



Welcome to the city of Savannah, Georgia

City Manager Position Open - Apply by May 27, 2016



Estimated 2014 Population: 144,352

Savannah is one of America's friendliest and most beautiful cities, and proud to be ranked No. 3 as "a top place to visit" in the World's Best Cities in the U.S. and Canada! (Travel + Leisure 2014). Having earned its nickname, "The Hostess City," for the way Savannahians love to share the charm of their hometown, hospitality is an art form and found at every turn! Savannah evokes a distinct image of southern charm, just by mentioning its name, and the city delivers on that image and more, often providing a surprise or two along the way – like that of being ranked the Most Romantic American City (Trivago.com, 2015).

The deliberate attention to, and pride in the way Savannah presents herself, extends from its founding as the capital of the 13th colony of Georgia. Claiming the land for King George in 1733, Gen. James Oglethorpe carefully plotted out the city plan to include a series of 24 neighborhoods built around central, public squares. They continue to help make Savannah such a delightful place to tour on foot. It is noted for being one of America's greenest, most pedestrian-friendly cities. Each

square and its surroundings create districts with distinctive characteristics and make the city the largest landmark historic district in the nation! Savannah is the fourth Best Historic City, (USA Today, 2014) and since its founding has been an axis of shipping, manufacturing, urban planning, arts and culture.

Specialized tours of all varieties throughout the city are guided by local experts who delight in sharing the treasures of this jewel of the South. The distinguished ranks of antebellum mansions are the backbone of many of these tours, all showcasing fascinating stories and glimpses into the past. Savannah is a place steeped in history, legend and tradition but at the same time, very dynamic and forward-thinking.

Tourism continues to break records each year as millions of visitors enjoy the city's stunning architecture and historic buildings. In 2014, Savannah welcomed more than 13.4 million visitors, including 7.6 million overnight guests and 5.8 million day-trippers, who together generated \$2.5 billion in visitor spending. Hotel/motel tax collections for the city of Savannah, Chatham County and Tybee Island also hit new records at \$18.2 million. Savannah's tourism and hospitality industry continues to be one of the largest economic drivers for the city, whose population is just under 150,000. A long-term management plan is being composed that will assure the tourism industry's continued vitality and growth while protecting the very charm and culture that most visitors come to Savannah to experience.

Bolstered by its tourism industry and a growing port, the city benefits from an economy that's greatly diversified in its industries, including small businesses, health care, large-scale



manufacturing and military operations. Along with a storied military history from the Revolutionary War to the Mighty Eighth Air Force, the city is home to Hunter Army Airfield, a vital hub of the Fort Stewart complex, the largest military installation east of the Mississippi River.

Learning opportunities abound in Savannah with an award-winning public school system, a multitude of private schools, several diverse universities and a technical college. More than 35,000 students reside within a 50-mile radius, while pursuing a post-secondary education at more than 20 institutions of higher learning; from Armstrong State University and Savannah State University to the Savannah College of Art and Design, the Savannah Law School, South University, Savannah Technical College, Georgia Southern University. Both Mercer University and the Medical College of Georgia have medical schools here.

Savannah is a place to live, and thrive! The city was ranked in the 10 best Southern Small Towns (USA Today, 2015) and the Top 10 of America's Happiest Seaside Towns (Coastal Living, 2015). With a cost of living below the national average (92.0 compared to 101.6 for Atlanta and 100 nationally), you can choose between surrounding yourself with history, stepping back into small-town America, enjoying the security and luxury of a gated community, or a laid-back bungalow overlooking the marsh. Reasonably nice homes can be purchased for \$150,000 to \$500,000.

Savannah presents a variety of festivals accenting every month of the year. Celebrate film, literature, art, food, and heritage by stepping out for seasonal events like the world-class Savannah Music Festival, which takes place in venues all over town every spring. This legacy features nearly 600 artists in free and ticketed concerts, classes, lectures and workshops for just about every possible musical taste. Other significant festivals include the annual Savannah Jazz Festival and The Black Heritage Festival. The second largest St. Patrick's Day celebration in the country takes place here, tied to the mid-1800s when the city became a top destination for those fleeing

the Irish potato famines. The St. Patrick's city-wide event is arguably the Southeast's biggest annual bash, with music, athletic contests, and its signature parade, 300 units strong.

Culture thrives in Savannah, with twice as many art galleries per capita as New York City! The Telfair Museum of Art is the South's oldest art museum. Built in 1819, it was a private home to the Telfair family until 1875 when it was willed over to the Georgia Historical Society. The museum now houses an impressive collection of more than 4,500 works of fine art.

