>36,913</td>
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<td>2013</td>
<td>Dunedin</td>
<td>FL</td>
<td>Director of Public Works</td>
<td>35,690</td>
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<td>2013</td>
<td>Mankato</td>
<td>MN</td>
<td>Director of Public Works</td>
<td>40,641</td>
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<td>2014</td>
<td>Baudette</td>
<td>MN</td>
<td>Public Works Director</td>
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<td>2014</td>
<td>Coon Rapids</td>
<td>MN</td>
<td>Public Works Director</td>
<td>62,103</td>
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<td>2014</td>
<td>Dunedin</td>
<td>FL</td>
<td>Director of Public Works &amp; Utilities</td>
<td>35,690</td>
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<td>2014</td>
<td>Fairmont</td>
<td>MN</td>
<td>Water/Wastewater Superintendent</td>
<td>10,463</td>
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<td>2014</td>
<td>Fergus Falls</td>
<td>MN</td>
<td>Public Works Director</td>
<td>13,215</td>
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<td>2014</td>
<td>Hartford</td>
<td>CT</td>
<td>Director of Public Works</td>
<td>124,775</td>
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<td>2014</td>
<td>Saint Paul</td>
<td>MN</td>
<td>Public Works Director</td>
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<td>2014</td>
<td>Stafford County</td>
<td>VA</td>
<td>Public Works Director</td>
<td>136,788</td>
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<td>2015</td>
<td>New Braunfels Utilities</td>
<td>TX</td>
<td>Water Operations Manager</td>
<td>63,279</td>
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<tr>
<td>2015</td>
<td>New Braunfels Utilities</td>
<td>TX</td>
<td>Electrical Operations Manager</td>
<td>63,279</td>
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<td>2015</td>
<td>Rosemount</td>
<td>MN</td>
<td>Public Works Director/City Engineer</td>
<td>22,666</td>
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<td>2016</td>
<td>Waterloo</td>
<td>IA</td>
<td>Waste Water Management Services Manager</td>
<td>68,366</td>
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</table>
## V. Recruitment Project Team

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Phone Number</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Rollie Waters, Executive Vice President</td>
<td><a href="mailto:rwaters@waters-company.com">rwaters@waters-company.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direct Phone: (214) 466-2424</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Art Davis, Senior Vice President</td>
<td><a href="mailto:adavis@waters-company.com">adavis@waters-company.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direct Phone: (816) 868-7042</td>
<td></td>
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</tr>
<tr>
<td>Recruitment Project Team Leader</td>
<td>Ms. Jenelle Stapleton, Project Coordinator</td>
<td><a href="mailto:jstapleton@waters-company.com">jstapleton@waters-company.com</a></td>
<td></td>
</tr>
<tr>
<td>Mr. Chuck Anderson, Senior Vice President</td>
<td><a href="mailto:canderson@waters-company.com">canderson@waters-company.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direct Phone: (817) 965-3911</td>
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<tr>
<td>Email: <a href="mailto:rwaters@waters-company.com">rwaters@waters-company.com</a></td>
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<tr>
<td>Email: <a href="mailto:adavis@waters-company.com">adavis@waters-company.com</a></td>
<td></td>
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<tr>
<td>Email: <a href="mailto:canderson@waters-company.com">canderson@waters-company.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:jstapleton@waters-company.com">jstapleton@waters-company.com</a></td>
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</table>
Rollie Waters
Executive Vice President

Rollie O. Waters is an Executive Vice President of Waters & Company, a Springsted Company. Since 1976, Rollie has been a management consultant to private and public sector clients. He has consulted with national and international clients in the area of HR Management system design and strategic management. He has given various lectures and seminars for organizations in the areas of compensation as it relates to performance management. He is viewed on a national level as one of the foremost authorities in succession planning and performance management system design for the public sector. He has spoken before such organizations as the International City/County Managers Association, American Management Association, The Alliance for Innovation, Southern Methodist University, the University of Maryland, National Forum of Black Public Administrators, California Institute of Technology, the Texas Municipal League (TML), the International Personnel Management Association (IPMA-HR), several international companies in Great Britain and various other U.S. public and private sector agencies and organizations.

