



*Dawn's Silver Lining by Barbara Grygutis
Photo by James Bowden*

DIRECTOR OF PUBLIC WORKS SALINA, KANSAS

Population 47,700



Where you want to be!

Salina offers something unique to its residents and businesses. It is the kind of place people go to when they want more than an address in the middle of a subdivision. With a rich history and where North and South meet East and West, Salina truly provides the picturesque American backdrop.

Background

Listed as National Civic League's All-America City (1989), one of America's 100 Best Communities for Young People (2005), Best Place in Kansas to Raise Kids (Business Week, 2010), and also Kansas' Top Retirement Destination (Wichita Business Journal, 2012).

At nearly 50,000 residents, Salina enjoys a balance of small and 'western' quality of life, the best in urban amenities, and a community that holds fast to its rich cultural heritage and traditional family values.

From top-notch public schools to a strong, diverse economy, a number of nationwide businesses call Salina home (*Tony's Pizza, Great Plains Manufacturing, Blue*

Beacon International). With a large agricultural base, Salina was once a top United States milling center and remains home to some of the most productive, well-educated, and reliable workers in the country.

Residents enjoy an array of local amenities including 640 acres of park land, golfing, fishing, and swimming facilities (in particular, Kenwood Cove, the premier public aquatic park in the region).

If you want to live in a city with a small-town feel - a community where 'western' hospitality and family values are still essential to the community—then Salina is where you want to be.

History

Salina's history dates back to 1856 when a colony, organized and led by Senator Preston B. Plum, located a settlement on the Saline River near the present site of the city. It was not until 1858, however, that the townsite was established by William A. Phillips and his party, which included a number of original settlers.



Director of Public Works

In the early years, Salina structurally formed along the banks of the **Smoky Hill River**. A living was derived by hunting and trading with the Indians and immigrants to the west. Robes and skins secured from the Indians were hauled to **Fort Leavenworth** and sold.

Before the coming of the railroad in 1867, the settlement consisted of only a few families. By 1870, the population had grown to 1,200 and Salina became a state designated city of the third class.

The early 1900s saw Salina enjoy growth and expansion. This growth is primarily attributed to the **wholesale and milling industries**. Salina was once the third-largest producer in the state and sixth-largest in the nation.

Population growth in the 1950s was a phenomenal 65%. This expansion was closely tied to the re-opening of the **Smoky Hill Air Force Base** in 1951 (later Schilling Air Force Base). However, in 1965, the Department of Defense brought an abrupt end to the "golden era" when it closed the base.

More than 30 years later, Salina is once again enjoying success. A much more diverse economy ensures greater economic stability. The community is well known for celebrating its own heritage and embracing the heritage of others.

Geography

Salina is located in central Kansas, 180 miles west of Kansas City and almost dead-center of the continental United States. Major cities within driving distance include (in hours):

- Manhattan, KS (1) Wichita (1.5)*
- Lawrence, KS (2) Kansas City (2.5) Oklahoma City (3.5)*
- Omaha (3.5) Denver (5.5)*



Salina has a thriving Airport Industrial Center and airport with a runway of over 13,300 feet. The airport was converted from military to civilian use in 1965, on the former site of Schilling Air Force base. **Great Lakes** provides daily air service to **Denver International Airport as of April 1** .

Tallgrass Prairie National Preserve

Within 90 minutes of Salina lies the Tallgrass Prairie National Preserve - named one of the 8 Wonders of Kansas.

Of the 400,000 square miles (1,000,000 km2) of tallgrass prairie that once covered the North American continent, less than 4% remains, primarily in the Flint Hills. In 2009, The Nature Conservancy introduced a small herd of bison into the Tallgrass Prairie National Preserve.



Courtesy: Strecker-Nelson Gallery

In 2002, 32 acres were donated to the National Park Service to protect a nationally significant example of the once vast tallgrass prairie ecosystem. Since 2009, the preserve has been home to the growing Tallgrass Prairie bison herd.