City Market enjoys the ambiance of its unique history. In 1755, it was a needed gathering place where farmers, fishermen, tradesmen and vendors assembled for commerce. The area has evolved over time, to a dressing station during the Civil War Siege of Savannah and is now a vibrant shopping district with galleries, gifts, and other favorite finds in every quaint alleyway. Experience coastal cuisine and southern cooking at one of the many eating establishments throughout the city and then enjoy fashion forward Broughton Street, the décor houses of the Downtown Design District, and the antique and art boutiques that line the squares. Or, hop a trolley, enjoy a horse-drawn carriage or board a ferry at River Street in the city's historic waterfront area and enjoy the panoramic view from the Savannah River.

Savannah offers many opportunities to enjoy the water, from fishing to sailing the Intracoastal Waterway. Tybee Island is only 20 minutes east of downtown Savannah and hosts one of the 10 Best Southern Beaches (USA Today, 2014). Once a quiet beach town, Tybee is now a popular vacation destination offering five miles of sandy beaches and historic attractions like Fort Pulaski and the Tybee Island Light Station. Enjoy locally caught seafood, year-round festivals and events in a laid-back atmosphere. The sand and surf activities include paddle boarding, bodysurfing, kayaking, dolphin tours, relaxation in the sand, or activities on "Savannah's beach," such as bocce, competitive volleyball and aerial kiteboarding. Enjoy the beach any time during the year. Tybee Island it is ranked No. 4 in the 16 Best (Affordable!) Winter Vacations

in America (Budget Travel, 2014). Charter a boat and fish the Gulf Stream, or take an eco-tour of Georgia's beautiful barrier islands. The pristine coastline is known as the ocean's nursery, where miles of marshland serve as a breeding and feeding ground for thousands of species from land, air, and sea. The Savannah National Wildlife Refuge has 29,000 acres of tidal marshes, rivers, and streams. Or, enjoy getting an up-close and personal experience at Georgia's oldest saltwater aquarium, The Skidaway Marine Science Center.

For travelers, the city has a spectacular airport, offering non-stop flights to Atlanta, Charlotte, Dallas, Detroit, Chicago, New York City, Philadelphia and Washington, DC on American, Delta and United Airlines.

Sultry summers, oaks dripping with Spanish moss and grand antebellum manors are the quintessential elements that govern the South. The charm of Savannah, which has the intimacy of a small city but the experienced background of a much larger one, makes for a wonderful place to visit or live. Whether you want beauty, culture, eccentricity, friendliness , or just to slow down the pace–you can have it all in Savannah!

HISTORY

General James Oglethorpe and settlers from the ship Anne landed at Yamacraw Bluff, located about 12 miles upriver on the Savannah River, on February 12, 1733. They were greeted by Tomochichi, the head chief of a Yamacraw tribe, and Indian trader John Musgrove. The colony of Georgia and the city of Savannah were founded on that date.

Savannah was named for the Savannah River, which most likely derived from various names for the Shawnee, the Native American people who migrated to the river in the 1680s. Another theory is that the name Savannah refers to the extensive marshlands surrounding the river for miles inland and is derived from the English term "savanna", a tropical grassland.

In 1751, Savannah and the rest of Georgia became a Royal Colony and the city was made the colonial capital of Georgia. By the time of the American Revolutionary War, it had become the southernmost commercial port of the Thirteen Colonies. British troops claimed possession in 1778, and the following year a combined force of American and French soldiers failed to defeat the British at the Siege of Savannah, which allowed the British to stay until July of 1782.

Savannah continued as a prosperous seaport throughout the 19th Century, and was the Confederacy's sixth most populous city. The city was the prime objective of General William T. Sherman's "March to the Sea", the name given the Union Army's military Savannah Campaign in the Civil War. He and Union commander Lt. General Ulysses S. Grant believed the Civil War would end only if the Confederacy's strategic, economic, and psychological capacity for warfare was broken. The campaign began when Sherman's troops left the captured city of Atlanta, on Nov. 15, 1864, and ended with the capture of the port of Savannah on Dec. 21. On that morning, local authorities negotiated a peaceful surrender to save Savannah from destruction and Union troops marched into the city at dawn.

Over the next 150 years, Savannah developed into the industrial center and Atlantic seaport it is today. It is Georgia's fourth-largest city and third-largest metropolitan area.

GEOGRAPHY

Savannah lies on the Savannah River, located in Chatham County, approximately 20 miles upriver from the Atlantic Ocean and 20 miles south of the border between South Carolina and Georgia.

