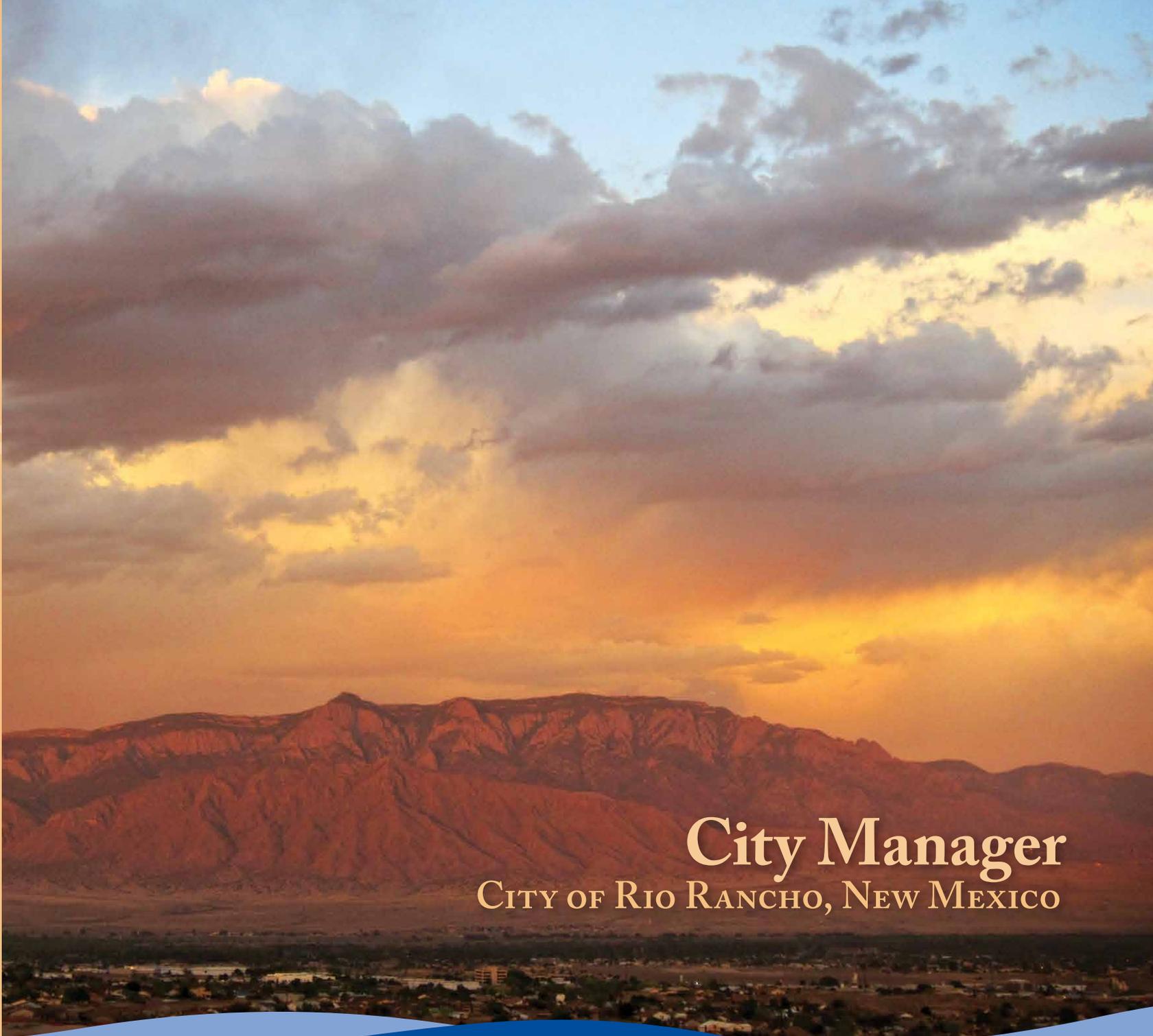


Peckham & McKenney
"All about fit"



PECKHAM
&
MCKENNEY
EXECUTIVE SEARCH

City Manager
CITY OF RIO RANCHO, NEW MEXICO

THE COMMUNITY

Surrounded by stunning, high-desert landscapes and magnificent views of the Sandia Mountains, the City of Rio Rancho, New Mexico (pop. 96,159, 103.7 sq. mi., elev. 5,290 ft.), is southwestern living at its very best. The third largest and fastest growing city in the state, the City of Vision is home to many young families drawn to its natural beauty, affordable new residential development, excellent schools, and safe community.