Demographics

Salina is the seat of Saline County - establishing its value as a central place within one of Kansas’ most attractive and rapidly growing counties.

As of the 2010 census, Salina’s population is 47,700 which represents a 4.7% increase since 2000. The 10th largest city in Kansas, Salina’s population’s median age is 35.3 less than the national average of 36.8, with an age distribution of 14% under the age of 10, 16% between ages 21 and 40, 16% between ages 41 and 60, and 20% ages 60 and above. Median household income in 2010 was \$43,827. An age break down is provided on the following chart :

Table I: Population by Age	
Age Bracket	Percentage
1-10	14%
10-20	14%
20-30	14%
30-40	12%
40-50	13%
50-60	13%
60-70	9%
70+	11%

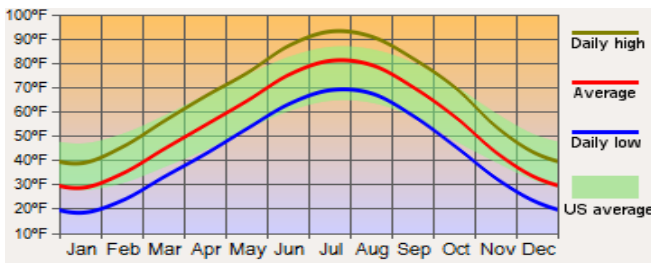
Source: U.S. Census

Climate

Salina, Kansas is classified as Humid Subtropical, mid-continental climate. Summers are generally hot and humid and winters are also cold and humid—with no dry season.

Salina gets 29 inches of rain per year. The US average is 37. Snowfall averages 19 inches per year. The average US city gets 25. The number of days with any measurable precipitation is 82. On average, there are 223 sunny days per year in Salina, Kansas. The July high is around 93 degrees. The January low is 18.

Table II: Average Annual Temperatures for Salina, KS



Commerce

Salina has a strong, diverse economy, serving as the retail economic center for agriculture, manufacturing, wholesale, and medical hubs. Salina's economy is based largely on Manufacturing and Agricultural production & transportation—mostly performing work in administration, management, business and financial sectors (27%), education, healthcare, and social services (21%), and sales or office occupations (19%).

At 4.30%, Salina boasts one of the lowest unemployment rates in the US—well under the US rate of 6.30%. Job growth is currently estimated at .7%, however future job growth over the next 10 years is predicted to be 37%.

The cost of living in Salina is very low (80) compared to the national average (100), the median home value is \$110,000, and median gross rent is approximately \$600.

Salina is home to several large employers: **Tony's Pizza** has roughly 1,800 employees, and the **Salina Regional Health Center** approximately 1,100. Employers with a considerable presence in Salina include:

- Unified School District 305
- Exide Battery
- Philips Lighting
- El Dorado National
- Great Plains Manufacturing
- Pepsi-Cola
- Power Ad
- Coperion K-Tron
- City of Salina
- Saline County



The Airport Industrial Center is a vital part of the region's economy and is a partnership between the City, the Airport Authority, and the Salina Area Chamber of Commerce. The Salina Airport gained international fame when Steve Fossett flew non-stop round-the-world in the Virgin Atlantic Global Flyer starting and ending in Salina.

K-12 Education

The public school system - USD 305—has a track record of excellence in student achievement. With a commitment to *"Learning for All, Whatever it Takes"*, the school district ensures opportunities for students of all ability levels. The District boasts 7,400 students in 13 schools—8 elementary, 2 high schools, 2 middle schools, and 1 special education cooperative. Voters approved a \$110.7 million bond issue in April 2014 for District building improvements and needs.

Salina also has 6 parochial and 1 military school.



Higher Education

Salina is home to several higher education institutions including: Kansas State Polytechnic, Brown Mackie College, Kansas Wesleyan University, Salina Area Technical College (SATC), The University of Kansas School of Medicine and Academy of Hair Design.