The city has a total of 108.7 square miles; 103.1 square miles of land and 5.6 square miles covered in water. Savannah is the primary port on the Savannah River and the largest port in the state of Georgia. The U.S. Intracoastal Waterway is located nearby. As Savannah

is prone to flooding, five canals and several pumping stations have been built to help reduce the effects.

The Savannah Metropolitan Statistical Area (MSA) comprises Chatham, Bryan, and Effingham counties. Liberty and Long counties complete the geographic boundary of the Savannah / Hinesville / Ft. Stewart combined MSA. Jacksonville, FL, is two hours south, Atlanta three and a half hours northwest, Orlando, FL, four hours south and Hilton Head is just under an hour northeast.

DEMOGRAPHICS

Table 1: Savannah Demographics

Estimated 2014 Population: 144,352			
Distribution by Race		Distribution by Age	
Caucasian	40.7%	0 to 15	18.4%
African American	54.3%	15 to 25	19.8%
Asian	2.2%	25 to 45	27.7%
Native American	0.3%	45 to 65	22.1%
Two or More Races	2.5%	65 to 85	9.9%
Total	100%	85 and Older	2.1%
Hispanic (all races)	4.9%		

Educational Achievement (over age 25)	
High School or Higher	85.5%
Bachelor's Degree or Higher	27.0%

Other Statistics	
Median Age-Savannah	31.4
Median Age-U.S.	37.4
Poverty Rate	17.0%

Source: U.S. Census Bureau

CLIMATE

Savannah has a semi-tropical climate with usually warm, and frequently hot, humid weather throughout the year. The average temperatures are 49.2° F in January; 81.2° F in July; with an annual average of 66.4° F. During seven months of the year the average temperature is 70 degrees or higher, with July, the warmest month, reaching an average day time high temperature of 92° F. Summer afternoon showers often bring a little reprieve from the temperatures. The annual precipitation is 49 inches, with the driest month in November with 2.4 inches, and the wettest in August at 7.20. Savannah rarely receives snow.

COMMERCE

Savannah's economy is based on six key components. The first is manufacturing. Following recent years' announcements of \$1 billion in facility expansion and the addition of more than 4,000 new jobs, the manufacturing sector is doing very well. Among others, Gulfstream Aerospace is headquartered here and is the area's largest single employer.

The Port of Savannah is the second component. It is already the largest single container terminal in North America and growing. It offers 9,700 feet of contiguous birthing space and over three million square feet of warehouse space is available within 30 miles of the port. Two major railroads, the Norfolk Southern and CSX, as well as Interstates 16 and 95, serve the Port. More than 29 million tons, or 8 percent of all containerized cargo in the United States, traveled through the Port to and from more than 150 countries. In October 2014, the \$700 million Savannah Harbor Expansion Project was given the green-light. It will deepen the Savannah River channel to 47 feet and enable the port to more efficiently serve the larger new Panamax vessels expected to call in greater numbers after the expansion of the Panama Canal is completed.

The third component is tourism. In addition to what is already here, five new hotels are either planned or under

construction. The fourth component is the military. Hunter Army Airfield lies within the city limits. It is home to approximately 5,000 service men and women and units of the Army, Air National Guard and Coast Guard and compliments Fort Stewart in neighboring Hinesville, GA.

Fifth is education. As noted previously, the Savannah College of Art and Design (SCAD) has a significant presence in the community and hosts 12,000 students. It does not have a traditional campus but since its being founded in 1978, has purchased over 60 buildings in the city's core and renovated them - making SCAD a major part of Savannah's redevelopment. Armstrong State University enjoys an enrollment of over 6,300 and Savannah State University, established in 1890, and the oldest public historically black college or university (HBCU) in Georgia, enrolls 4,900. In all, 35,000 students attend colleges and universities in Savannah or within a 50-mile.

Sixth is medical. Two nationally recognized medical centers deliver top-quality health care in the city: Memorial University Medical Center and the St. Joseph's/Candler Health System. These centers, and

the advanced medical specialties they offer, attract people from southeast Georgia and the southern coast of South Carolina. The medical facilities are also the leading private non-manufacturing employers in the metropolitan area. Each hosts medical schools with a branch of the Medical College of Georgia at Memorial and a branch of Mercer University at Candler.

THE GOVERNMENT

Savannah follows the Council / Manager form of government. The city council is nonpartisan and composed of nine members. The mayor and two aldermen (city council members) are elected at large. The remaining six aldermen are elected by district. Terms are four years and all are elected at the same time in November of the year preceding the U.S. presidential election. Each member of the council (including the mayor) has one vote, although the mayor can veto ordinances and resolutions.