Rollie has been actively involved in the development of competency-based knowledge selection and development tools over the past twenty years. He has been instrumental in ensuring the proprietary profiles that he has designed attract the right candidates that fit the organization’s needs. In addition, Rollie’s extensive knowledge of performance management solidifies matching the management style most compatible with the organization’s success. His research on succession planning has led him and his team to be able to help shape the future of organizations through their executive recruitment activities.

Rollie has been widely published in national journals and magazines focusing on human resource challenges. His publications include a research article in the Public Personnel Management Journal titled “The Impact of Behavioral Traits on Performance Appraisal.” Prior to founding W&C, Rollie held an executive position with Dun & Bradstreet Co., Inc., and a management position with Owens Corning Fiberglass.

Areas of Expertise

- Executive Recruitment
- Web-based Compensation Support
- Management Development
- Organizational Strategy
- Mentoring Programs
- Performance Management
- Competency-based Systems and Development Systems
- Succession Planning

Professional Accomplishments and Education

Rollie is a member of Mensa, a Strategic Partner with the International City/County Managers Association, International Management Consultants, Alliance for Innovation, a member of the National Corporation Advisory Council of the National Forum for Black Public Administrators and numerous other professional groups. He has also appeared in several professional directories such as Who’s Who in the World, Who’s Who in Finance and History, and many others. Rollie has an extensive background in the behavioral sciences and strategic planning. He received his MBA at Pepperdine University and his Bachelor of Science degree in Psychology from the University of South Carolina. In addition, he is a Certified Management Consultant (CMC); CMC is a certification mark awarded by the Institute of Management Consultants USA and represents evidence of the highest standards in consulting and adherence to the ethical canons of the profession.
Arthur (Art) Davis
Senior Vice President

Arthur (Art) Davis is a Senior Vice President of Waters & Company, a Springsted Company. Prior to joining Waters & Co., Art successfully started and expanded his own company for 10 years providing executive recruitment and organizational management consulting services for cities, counties and nonprofits.

Prior to consulting, Art was Associate Director for the Civic Council of Greater Kansas City, a nonprofit 501c4 membership organization of CEOs representing some of the largest companies in the region. One of his responsibilities was to organize efforts to revitalize Downtown Kansas City, Missouri by coordinating a strategic and master planning process involving hundreds of stakeholders, resulting in development of strategies, solicitation of start-up funding and implementation of action plans – all contributing toward the successful revitalization of Downtown Kansas City.

For nearly six years Art served as City Administrator of Lee’s Summit, a city recognized as the “fastest growing” city in Missouri and the Greater Kansas City region at the time. Earlier positions of responsibility include working for the cities of Lenexa, Kansas and Dallas, Texas, at one point serving as Assistant to the Mayor of Dallas.

Areas of Expertise

- Executive Recruitment
- Leadership/Management Development
- Strategic Goal Setting & Strategic Planning
- Organizational Assessment, Design & Development
- Organization & Community Facilitation

Professional Accomplishments and Education

Art received his Bachelor of Arts degree in political science and public administration from William Jewell College and his Masters of Public Administration from the University of Kansas.

Art has led and participated in a wide variety of community initiatives and on nonprofit boards throughout his career. He was presented with the L.P. Cookingham Award by the Greater Kansas City Chapter of the American Society for Public Administration, recognizing his long-term and outstanding contributions in the field of public administration.
Charles (Chuck) Anderson

Senior Vice President

Charles (Chuck) S. Anderson is a Senior Vice President of Waters & Company, a Springsted Company. Prior to joining the Waters & Co., Chuck worked for local governments and non-profit organizations, including City Manager for Dallas, Texas; Executive Director for the Dallas Area Rapid Transit (DART) and Executive Director for the Michigan Education Association.

Chuck also served as Director for Local Government Reform for the International City/County Association (ICMA), managing a U.S. government contract for the planning and delivery of technical assistance to local governments in Central and Eastern Europe. His last assignment in this role with ICMA was to recruit and supervise a team of technical consultants to assist in re-building local governments in Bosnia following agreement on the Dayton Accords.

