

MACON-BIBB COUNTY COUNTY MANAGER

POSITION OPENING

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MACON-BIBB COUNTY MANAGER

Macon-Bibb County is seeking a dedicated, responsive, and experienced individual for its next County Manager. Pursuant to the Charter, the County Manager of Macon-Bibb serves at the pleasure of the Mayor, and shall:

- manage and direct the daily operations of the government in accordance with local ordinances, laws, and policies prescribed by the activities of Macon-Bibb County;
- act as a focal point for strategic planning, programming, and budgeting;
- supervise all Macon-Bibb County employees;
- serve as a liaison among Macon-Bibb County staff and governing body;
- assist the general public; and
- serve on boards or committees created by the Mayor and Commissioners.

The starting salary for the County Manager position for Macon-Bibb will be market competitive. Depending on the experience and qualifications of the selected individual, minimum pay is \$126,297.60, with a maximum pay of \$210,267.20. In addition, an excellent fringe benefit package will be provided for the successful candidate. Reasonable relocation expenses will also be paid.

CANDIDATE INFO

The ideal candidate for County Manager of Macon-Bibb shall have comprehensive knowledge of modern local government management principles and practices, concepts, methods and procedures. Applicants do not need to be a resident of Macon-Bibb County or the State of Georgia nor a current employee of the consolidated government at the time of application or appointment.

Education

County Manager applicants shall have:

A **Master's Degree** in Public or Business Administration or related field and four (4) years experience in public administration or business management in the private sector; OR

A **Bachelor's Degree** in Public or Business Administration or related field and eight (8) years experience in public administration or business management in the private sector.

Apply

To apply to help lead Georgia's fourth largest city and build its newest consolidated government, contact or send your confidential resume to:

Benjamin Hubbard, Director
Macon-Bibb County Human Resources Department
P.O. Box 247 • Macon, GA, 31202
Phone: 478-737-6753 • Fax: 478-751-2735 • E-Mail address: bhubbard@maconbibb.us.

Applications should be submitted no later than Friday, August 25, 2017.

Macon-Bibb is an Equal Opportunity Employer.



COUNTY MANAGER INFORMATION

The **Mayor** and **Commissioners** engaged the services of the Association of County Commissioners of Georgia (ACCG) to develop a preferred character profile for the next County Manager. Representatives from ACCG met with Commissioners to conduct a survey and lead a discussion about the type of person they believed would best fit our new government and be an effective leader in carrying out projects and working with the public. For a full copy of the feedback garnered through this process, contact Human Resources Director Ben Hubbard.

Commissioners expressed a very strong preference for the County Manager's management style being leading by defining purpose, not just assigning tasks. Less preferred, with equal scores, were delegation and coaching styles, and least preferred was the style of directing people. They also said they have a strong preference for a collective and participatory decision-making style over democratic or autocratic styles.

Open Discussion

In the open discussion about the new County Manager, the Mayor and Commissioners wanted someone who would build up employee morale, be inclusive and collaborative with directors and employees, understand and use economic forecasting, have respect for other people, be open and honest with Commissioners, and be able to work with a variety of agencies and partners.

Additional comments were made and recorded throughout the process, and those are listed in the full report that can be obtained from Human Resources.

Survey Results

During the survey, the Mayor and Commissioners rated the following traits as "Critically Important." They also rated other traits as "Very Important" and "Important," and the full list is available by contacting Human Resources Director Ben Hubbard.



PERSONALITY TRAITS

- Honesty/Integrity
- Responsibility
- Trustworthiness



WORKPLACE SKILLS

- Work Ethic/Self-Management
- Problem Solving
- Communication Skills (written)
- Ability to Negotiate
- Conflict Management/Resolution



WORK STYLE

- Ability to Work with a Team
- Aptitude for Learning New Things
- High Quality of Work
- Attention to Detail



PROFESSIONAL EXPERIENCE

- Financial Management
- Working with Constitutional Officers
- Budgeting
- Human Resources
- Economic Development



MACON-BIBB COUNTY GOVERNMENT



Total Budget – \$279 million
General Fund Budget – \$149.9 million
Employees – 1,800

Macon-Bibb County is Georgia's newest consolidated government, having been approved by the voters on July 30, 2012 and officially created on January 1, 2014. The new government replaced the former City of Macon and Bibb County governments, and created the state's fourth largest city, home to more than 150,000 people.

