



The Village of Yellow Springs, Ohio, is inviting applications for

VILLAGE MANAGER

Application deadline: February 15, 2019



INTRODUCTION

The Village of Yellow Springs is looking for a highly effective and motivated individual to lead our Village Government and strengthen our community as our current Village Manager is retiring at the beginning of July 2019. The information in this position and community profile has been developed based on discussions among Village Council and Staff Members as well as community stakeholders. Beyond the information provided in this position and community profile, you can learn more about Yellow Springs, Ohio via www.yso.com.

THE COMMUNITY

The Village of Yellow Springs – an eclectic, politically progressive community of approximately 3,700 residents in southwestern Ohio – lies within easy driving distance of Dayton, Columbus and Cincinnati. The “spring” that gives our town its name was discovered around 1800 and established our Village as a popular health resort for more than 100 years, a legacy that continues with our extensive community of wellness practitioners as well as YS being a popular destination for a diverse range of visitors. With the completion of the Little Miami Railroad in 1846, Yellow Springs became the center of trade and recreation for our region.

Today, Yellow Springs is a vibrant, creative, lively arts town with a highly educated citizenry. Our thriving, walkable downtown is comprised of nearly 100 shops, galleries and eateries. Our community has a culturally diverse, open-minded, friendly and inclusive atmosphere. With a strong commitment to remaining a village, residents value such local institutions as the YS News, Antioch College's Public Radio Station WYSO, the Little Art Theatre and the over 80 other nonprofits as well as the surrounding farmland, preserves (or natural areas) and parks.

Our focus on arts and education gives the Village something of a cosmopolitan feel, yet our surroundings in the rolling hills of southwest Ohio are clearly rural in character. Helping to enhance this natural setting are the bordering 1,000-acre Glen Helen Nature Preserve and the close-by 752-acre John Bryan State Park featuring Clifton Gorge and the Little Miami Scenic River. The 78-mile long Little Miami Scenic Bike/Hike Trail passes through Yellow Springs and offers additional recreational opportunities for our community and visitors.

Yellow Springs residents value and support lifelong learning opportunities. Our “Excellent with Distinction” public schools offer a challenging environment with small class sizes geared to individual development, featuring an innovative Project-Based Learning model. The Village also boasts two institutions of higher learning – Antioch College, providing undergraduate liberal arts education with a renowned co-op emphasis, and Antioch University Midwest, offering innovative graduate and other programs.

LOCAL GOVERNMENT

An active, passionate and vocal citizenry and a responsive governing body and administration are the hallmarks of government in Yellow Springs. The Village is governed by a nonpartisan, five-member Council. Three of the five members are elected every two years in the November general election. The two candidates receiving the most votes are elected to four-year terms, and the candidate with the third highest total serves a two-year term. The Council elects a President and Vice-President at the beginning of each term; the President serves as the presiding officer and works closely with the Village Manager, and all Council members are highly engaged in representing their constituents. Council meetings are videoed and can be viewed via the Village's "Community Access Yellow Springs" YouTube Channel. The Mayor, elected for a two-year term, represents the Village for ceremonial purposes and presides as judicial officer in Mayor's Court.

The Village Manager is appointed by Council and has executive responsibility for Village operations. The Village Team consists of 35 full-time and 13 part-time employees with a 2019 all-funds budget of \$14,354,539. The current aggregate all-funds cash reserve is \$7,793,000. Major operational departments of the Village include the Police Department, Public Works, Planning and Zoning/Economic Development, Finance/Utilities and Administration. The Public Works Department includes water treatment, wastewater treatment, water distribution, sewer collection, electric distribution, streets and parks and recreation. Fire protection is provided by Miami Township Fire and Rescue and solid waste/recycling services are provided via a contract with Rumpke Waste Services.

VILLAGE VALUES

Value #1 – Deepen decision-making processes with active citizen participation and effective representative governance.

Value #2 – Be a model employer actively practicing diversity hiring and a provider of services within a responsible and sustainable fiscal framework.

Value #3 – Be a welcoming community of opportunity for all persons regardless of race, age, sexual orientation, gender identity, ethnicity, economic status, physical and mental ability or religious affiliation.

Value #4 – Pursue a strong economy that provides diverse employment, creates a stable tax base and supports community values, particularly affordability.

Value #5 – Seek, in all decisions and actions, to reduce the community's carbon footprint, encourage sound ecological practices and provide careful, creative and cooperative stewardship of land resources.