During his service with the Michigan Education Association, Chuck also served as Senior Consultant for Urban Planning and Management for Michigan State University’s Institute for Public Policy and Social Research.

Areas of Expertise
- Executive Recruitment
- Leadership/Management Development
- Organizational Design
- Organizational Development

Professional Accomplishments and Education

Chuck received a Bachelor of Arts degree in political science and human resources management and a Masters of Public Administration degree from the University of Kansas. He received the prestigious L.P. Cookingham Award for Development of Young Professionals from the International City/County Management Association (ICMA) and the Minority and Women Advancement Award from the American Public Transit Association (APTA). He was also recognized as Public Administrator of the Year by the American Society of Public Administration (ASPA) and Outstanding Management Innovator (Honorable Mention) by ICMA. Chuck was recognized in 2007 with the Lifetime Achievement Award from his Public Administration Alumni Association at the University of Kansas.
Jenelle Stapleton
Project Coordinator

Jenelle Stapleton is the Project Coordinator at Waters & Company, a Springsted Company. She is responsible for supporting the lead consultants throughout the entire scope of the recruiting process, as well as providing administrative support to the Executive Vice President, Rollie Waters.

In this role, Jenelle coordinates communications with candidates, the processes resumes and distributes candidate questionnaires. She is also responsible for providing support to candidates regarding technical and logistic issues. She assists the consultants in scheduling the semifinalist interviews, submitting profiles for background checks and education verification, as well as notifying the finalists of project status. Her responsibilities extend to editing presentations, advertisement placements and general office administration.

Professional Accomplishments and Education

Previously, Jenelle worked in Real Estate Investment as the Operations Manager for a boutique firm in Grapevine, TX. Coordinating between private lenders, executive staff and the operations employees, she provided support and implemented resourcefulness at all levels of the company. For four years prior to this, Jenelle served as the Client Relations Executive for a financial sales company in Fort Worth, TX. Jenelle holds an Associate’s Degree in Financial Operations and is currently pursuing her Bachelor’s Degree in HR Management.
APPENDIX I
Sample Brochure
THE CITY OF DENTON, TEXAS IS SEEKING A HIGHLY ENGAGED, COLLABORATIVE AND VISIONARY LEADER TO SERVE AS ITS NEXT...

THE COMMUNITY

Denton is a unique community, blending its historic past with a dynamic and high growth environment, coupled with a diversity to give it economic viability and strength. Denton has grown from a small frontier town, founded in 1857 to a burgeoning urbanized area with a population of approximately 121,000. The historic downtown Courthouse Square is the heart of Denton; the Square and surrounding streets are vibrant and busy both day and night as a gathering place for commerce, civic events, and entertainment.

Located at the northern tip of a high growth area known as “The Golden Triangle” (formed by Denton, Fort Worth and Dallas), the city is a dynamic community whose rapid growth has affected its infrastructure as well as its culture. Denton is approximately 95 square miles in territory and strategically positioned approximately 37 miles northwest of Dallas and 35 miles northeast of Fort Worth. Located on the Interstate 35 corridor at the intersection of I-35E and I-35W, Denton is approximately 25 miles from DFW International Airport and 20 miles north of Alliance Airport.

DIRECTOR OF ENGINEERING SERVICES

CANDIDATE PROFILE

The City Manager is seeking a strong, competent municipal engineering/development services professional with highly developed analytical and problem-solving skills to be the Director of Engineering Services. The ideal candidate will be technically well-grounded and experienced in all aspects of public engineering and related project management. As critical as technical competence, however, are interpersonal and leadership skills. Registration as a Professional Engineer, while desirable, is not required. In addition, the City prefers candidates with the following characteristics:

- The ability to take the vision of the City Council and City Manager and translate it into a clear, actionable, and creative departmental vision.
- The ability to analyze statistical information and organize data to arrive at sound conclusions.
- Outstanding oral and written communication ability with highly developed presentation skills.
- The ability to present complex engineering and/or policy issues in a clear and understandable way.
- The ability to make independent judgments and defend a position logically and diplomatically.
- The ability to evaluate and project immediate and long-term cost estimates.
- The ability to effectively manage consulting contracts with engineering firms.
THE COMMUNITY (Continued)

Denton is a growing community with a long history as the County Seat and the major urban center for Denton County. The city is home to two state universities, the University of North Texas and Texas Woman’s University, with a combined enrollment in excess of 50,000 students. The city is also served by the North Central Texas College, the oldest two-year public college in Texas. Higher education is supported by the award-winning Denton Independent School District serving more than 25,000 students in a 180 square mile district.