Macon-Bibb County operates under a Mayor/Commission form of government. Policy-making and legislative authority are vested in a government consisting of one Mayor (elected county-wide) and nine (9) Commissioners (elected by District). The Mayor serves as the Chief Executive Officer of Macon-Bibb County, and Commissioners are responsible for passing ordinances and resolutions, adopting and monitoring the annual budget, appointing committees, and developing a vision and plan for the community.

Macon-Bibb County provides a full range of services including law enforcement, fire protection, parks, recreation facilities and programs, animal control, emergency management, street and infrastructure construction and maintenance, and more. As part of consolidation, the new government was mandated to reduce its budget by 20% from the combined former budgets in four years, which amounted to an approximately \$20 million reduction. This was accomplished in just three years by eliminating double taxation of city residents and being more strategic with service delivery.



FORWARD TOGETHER STRATEGIC PLAN

As a new government, the Macon-Bibb County Commission undertook an 18-month process that led to the development of its national award-winning Forward Together Strategic Plan. This plan lays out the priorities of the community and has been the basis for budget development, service delivery, and project support.

The Commissioners in this process identified five Strategic Focus Areas to meet the community's goals:



ECONOMIC AND COMMUNITY DEVELOPMENT The highest priority of Macon-Bibb County is to create a robust economy and strong communities. We will focus on retaining our current business and industry, creating opportunities for new economic development while addressing poverty, supporting and encouraging quality education, and workforce development.



SAFE NEIGHBORHOODS AND SAFE COMMUNITIES Safe neighborhoods are the foundation of great communities. Macon-Bibb County will focus our efforts on providing public safety, citizen education and engagement, and crime prevention, all in an effort to create safe and enduring communities.



EFFECTIVE AND EFFICIENT GOVERNMENT The Macon-Bibb County Commission and staff will work to improve public perception of the governance and government processes and apply fair and equitable principles regarding taxation and employee compensation. We will utilize best management practices to execute Commission policy towards completing SPLOST and all other projects successfully and in a timely manner.



INFRASTRUCTURE IMPROVEMENTS To achieve the community we desire, Macon-Bibb County will focus on and develop storm water, water, and wastewater infrastructures and an integrated transportation system of rails, trails, roads, and runways to become the logistics hub of Georgia.



QUALITY OF LIFE Macon-Bibb County will support, encourage, and promote good living in Macon-Bibb with the arts and cultural events, tourism improvements, social and night life opportunities, and a community-wide system of passive and active recreation.



ABOUT MACON-BIBB COUNTY



Macon-Bibb County

Size – 255 square miles

Population – 155,547

Median Age – 36

Median home value – \$118,700

Source: 2010 United States Census



Macon-Bibb County is the hub of the region and state with its location at the intersection of Interstates 16 and 75 at the geographic center of Georgia. It offers the region a wide variety of jobs, arts, culture, shopping, restaurants, health services, recreation, and businesses not found at the same level in other areas of Middle Georgia, thus attracting thousands of people every day.



We are a community steeped in culture and music, with multiple festivals throughout the year, including the International Cherry Blossom Festival, Macon Film Festival, Bragg Jam Music and Arts Festival, Tubman Pan African Festival, Ocmulgee Indian Celebration, and Macon Beer Fest. We are also home to the Georgia Sports Hall of Fame, Tubman African American History Museum, and Macon's Museum of Arts and Sciences.



Our recreational activities also are a draw for thousands of people, providing friends and families places to gather, celebrate, and enjoy the outdoors. From Lake Tobesofkee to the new Sandy Beach Water Park to the 180-acre Amerson River Park to Macon Mayhem games at the Centreplex to Central City Park, which features our new skate park and, soon, a new baseball team.





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