Form of Government

Salina is classified as a First Class city with a **Commission / Manager form of government** which was adopted in 1921. The City Commission consists of five (5) members elected at large, one of whom the Commission annually selects to serve as Mayor. Commission candidates who receive the most and second-most votes are elected for four-year terms while the candidate who receives the third-most votes is elected for a two-year term. The Commission sets policy and appoints the City Manager, who serves as the Chief Executive, responsible for appointing all employees and administering all the city government departments.

Municipal Services

Salina is a full-service city. The City provides a full range of services including police and fire protection, development services, construction and maintenance of streets, drainage facilities and other infrastructure; recreational activities and cultural events; emergency medical services and convention facilities. In addition to general government activities, the City also provides water, wastewater, sanitation, and solid waste services.

Public services and community facilities are provided completely by the City by more than 500 highly-professional employees in 12 departments including:

- | | |
|----------------------------|----------------------|
| ◇ Arts & Humanities | ◇ Police |
| ◇ Computer Technology | ◇ Human Resources |
| ◇ Community Relations | ◇ Municipal Court |
| ◇ Development Services | ◇ Parks & Recreation |
| ◇ Finance & Administration | ◇ Public Works |
| ◇ Fire | ◇ Utilities |

Ongoing Public Works projects will require and ongoing coordination and frequent collaboration with the following internal departments:

Public Safety: The Police Department has 114 full time employees including 84 commissioned officers and 30 civilian staff. The Fire Department has 95 employees in three 24-hour shifts and 11 provide admin. support.

Parks and Recreation: Salina offers adult and children's recreation programs throughout the year. The city enjoys the benefit of 25 public parks of more than 640 acres.

Building and Code Enforcement: Responsible for pre-occupancy Building Inspection, regulating Residential Properties, Building Construction, Historical & Architectural Review Board, Property Maintenance & Shade Tree Commission.

Finance: Conducts all financial transactions related to municipal assets, cash collections and disbursements, based on Generally Accepted Accounting Principals.

New Department Heads

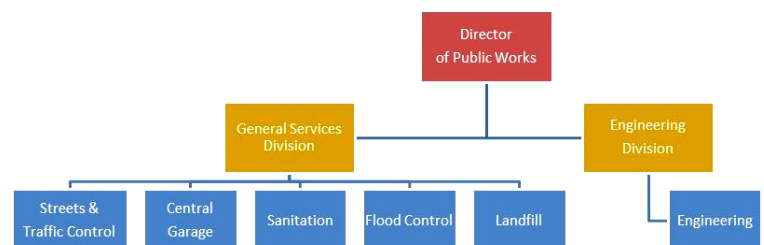
The City of Salina is in transition with recent retirements of several senior staff. While the City Manager worked for the City of Salina two times prior to serving as City Manager since July 2005 (11 years), the City recently hired a new Police Chief with 29 years of service, and a new Fire Chief also with 29 years of service. The searches for a new Parks Director and Finance Director are underway. (Finance Director is retiring after +20 years of service.)

Past Public Works Director

The previous Public Works Director served the City of Salina for 17 years having started his tenure as the General Services Manager (division head within Public Works). He was promoted to the Director position in 2007. Recent family needs prompted an early, unexpected retirement. This transition provides a unique opportunity to consider candidates who can guide the department to a new future.

The Public Works Department

The Director of Public Works is part of the City Manager's Executive Staff team operative under a Council / Manager form of municipal government 7 service areas: *Engineering, Streets & Storm Water, Traffic Control, Flood Control, Solid Waste (Landfill), Sanitation, Central Garage*. Eighty-seven (87) personnel are divided into these 7 divisions.