While the amenities of the major metropolitan settings in Dallas and Fort Worth are only minutes away, Denton has a variety of performing arts, cultural, and entertainment opportunities within the community. Golf courses and nearby lakes offer superior outdoor recreation. The city and its surrounding area offer theater, symphony orchestras, museums and other cultural amenities. Denton also has 28 parks and over 300 acres of open space plus eight recreational facilities. Denton offers an ideal environment in which to work, play, and raise a family.

CANDIDATE PROFILE (CONTINUED)

- An understanding of the political process while scrupulously avoiding personal involvement in politics.
- An unblemished record of personal and professional integrity.

DEPARTMENT AND POSITION OVERVIEW

The position of Director of Engineering Services is an exciting professional opportunity to define a new position within the organization. The primary function of the Engineering Services Department is to facilitate and plan for infrastructure development to meet the service and development needs of the city, now and as it continues to develop.

Effective with the FY 2013-14 annual budget, the City Manager has created an internal service fund, the Engineering Services Fund, with a budget of $4,067,969. The engineering functions previously budgeted in the Water, Wastewater, and General Fund are being reorganized and consolidated into the new fund to include capital engineering, development review engineering, contract engineering, public works inspections, and real estate functions (a combined staff of 31 Full Time Equivalents) under the authority of the Director of Engineering Services. Other functions managed within the department are design services, surveying, project administration, flood plain administration, water and wastewater modeling, and maintenance of technical specifications of the Design Criteria Manuals, Development Code, and Pavement Management Database. This new department will report to an Assistant City Manager but will not include the engineering functions of Denton Municipal Electric. Three new positions including the Director, Administrative Assistant, and a Development Review Engineering Administrator are included in the FY 2013-14 Budget. This reorganization, restructuring, and alignment of engineering services is intended to enhance customer satisfaction and improve response times to promote maximum efficiency and coordination among all City service delivery departments, thus avoiding any loss of momentum with regard to either capital project needs or development review.

The pace of growth and development is highly active and will continue to increase over the next several years. The proposed budget includes a recommended five-year Capital Improvement Program (CIP) that, when combined with current capital projects, totals $386 million. Significant capital projects include arterial road construction, drainage channel widening, water main construction and line replacements, sanitary sewer interceptor expansion and line replacements, and bicycle
MUNICIPAL ORGANIZATION

The City of Denton operates under the Council-Manager form of government. The Mayor and six-member Council are elected for two year terms; four members are elected by District and the two remaining seats plus the Mayor are elected at-large. The City Manager is appointed by the Council and serves as the Chief Executive Officer for the City, ensuring that the policies of the Council are implemented and that the entire community is being served. He prepares the budget for Council’s consideration; recruits, hires and supervises the local government staff; and serves as the Council’s chief advisor.

The City employs a total of 1,450 full-time equivalents (FTEs) and has an overall operating and capital budget of $855 million. The City of Denton prides itself on citizen involvement, innovation and efficient use of municipal resources.

Municipal services and operations are guided by the City’s strategic plan which was created to ensure that the community realizes its vision and mission. The foundation of the Denton Strategic Plan is the following five key focus areas (KFAs):

- Organizational Excellence
- Public Infrastructure
- Sustainable Economic Development and Environmental Stewardship
- Safe, Livable, and Family-Friendly Community
- Partnerships and Regional Leadership

Key performance indicators have been identified for each KFA along with specific targets. Progress is monitored and reported to the community as an element of the Quarterly Financial Report.

To learn more about the City of Denton, visit http://www.cityofdenton.com

DEPARTMENT AND POSITION OVERVIEW (CONTINUED)

Current Issues

The following listing of issues and challenges is representative of the issues the Director of Engineering Services will deal with in the first six to eighteen months on the job and is not intended to be comprehensive in nature.