The last election was in 2015 in which four new members (including the mayor) were elected. Although they still are developing relationships among themselves, they care about their community and while they differ on approach and methods, all want the best for their city. They have a high regard for the city staff.

The council appoints a city manager, city attorney, and clerk of council. The city manager provides administrative leadership and manages the day-to-day functions of the city. Savannah provides all the typical city services as well as some others. Specifically, these services include: Community and Economic Development; Finance; Fire/EMS; Leisure Services (including recreation,

Table 2: Principal Employers, Savannah, GA

Employer	Industry	Employees
Gulfstream Aerospace	Aerospace	10,126
Memorial Health University Medical Center	Health Care	5,000
Savannah-Chatham Board of Education	Education	4,808
Fort Stewart / Hunter Army Airfield	Military	4,637
St. Joseph / Candler Health System	Health Care	3,304
City of Savannah	Government	2,795
Savannah College of Art and Design	Education	1,590
Chatham County	Government	1,578
Walmart	Retail	1,360
Georgia Ports AuthorityG	overnment	988

Source: City of Savannah, 2014 CAFR



facilities maintenance, cemeteries, therapeutic recreation, marina, civic center and golf course); Police (the city and county jointly fund the police department but management falls under the city manager); Public Works; Sanitation; and Utilities (water and wastewater). The city has 2,610 employees. The largest concentration of employees are in Police (29%), Fire/Rescue (13%), Utilities (12%), Sanitation (9%), Streets and Drainage (8%) and Leisure Services (7%).

The city's General Fund budget for FY 2016 is \$187,584,246 and its total budget is \$363,930,031. The former has an unassigned fund balance of 18.2%. The city's budget year runs from January 1 until December 31. The property tax rate is 12.48 per thousand dollars (down from \$12.90 in 2005). Note that in Georgia, property is only assessed at 40% of market value. The city's total assessed value in 2014 was \$3,828,096,000 in an estimated true value of \$9,570,239,000, up 3% from the prior year. By comparison, the total assessed value rose steadily from \$3.539 billion in 2005 to \$5.010 billion in 2009 before dropping back and bottoming out in 2013 at \$4.751 billion.

THE CHALLENGES & OPPORTUNITIES

Savannah is a wonderful city but not without challenges. First, the roles and responsibilities in the city government's management need to be clearly defined and understood. Additionally a sense of comradery must be developed around a set of universal goals.

Second is balancing the needs and desires of a very diverse community. Tourism has been a driving force and needs to be nurtured but not at the expense of Savannah's identity.

Third, significant portions of the community reside in poverty and many have for

generations. The city's leadership (both public and private) is and has been highly desirous of breaking the cycle. It is willing to test new solutions and work diligently to address the problem. There are clearly areas of the city that have suffered from systemic neglect and three census tracts have been mired in generational poverty for over 30 years.

The fourth issue is crime, and in particular, gun violence, which is priority one for the new Mayor and Council. In 2015 there were a total of 53 homicides, an increase from 32 in 2014. In all of Violent Crime category there was an increase in 25.9% and an increase in 10.3% for Part 1 Crimes in 2015. Unfortunately right now, the trends are continuing to increase for 2016. The city is focusing on this issue and is providing the new police chief with the resources he needs to address serious crime, although it is understood more resources will be needed in the near future.

Fifth is homelessness. Savannah has attracted many of the region's less fortunate and appropriate facilities and services need to be identified, coordinated and provided.

Finally, the city council is committed to providing its businesses and residents with the most efficient and effective government possible. It wants the next manager to review the city government from top to bottom to insure the functions are right-sized and staff members are in the positions for which they are best suited. It expects changes will be needed and supports them.

THE IDEAL CANDIDATE

The city council is seeking an outstanding leader and manager with a demonstrated track record of achievement, preferably in a municipal or county environment. The elected officials want someone to work with them as a partner, a supporter and a trusted advisor. He/she will be a consensus and team builder – someone who knows how to balance competing points of view, to find common interests and to bring people to agreement. As noted, the elected officials all want