Located in Sandoval County, Rio Rancho is immediately northwest of Albuquerque, with the Town of Bernalillo and Corrales to the east, and the Pueblo of Santa Ana to the north. Santa Fe and its world-class art, cuisine, and culture is a short 45-minute drive to the north.

Rio Rancho offers a mild climate and near-perfect weather, featuring 330+ days of sunshine and 8.2 inches of rainfall annually. The area offers a wide variety of outdoor recreational activities year-round, such as hiking, cycling, mountain biking, hunting, fishing, camping, and more. Rio Rancho has numerous recreational and park amenities including sports facilities, dog parks, walking paths, and "A Park Above," New Mexico's only fully-inclusive and accessible playground for children of all abilities.

The 6,000-seat Santa Ana Star Center is a premier venue that brings top tier events to the area. Local day trips include national parks, scenic byways, world-class museums, archeological ruins (Chaco Canyon, Bandelier), rural landscapes, high-tech attractions, and skiing (Sandia Peak, Santa Fe, Pajarito, Taos). The early morning skies fill with color and adventure every fall with the Albuquerque International Balloon Fiesta, and the Rio Rancho Pork & Brew festival is now a summer institution.

The community is served by the outstanding Rio Rancho Public Schools, a nationally competitive school district consistently ranked one of the top two in the state. The district has two high schools, two alternative high schools, four middle schools, 10 elementary schools, and one preschool. Higher educational opportunities in Rio Rancho include UNM Health Sciences-Rio Rancho campus, an extension of the University of New Mexico Health Sciences Center main campus in Albuquerque, and a Central New Mexico Community College branch. The UNM Sandoval Regional Medical Center and Presbyterian Hospital are located in the community.

The metropolitan area is served by I-40 (east-west) and I-25 (north-south). The Rio Metro Regional Transit District's "Rail Runner" provides commuter train service between the nearby communities of Bernalillo, Albuquerque, Los Lunas, and Santa Fe. The Albuquerque International Sunport (airport) is a few miles south on I-25.

In September, 2018, *Money* magazine named Rio Rancho the 30th Best Place to Live in America, out of over 580 qualified places. The City has received numerous other awards, including recognition as one of "America's 50 Best Cities to Live" (24/7 *Wall Street*) and one of the best places to raise children (*Bloomberg Businessweek*).

To learn more about the City of Rio Rancho, please visit <https://rrnm.gov>

THE ORGANIZATION

Incorporated in 1981 and a home-rule municipality since 1992, Rio Rancho operates under a modified Council/Manager form of government. The Mayor, elected at large, and six Council Members, elected on a nonpartisan basis, one from each of six voting districts, comprise the City Council. All serve four-year terms without limit. The Municipal Court Judge is also elected at-large to a four-year term. The Mayor is a full-time, paid position, but the City Manager remains the Chief Administrative Officer, appointed by the Mayor subject to approval of the City Council.

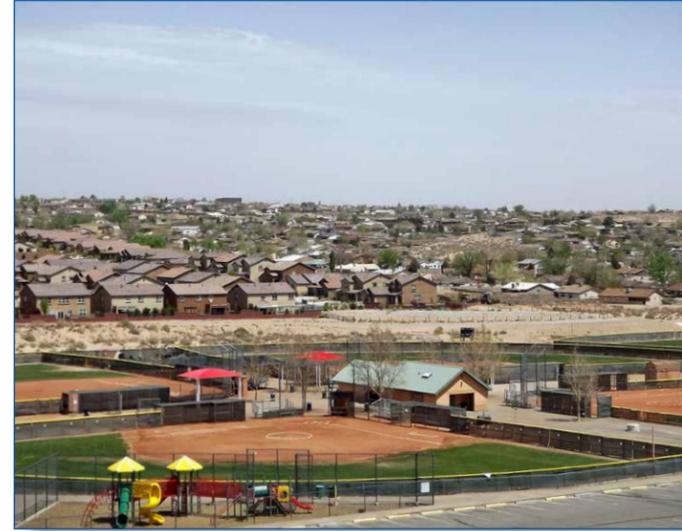


With a staff of approximately 650 FTE, plus 150 part-time or seasonal employees, the City has fewer employees per capita than similarly sized New Mexico cities. Services include police and fire protection, ambulance service, roads, water and wastewater services, parks and recreation, libraries, senior services, and general administration. The FY 2019 (July 1, 2018 start) General Fund budget is \$58 million, reflecting community priorities identified through strategic planning: Economic Viability, Safety, Infrastructure, Quality of Life, and Organizational Vitality.