- Implementation of Consolidated Engineering Service Model — This includes the oversight, coordination, and management of both infrastructure administration and development review in such a manner as to ensure that pressing needs of both functions are adequately met. The Director must be capable of assessing the needs of the department and determining the necessary allocation of resources to accommodate the new service model.

- Workload — The City is facing a period of significant need both in terms of replacement of aging infrastructure and expansion of existing facilities. The Director must be able to handle a large volume of complex engineering projects and able to ensure the proper delegation to and empowerment of staff to accomplish the successful completion of projects including design, right-of-way acquisition, construction, and inspection.

- Development Review — As the city continues to grow, the need to facilitate development-related reviews and infrastructure improvements is critical. The City is seeking a director with a positive organizational attitude with strong interpersonal skills to communicate and collaborate well and find solutions to problems.

- Leadership — The City is seeking a strong professional and dynamic leader with demonstrated experience to manage and direct both the professional and technical staff. Strong public works experience and background are preferred along with a Professional Engineering (PE) designation, although a PE is not a requirement.

- Customer Satisfaction — The City is seeking to improve and enhance the level of customer service provided to internal and external customers. The director must have a positive attitude, with a bias toward meeting the needs of customers within current regulatory frameworks. Upon meeting obstacles, the director must act as a facilitator to overcome them and meet the customer’s objectives, even when doing so means identifying unconventional solutions.

- Intergovernmental Cooperation — The director will have a myriad of professional relationships and cooperative agreements to manage and enhance, including engineering-related functions in other City departments, Denton County, TxDOT, TCEQ, and surrounding municipalities.

DENTON VISION STATEMENT

— Denton is an identifiable and memorable destination and community of opportunities. We achieve this by providing high quality of life through excellence in education, entertainment, and employment; neighborhood vitality and sustainability; environmental and financial stewardship; and superior public facilities and services.

DENTON MISSION STATEMENT

— The City of Denton will foster an environment that will deliver extraordinary quality services and products through stakeholder, peer group, and citizen collaboration; leadership and innovation; and sustainable and efficient use of resources.
EDUCATION & EXPERIENCE

The position requires a Bachelor’s degree from an accredited college or university in business, engineering, public administration or a related field. A Master’s Degree in business or public administration, engineering or a related field is preferred. A minimum of eight to ten years of progressively responsible experience in an engineering-related discipline is required. The successful candidate must have at least three years of supervisory or management experience. The City may elect to consider any combination of related education, experience, or certifications that will result in a candidate successfully performing the essential functions of the job.

COMPENSATION

The salary range for this position is a minimum of $109K and a maximum of $162K. The anticipated hiring range is between $130K and $140K; however, the final salary will be negotiable depending on qualifications and experience. A car allowance of $6,000 annually will also be provided. A superior benefits package accompanies this position, including Texas Municipal Retirement System with a 2-to-1 match; an optional ICMA/RC’s 457 deferred compensation plan; medical, dental, vision, life and disability insurance; vacation, sick leave, holiday, and other highly competitive benefits. The City will negotiate relocation assistance with the successful candidate, if necessary. The quality of life offered in Denton is outstanding.

APPLICATION & SELECTION PROCESS

Qualified candidates please submit your resume online by visiting our website at: www.watersconsulting.com/recruitment.

This position is open until filled; however, interested applicants are encouraged to apply not later than September 16, 2013.

Following the first review date, applications will be screened against criteria provided in this brochure, and the City of Denton will consider offering interviews to selected candidates. Interviews in Denton will be offered by the City to those candidates named as Finalists, with reference checks, background checks and academic verifications conducted after receiving candidates’ permission.

For more information, please contact:

Chuck Rohre | Senior Consultant
Phone: (214) 466-2436 (direct) | (214) 608-7477 (mobile)
Toll free: (877) 356-2924
Email: crohre@watersconsulting.com

Applicants selected as finalists for this position will be subject to a criminal history/credit/drivers license check prior to interview. Under the Texas Public Information Act, information from your resume may be subject to public disclosure.

The City of Denton is an equal opportunity employer and values diversity at all levels of its workforce.