Director of Public Works

Recent Accomplishments

- ◆ Managed 11 projects within 98% of approved \$3.4 million sub-CIP budget in 2014, including wayfinding, downtown lighting, relief well pumping, levee project, crack and joint maintenance, microsurfacing, concrete rehab, asphalt mill and inlay, park exit severe weather egress, ADA ramps and street markings,
- ◆ Passed two random KDHE inspections at landfill with no major violations; staff assisted in completion of construction for new 9.55-acre landfill disposal cell and 2.76-acre leachate containment pond,
- ◆ Diverted 12,014 tons of yard waste for composting; collected 164,129 pounds of e-waste and 44,476 tons of refuse from 2012-2014,
- ◆ Placed 1,718 tons of asphalt, 321 tons of cold mix, 4,680 yards of concrete and 3,139 yards of flowable fill for street repair; repaired 9,741 linear feet of curb and gutter 2012- 2014, and
- ◆ Partnered with surrounding counties to acquire high resolution aerial photography and oblique imagery.



Upcoming Projects

- ◆ A \$9 million recreation field house and mixed-use commercial development public-private partnership between the City and local development group
- ◆ Comprehensive city-wide curbside recycling study
- ◆ Completion & installation of gateway interstate signs
- ◆ Expansion of hike/bike trail system
- ◆ Determination of feasibility of a storm water utility

The Ideal Candidate

Unlike many cities, Salina's Public Works Department is involved in a variety projects requiring a Public Works Director with a wide range of experience and interests. The ideal candidate will possess the following *attributes*:

- ✓ Results-oriented, solutions-driven
- ✓ Commitment to citizens customer service

- ✓ A high energy level, sense of humor, and the ability to enjoy and relish challenges

The ideal candidate will possess the following *skills*:

- ✓ Demonstrated leadership and consensus-building ability to include all levels of staff
- ✓ Demonstrated ability to meet timelines and to manage processes, budgets, and programs
- ✓ Strong public relations and communications skills, both oral and written
- ✓ Strong organizational and team-building skills

Key Responsibilities

Responsibilities of the Public Works Director are:

- ◆ Developing & executing **operating & capital budgets**,
- ◆ Coordination of **capital improvement projects** with staff, municipal departments & regional partners,
- ◆ Developing an inventory and maintenance schedule of **capital assets** and infrastructure,
- ◆ Developing and administering policies and **standard operating procedures** necessary to assure safe and effective management of staff and daily operations,
- ◆ Developing bid specifications and requests for proposals in accordance with municipal code and **coordinate, review and inspect** work of engineers, contractors and work crews,
- ◆ Managing and authorizing **purchase orders**, and
- ◆ Maintaining **department records** including assets, maps, plans, personnel, purchasing, and reports.

Minimum Qualifications

The successful candidate will be an experienced leader with a passion for excellence and outstanding technical, communications and team-building skills.

- ◇ Bachelor's degree in Civil Engineering or related field.
- ◇ 10 yrs. progressively responsible management and engineering or public works experience, including experience with fleet management, public works engineering, flood control systems, solid waste programs, traffic control and safety.
- ◇ Master's Degree may substitute some work experience.
- ◇ Possession of a valid KS Driver's License required after appointment.
- ◇ Registration in KS as a Professional Engineer is preferred.

Director of Public Works



Amenities

Salina has a national reputation as a center for arts and culture. Our arts-specific organizations include: **Salina Arts & Humanities**, **Salina Community Theatre**, **Stiefel Center for Performing Arts**, **Salina Arts Center** and its **Art Center Cinema**, and **Salina Symphony**. Salina received the 2009 “Governor’s Arts Award” from the Kansas Arts Commission.

10 things to do in Salina include:

- *Autocross (legal auto racing against the clock)*
- *Kenwood Cove Water Park*
- *Stiefel Theater for the Performing Arts*
- *Smoky Hill Festival River & Smoky Hill Museum*
- *Rolling Hills Wildlife Adventure*
- *Live Concerts (including Rascal Flats, Adam Lambert, Ringo Starr, The Blue Man Group, The Cult, Glen Miller Band)*
- *Salina Youth Symphony Orchestra*
- *Championship Bull Riding Showdown*
- *Peterson Farm Tours*
- *Salina Liberty —Professional Arena Football*

In June, 2000+ volunteers come together to assist the **Salina Arts & Humanities** (city department) with the **Smoky Hill River Festival**. **Rolling Hills Wildlife Adventure**, located west of Salina, is a beautifully laid-out zoo, museum and convention facility. In July, Salina hosts the Kustom Kamps of America (KKOA) “**Leadsled Spectacular**” event projected to include **2,000 classic car entrants** from throughout the United States.