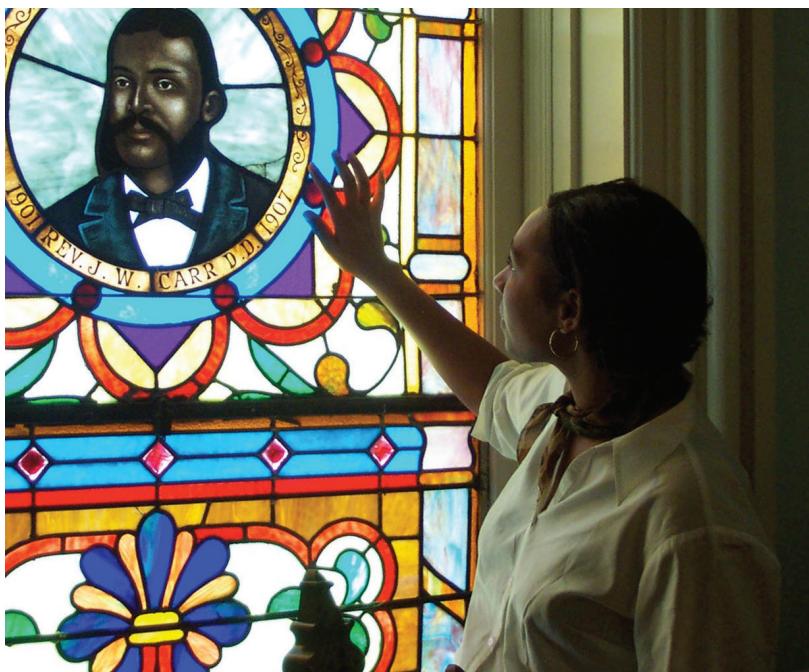
what is best for the community. The task now is to assist them in becoming a cohesive team. The successful candidate will develop healthy working relationships with each member of Council and understand the need of balancing the complementary and sometimes competing interests of each member.

The city expects the next city manager to have outstanding communication skills, and to be a highly visible and engaged public figure. The individual will be involved heavily in the community and equally comfortable conversing with citizens and stakeholders from all walks of life. To paraphrase Rudyard Kipling, the successful candidate will be able to mingle with crowds and keep his virtue, and walk with kings without losing the common touch.

The ideal candidate will have vision, set goals, and rely on his/her subordinates to do their jobs. The individual will not be a micromanager but someone who expects to be informed and will hold the staff accountable. He/she will encourage creativity and taking reasonable risks but also realize not every great idea will be successful. The manager will be a mentor and encourage staff development and decision making. The individual will recognize that no one has a monopoly on knowledge, that input is important and that the diversity of opinion will only make the projects and programs better. As such, he/she will be approachable, receptive, open, honest and transparent.

Customer service will not be just a catchy phrase with the next manager but rather, along with integrity, be a core principle and a way of life. He/she will be someone who leads by example and encourages the staff to find ways to get to "yes!" While it is understood that the customer is not always right, but the customer does deserve a good explanation.

The manager will be a critical thinker and while respectful of the past and of current processes, always asking if there is a better way to conduct business and to solve problems. Analytical skills, as well as knowledge



of how to utilize information technology to optimize process and inform the public, are paramount. Council expects the manager to review the operation from top to bottom to ensure the taxpayers are receiving the best possible service in return for what they pay.

The individual will have demonstrated skills in management, finance, and redevelopment. Knowledge of and experience with intergovernmental relations will be important to the individual's success.

The position requires a bachelor's degree in business administration, public administration, public policy or related field and seven to 10 years of increasingly responsible experience as a senior level government or private sector executive. A master's degree is preferred.

Council plans to make a commitment to the candidate and hopes the selected individual will make a long-term commitment to the city. This position should not be viewed as a stepping stone but as a gem in its own right.

COMPENSATION

The city wants the very best manager in the country and are prepared to pay between \$180,000 and \$300,000 annually with a very attractive and competitive benefit package.

CITY MANAGERS HISTORICALLY

Between 1954 and 2010, the city had five city managers. The city's elected officials are committed to selecting the right person and returning to stability in the manager's office. The current City Manager will be retiring after 27 years of service to the city of Savannah, including six months as Acting City Manager.

and three years as City Manager. While possible, we do not anticipate any serious internal candidates.

RESIDENCY

The City Manager will live in the city of Savannah.

HOW TO APPLY

E-mail your resume to Recruit26@cb-asso.com by May 27th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or Lynelle Klein at (425) 658-7025.

THE PROCESS

Applications will be screened between May 28th and June 29th. Finalists will be selected on June 30th. A reception and interviews will be held on or about July 14th and 15th with a decision shortly thereafter.

OTHER IMPORTANT INFORMATION

The city of Savannah is an Equal Opportunity Employer and strongly encourages women, minorities and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the city of Savannah, visit:

<http://www.savannahga.gov/>

<http://www.savannahchamber.com/>

<http://www.savannah.com/>

<http://www.seda.org>