Quintessential southwestern beauty makes New Mexico "The Land of Enchantment," but the economic realities facing local governments here are much harsher. The state is among the nation's poorest, and unemployment is high. Antiquated plats rooted in the City's early history make assemblage of parcels extremely difficult. The budget is tight.

Nevertheless, Rio Rancho will soon be the second-largest city in the state. The City Council, the Sandoval Economic Alliance, and major stakeholders including HP, Intel (just outside the City), and business, healthcare, and education leaders know Rio Rancho is a rocket on the launch pad about to take off. Economic development efforts will focus on aggressive expansion of retail and commercial development, and the systematic development of 1,943 acres of land within City limits, including 253 acres in the City Center area.

Finding the right City Manager is essential to the City's future success.



THE CITY MANAGER POSITION

Serving at the pleasure of the Governing Body (Mayor and City Council), the City Manager oversees the day-to-day administrative affairs of the City and is responsible to the Mayor and Council for the execution of their policy directives. She or he directly supervises a well-trained, effective professional management team including the Deputy City Manager, Assistant City Manager, and all departments including the city attorney, city clerk, police, fire, utilities, public works, development services, parks and recreation, libraries, communications, economic development and business relations, and administrative departments (finance, human resources, IT). Three bargaining units represent police, fire, and AFSCME (clerical/blue collar workers).

The next City Manager will deal with all the growing pains attending a city in transition from bedroom community to mature city. Issues include economic development and jobs, growing the retail sales tax base, aging infrastructure, water, and the recruitment and retention of police officers. City Center awaits development.

A bachelor's degree or higher in public administration, business, or related field, and five to seven years of progressively responsible experience as a professional city manager, assistant city manager, or executive equivalent are required. New Mexico law generally views applications for the City Manager position to be open to public inspection on request.

THE IDEAL CANDIDATE

The Ideal Candidate is an honest, intelligent, dynamic, and experienced leader, with a strong work ethic, integrity, and a commitment to ethics and transparency. She or he must inspire others and be decisive and strong, with the ability to stand her or his ground and say "no," unafraid of hard decisions, risk-taking, and failure; and humble, able to admit mistakes and to seek advice.

The successful candidate is a thoughtful, confident, transformative, visionary leader, a professional manager, who envisions Rio Rancho's fullest potential and has the experience, ability, and commitment to lead the City to that vision. The next City Manager has a track record of successful strategic planning and the ability to work with all groups, including the state legislature. He or she will maintain the existing strong, collaborative relationships with the business, education, and healthcare communities. The next City Manager will transform opportunities to results, taking Rio Rancho to the next level, converting suburban to urban, and building a city.





The next City Manager must have a good business sense and a firm foundation in community and economic development, and budgets and their management. The ideal candidate has expert-level inward- and outward-facing communications skills. Her or his innovative spirit and “fire in the belly” must be balanced by an even temperament, and a sense of humor.

The ideal candidate has demonstrated, strong leadership and management skills. She or he is positive, approachable, and team-oriented, with the ability to empower, develop, and inspire every other city employee. The next City Manager is supportive, inclusive, and collaborative. The ability to delegate

to skilled team members is essential, holding them accountable without micromanaging.

The successful candidate is thick-skinned and savvy, politically astute but apolitical, and capable of finesse and nuance. She or he will create and maintain a climate of collaboration with elected officials and staff. The next City Manager will participate meaningfully in the community, making Rio Rancho her or his home.

THE COMPENSATION

The salary range for this position is \$165,000 to \$195,000 with hiring dependent upon experience and qualifications. In addition, the following benefits are provided: health, dental, and life insurances (paid 80%, including family coverage); basic life, AD&D, and long-term disability insurances (paid 100%); vision, supplemental life, and short-term disability insurances (available); retirement through the Public Employees Retirement Association of New Mexico (mandatory) and a 457(b) plan through ICMA-RC (optional); PTO: 20 vacation days/year, 12 sick days/year, and 11 paid holidays; flexible spending account; EAP; and tuition reimbursement program. Relocation assistance subject to negotiation.



SEARCH SCHEDULE

- Filing Deadline April 26, 2019
- Preliminary Interviews May 6-14, 2019
- Recommendation of Candidates May 22, 2019
- Finalist Interview Process June 7-8, 2019

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please visit our website at:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Call Andrew (Drew) Gorgey toll-free at (866) 912-1919 for more information.



www.peckhamandmckenney.com