The City’s **Bicentennial Center** provides the community with both an arena and convention facilities. Events include: *concerts, monster trucks, theater performances, circus acts, professional wrestling, and various sports*, including the **Salina Liberty**, Salina’s pro arena football team.

Parks & Recreation. Salina offers 640 acres of park land in 25 different locations, 18-hole, 6-hole, par-3 golf courses, 3 private courses (9-hole par-3 and 2 x 18-hole courses), 2 private country clubs with swimming and gym facilities, 15 tennis courts, and numerous soccer, baseball, softball, and football fields. A \$9 million recreation field house (public-private partnership) will soon begin construction.

Downtown. Salina has been referred to as the “*Terra Cotta Capital of Kansas*”. Visitors are amazed at the beautiful examples of architecture found in the Historic District. The **Historic Lee District** (*named after Henry David Lee—founder of the mercantile company in the 1800s that became Lee Jeans*) is a pedestrian-friendly shopping district containing more than 300 restaurants, shops & businesses. Enjoy the walking or driving tour, shop and visit galleries, theatres and museums while you’re here!



Courtesy: Salina Area Chamber of Commerce



Director of Public Works



Future Salina Airport facility. Source: MVP Services Group

Health Care

Salina Regional Health Center was awarded a five-star rating in the top 20 percent of more than 3,500 hospitals. SRHC has 300+ beds in a new 6-story, \$50 million patient bed tower at its downtown campus. Salina is also home to Tammy Walker Cancer Center and University of Kansas Medical Center-Salina.

Compensation & Benefits

Up to \$123,115 / year (*doq*) with the following benefits:

- ◆ Vacation – 11 paid holidays + additional vacation time allotted based on tenure with the City (0-4 years, 80 additional hours; 5-9 years, 96 additional hours; 10-19 years, 128 hours; 20 years+ , 160 hours)
- ◆ Medical – City of Salina health insurance plan includes health, prescription, and dental coverage. Employee cost per month: Family—\$272; Individual—\$101
- ◆ Life – The City pays 100% of cost of a life insurance benefit equal to employee's annual rate of pay. For spouses, up to \$15,000 and \$10,000 for children
- ◆ Retirement – Employees are members of Kansas Public Employers Retirement System (KPERs). Benefits include retirement, job-related death, and disability
- ◆ Generous Sick leave

Other useful information

For additional information, visit the following links:

- [City of Salina](#)
- [Salina Public Schools](#)
- [Saline County Government](#)

Residency Requirement

Residency within the corporate city limits is required within 6 months of date of hire.

To Apply...

Send resume and cover letter to:

SalinaPWD@MunicipalSolutions.org

Process

Applicant documents will be sent to and screened by the City of Salina Human Resources Department and candidates for interview will be selected. Applicants must complete an online application, upload a resume, cover letter and supporting documentation. Background check, education and employment verification can be expected.

Any questions should be directed to Natalie Fischer at human.resources@salina.org or 785-309-5710.

Confidentiality

Current employer is not contacted without candidate permission. The City is not required to provide applicant information to the media prior to selection and position being accepted. Applicant's name, will remain strictly confidential until such time as the candidate authorizes their disclosure. Candidate names are not disclosed to the public. All candidate application materials are archived for EEO requirements.

Equal Opportunity

The City of Salina is an Equal Opportunity Employer.

Application Deadline: Open until filled.

Recruiting assistance by:



Director of Public Works