Value #6 – Intentionally promote anti-racism, inclusion, equity and accessibility through all policies, procedures and processes.



PRIORITIES for the Next Village Manager

As highlighted by the 2018 Village Goals (complete document can be found at www.yso.com), there are many key challenges for the new Village Manager:

Infrastructure

The Village recently completed construction of a new water treatment plant. However, an extensive review of all infrastructure needs across the board has resulted in a renewed commitment to infrastructure improvement, with the development of a seven-year capital improvement plan across all areas. Dig-Once and Complete Streets Policies coupled with a recently completed Active Transportation Plan and soon-to-be-updated Comprehensive Land Use Plan also affect infrastructure planning. Emerging Environmental Protection Agency mandates for our water treatment and distribution systems will also deeply affect infrastructure needs.

Economic Development

The Village's economic base is fairly stable, but it is important that the Village retain existing businesses and also attract new businesses to create more local job

opportunities, thus expanding the tax base and growing the residential population. The Village owns a piece of property, currently called the Center for Business and Education, which is positioned for development. This property currently has one business, a new medical marijuana growing facility, with another 25 acres available for business development. A designated Community Improvement Corporation is being established to help support these initiatives.

Community

As with most municipalities, affordability is a critical focus. The Village is actively working to increase the housing stock, and affordable housing is a priority. A Housing Needs Assessment has recently been completed and a Manager's Housing Advisory Board has been created to work on this problem. The Village owns another piece of property, known as the Glass Farm, the development of which will play a key role in this area. Importantly, Village government is committed to having a model justice system and truly delivering on our Guidelines for Local Policing as well as our Village Value of being a "welcoming community" to all.





2018 VILLAGE GOALS

Goal #1 – Provide an affordable community with a high quality of life that encourages a diverse resident base in terms of race, age, economic status, sexual orientation, gender identity, ethnicity, ability and religious affiliation.

Goal #2 – Promote retention, rehabilitation and development of diverse types of rental and homeownership housing to meet current and future needs with focus on low-income, workforce, and senior households to result in mixed-income, environmentally sustainable neighborhoods.

Goal #3 – Complete protection of key properties in the Jacoby Greenbelt, protecting 1000 additional acres in sub-watersheds. Encourage conservation practices that protect soil and water. Preserve agricultural nature of the greenbelt and protect water resources surrounding the village.

Goal #4 – Engage in continuous infrastructure development that promotes Dig Once, Complete Streets and other economic and strategic best practices to facilitate a more robust and resident/business friendly community.

Goal #5 – Embody a Village culture that is welcoming to all, anti-racist and proactive about maintaining a diverse community.

Goal #6 – Execute an economic sustainability strategy to support existing businesses and entrepreneurs and attract new opportunities that support the values of the community.

Goal #7 – Establish a model Village Justice System that supports a just, safe and welcoming community across race, age, economic status, sexual orientation, gender identity, ethnicity, ability and religion.

Goal #8 – Develop a high-quality integrated surface transportation infrastructure system that contributes to improved quality of life by promoting safety, recreation, environmental sustainability, health, equity/inclusion and economic development.



THE IDEAL SKILL SET

Inclusive – Committed to diversity, equity and social justice as a way of life, governance, managerial and leadership style.

Collaborative – Skilled at facilitating participative governance practices that build consensus.

Planning and Project Management Know-How

Community-Oriented – Authentically exhibiting a passion for people and the place they live, work and play.

Innovative and Creative

Motivating, Positive and Respectful – Able to engage community members, staff and elected officials with patience, courtesy and tact in a political environment that encourages energetic debate from an informed electorate used to participating in the governance of the Village.

Objective – Proficient in providing comprehensive recommendations with alternatives for Council; keeping all Council members equally informed to allow them to make solid decision; able to question assumptions and avoiding making hasty decisions.

SALARY AND BENEFITS

The compensation package includes a salary range of \$85,000 to \$125,000 and competitive fringe benefits. The Village of Yellow Springs is looking for a highly skilled individual, so our final offer will ultimately depend on the qualifications of the candidate. Confidentiality of applicants will be respected as long as possible; however, all applications are subject to disclosure under Ohio's public records laws.

APPLY BY FEBRUARY 15, 2019

If you are interested in this outstanding career opportunity with a unique community, please submit a detailed resume, cover letter and at least five references with contact details no later than February 15, 2019, to:

Council Clerk Judy Kintner
clerk@vil.yellowsprings.oh.us
937-767-7202 (Press "5")

